

Chabot-Las Positas Faculty Association

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From: Dave Fouquet, CLPFA President
To: All Faculty Who Are Not Members of the Faculty Association
Subject: Union Membership
Date: August 10, 2018

Welcome to the Chabot-Las Positas Faculty Association—a proudly independent union, and the exclusive bargaining agent for all faculty at Chabot-Las Positas Community College District. As your collective bargaining representative, I strongly encourage you to join the FA, and become an active participant in an organization that stands for fairness, equity, academic freedom, competitive compensation across the board, due process, fiscal solvency, and other principles vital to our role as faculty. Aside from the advantage to all of us for increased solidarity, the individual advantages of FA membership include greater influence on the direction of collective bargaining, and the right to vote on union contract provisions, the election of union officers, and referenda pertaining to such matters as union dues, and updates to the union Bylaws and Constitution. As an FA member, you are also eligible to serve on the FA Executive Board.

To join your FA, simply fill out the Membership Enrollment and Dues Authorization form, and submit it to the FA membership chair at your campus:

Najla Abrao — *Chabot College FA Membership Chair* (nabrao@chabotcollege.edu)

Nadiyah Taylor — *Las Positas College FA Membership Chair* (ntaylor@laspositascollege.edu)

The form includes authorization for Basic Membership Dues and FACCC-EI Contributions to be collected through automatic payroll deduction. The purposes of these collections (and the amounts) are described below.

BASIC MEMBERSHIP DUES

Dues are necessary for the FA to protect and advance the professional and economic interests of the faculty employees it represents. One of the most valuable of these union services is the negotiation of contracts that govern your earnings and benefits, as well as the conditions under which you work. Dues cover much of the costs of negotiations, including the staff work, legal, economic, and educational research necessary to develop the union's program on your behalf. Collective bargaining and the protection of employees' rights under the contract require year-round activity by union officers and staff (with help from volunteer members). Basic FA dues cover a significant portion of such costs related to contract administration and grievance handling, plus the *full cost* of legal representation throughout the spectrum of the FA's work.

A note about political action: Since many of our working conditions—as well as the fiscal resources available to fund our salaries and benefits—are governed through legislation, the FA

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monitors the legislative process. When warranted, a small proportion of the FA budget (typically between 0% and 5%) may be used to engage in advocacy to protect our interests, particularly towards legislation that *directly impacts community college funding, or which otherwise relates to the terms and conditions of employment*. It is important to note that FA dues are **not** presently used to contribute to political campaigns.

The pertinent details: Basic Association dues are six tenths of one percent (0.6%) of gross earnings. We hope this feels modest, especially in comparison to the strong contract and salaries, negotiated and maintained by the FA, that we all enjoy. Did I mention we're a proudly independent union? In districts where the faculty bargaining agent is a 'big labor' affiliate (*e.g.*, to CFT CTA or AFT) dues are typically double this rate or higher. Dues on full-time pay are based on annual salary, and deducted over 10 months, August through May. Dues on part-time pay (including summer and overload) are based on your gross earnings for each pay period.

ABOUT OUR CONTRACT MEMBERSHIP IN FACCC-EI

As the result of a referendum vote by the CLPFA membership in April, 2017, the FA became a contract member of FACCC-EI. FACCC is the Faculty Association of California Community Colleges, and FACCC-*Education Institute* (EI) is its non-profit wing. Based in Sacramento, FACCC provides focused representation of California community college faculty in state and federal government, to advocate for funding improvements, academic freedom, and retirement benefits. While automatic contributions to FACCC-EI are an important facet of FA membership, contributions are not mandatory. FA members who want more information about FACCC-EI (including how to opt out) should contact their local FA membership chair, and/or the FA's own representative on the FACCC Governing Board: Tim Dave (tdave@chabotcollege.edu).

The pertinent details: Contributions to FACCC-EI are collected 10 months (August through May) and are supplemental to your FA dues, and fully tax deductible. (FA members are formally entered as supporters of FACCC-EI, but are conferred complementary membership in FACCC.) Contribution levels are discounted 10% from regular FACCC dues. The level for Full-time FA members is \$18.90 per month; for Part-time FA members it is \$6.30 per month when monthly earnings are \$2,200 or more, or \$0 for any month in which earnings are below \$2,200.

FOR MORE INFORMATION ABOUT THE DISTRICT AND THE CLPFA

- ◆ The current Collective Bargaining Agreement (CBA), Salary Schedule, negotiated forms, and signed MOU's can be found at the HR section of the District website, www.clpccd.org.
- ◆ General notices pertaining to CLPFA developments and activities, recent newsletters, current Executive Board officers, and other helpful information can be found at the FA's website, clpfa.com.

It is our pleasure to serve you. Please don't hesitate to contact any of us if you have questions, or if you need help sorting through the provisions of the CBA or Salary Schedule. On behalf of the FA Executive Board, I thank you for your time.