

MORENO VALLEY CITY EMPLOYEES ASSOCIATION

The employees (non-management) of the City of Moreno Valley have designated the Moreno Valley City Employees Association (MVCEA) as their labor relations representative with the City. MVCEA is an independent employees association made up of and run by City employees through an elected Board of Directors. The eight members of the MVCEA Board of Directors are elected by unit employees to 2-year terms. With the assistance of a professional labor relations consultant, MVCEA members are represented in negotiations for our MOU (labor contract) covering wages, benefits, and working conditions. Our consultant also assists and represents members in grievances, disciplinary appeals, as well as assisting with other informal job related concerns.

MVCEA and our members receive professional representation from the City Employees Associates (CEA). CEA provides labor relations services to public sector labor unions across Southern California. They represent employees covered under the Meyers-Milias-Brown Act. All of CEA's clients are public employees who belong to local, independent Associations and Unions.

CEA has extensive experience with public agencies, representing employees, and their organizations since 1988. CEA provides staff to independent organizations at affordable rates and does not ask clients to sign long term contracts. CEA representatives work as the Association's staff, recommending action and taking direction from the employees Association's Board of Directors. They provide prompt, professional attention, on site to meet the needs of our organization and membership.

Members are also entitled to legal referrals to an attorney specializing in workers compensation matters in the event of a job related illness/injury. Members with non-job related legal issues may receive a referral and free initial consultation with an attorney.

MVCEA members also may participate in MVCEA social events and holiday gift drawings. Members receive paid release time to attend the annual membership meeting and to attend meetings related to ratifications votes on labor contracts.

DUES STRUCTURE

BASIC MEMBERSHIP \$10.00 per pay period

MVCEA membership fees are less than those charged by other unions and associations representing local government employees. We are able to provide this quality of representation at this affordable level because the work performed by our elected MVCEA Board members is done without compensation. One hundred percent (100%) of your dues dollars are used exclusively for the representation and benefit of MVCEA members and the cost of running the Association. We are not affiliated with any state, national, or international organizations and pay no fees or assessments to any outside groups.

POLITICAL ACTION COMMITTEE \$2.00 per pay period (You may contribute more)

This money is used to support our vitally important political action program. The MVCEA PAC seeks out, interviews, and supports City Council candidates, other office seekers, and ballot initiatives favorable to our members in areas of compensation, working conditions and job security. The open line of communication with local elected officials developed through the political action program has been invaluable to our success in representing our members.

NON-MEMBERSHIP \$7.50 per pay period (Agency Shop Fee)

Employees may elect not to belong to MVCEA however all unit employees must pay an Agency Shop Fee to cover the cost of providing mandatory representation to non-members in labor contract negotiations. Those electing to pay this fee and not join their fellow employees in supporting MVCEA and its efforts, receive no personal representation in grievances, disciplinary appeals, worker's compensation issues, legal referrals, or on working condition concerns. Non-members may not participate in any MVCEA meetings or activities, holiday gift drawings, or social activities, and have no voting privileges in MVCEA matters.