

⇒ **Provision of Benefits**

- the CSA is one of the few Unions which constantly seeks to provide benefits to members, to help to reduce the day-to-day economic pressures: -

* Health insurance

* scholarships to members' children

* discounts from 16 business places upon presentation of a CSA ID card

* discounts on rental of CSA facilities for weddings, funeral receptions, other acceptable gatherings

* provision of training—locally and abroad

♦ efforts are on-the-way for: a Housing Scheme, Death Benefits and Others

BENEFITS PROVIDED BY THE CSA

TO SUPPLEMENT YOUR SALARIES

TAKE ADVANTAGE OF CSA'S BENEFITS

JOIN THE CSA!

How to join the CSA

♦ If you are in doubt

- Talk to the shop steward at your workplace.
- Talk to members who have benefited.
- Visit the office, discuss with staff.
- Visit the CSA website at:
www.csastlucia.org
- Telephone the office at numbers:
452-3903/31208/285-4537
- Send an email:
csa@candw.lc

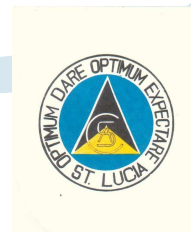
**BE AN ENLIGHTENED WORKER
SAFEGUARD YOUR FUTURE**

JOIN THE CSA



**THINKING OF JOINING A
UNION?**

**WELCOME TO THE
ST.LUCIA CIVIL
SERVICE
ASSOCIATION
(CSA)**



Tel.: 1-758-452-3903

Why Join a Trade Union?

- As a worker, your interests, and the interests of the Employer or Boss are not the same.
- The interest of the Employer or boss is to get as much as possible from the worker for little pay and benefits as possible.
- Your interest as a worker is to enhance your individual position as much as possible through:
 - **decent work**
 - **fair wages**
 - **safety in the workplace**
 - **rejecting discrimination**
 - **equal opportunity for advancement**
 - **fairness and equity**
- Individually, workers are weak in pursuing their interests.
- They have no voice; cannot defend themselves; just a commodity to be used and rejected when the time comes
- It is by joining a trade union that workers, together, can: -
 - **Have a voice**
 - **defend themselves**
 - **protect their interests**
 - **safeguard their future**

About the CSA

- ◆ The CSA began functioning as a Trade Union in 1947, with Sir Ira Simmons as its first President.
- ◆ It was registered as a Trade Union, under the laws of Saint Lucia, on May 16, 1951.
- ◆ The CSA started as a Union of Public Sector Workers, having as members: Civil Servants and Employees of Statutory Boards.
- ◆ Through the years workers from diverse walks of life—from the hotel industry, electricity services, and other private sector entities, became members of the CSA.
- ◆ The CSA has members in seventy-seven (77) branches.
- ◆ The CSA is one of the most, democratically organized unions in St.Lucia: *“Every member has an equal opportunity and equal voice in the decisions of the Union.”*
- ◆ The leadership of the CSA, the National Executive Committee, is elected every two (2) years. As a paying member, you have an equal opportunity to be a leader of the Union.

- ◆ Paying members of the CSA are the ones who form and own the Union.
- ◆ The day-to-day operations of the Union are conducted by Secretariat staff employed by the members of the CSA.

Why is the CSA the Union of Choice?

⇒ **Membership of the CSA has grown in leaps and bounds because of the confidence workers placed on the services provided in:**

- negotiating Collective Agreements
- provision of other benefits
- defending workers and their rights

⇒ **Collective Agreements**

* negotiating Collective Agreements, guarantees workers with better salaries, gratuities, improved conditions, meal allowance, health and safety, overtime, severance pay, etc.

CSA IS YOUR UNION!