

Benefits of DSA Membership

The benefits of DSA Membership extend far beyond the bargaining table. In addition to providing professional representation in contract negotiations with the County, the following is a summary of benefits that are exclusively available to DSA Members in good standing.

- **Legal Representation.** DSA Members are provided legal representation through the PORAC Legal Defense Fund for criminal and administrative investigations arising from the performance of their duties. We all work in some of the most closely scrutinized and highly politicized professions in modern society, and the value of legal representatives cannot be overstated.
- **Long Term / Short Term Disability.** DSA Members are provided PORAC Long Term Disability / Short Term Disability benefits to cover non-industrial injuries and illnesses, thereby allowing members to provide for themselves and their families in times of critical need. Although workers' compensation covers employees for work-related injuries and illnesses, DSA Members' incomes are protected even when confronted with life's unexpected challenges.
- **Accidental Death & Dismemberment.** DSA Members are provided Accidental Death & Dismemberment (AD&D) insurance as part of their PORAC Long Term / Short Term Disability benefits. Although there are certain benefits we hope to never utilize, DSA Members can be assured that their loved ones will be able to maintain some financial security in the event of a tragedy.
- **Active Participation.** DSA Members are welcome at all General Membership Meetings. These meetings provide an opportunity to be heard, obtain information about your rights and benefits, and learn about the DSA's efforts to improve your working conditions.
- **Vote.** Only DSA Members in good standing can vote in elections for Board Members, Representatives, Contracts, and any other issues put to a vote by the DSA Board.
- **Get Involved.** Only DSA Members can be nominated and run for the DSA Board and Representative positions. As the DSA is the exclusive representative for our job classifications in labor relations with the County, only DSA Members can choose to get involved and make a real difference in advancing our professions.