

REFERENDUM ELECTION: APRIL, 2017

INFORMATION GUIDE

IMPORTANT: The Chabot-Las Positas Faculty Association (CLPFA) will be holding a referendum election in April, whereupon FA members will have the opportunity to vote on two important propositions, described below. The measures, if approved, will take effect in Fall, 2017. Members of the Faculty Association are invited to discuss the propositions with members of the E-Board, and representatives of FACCC, at these General FA meetings:

Las Positas College: Wednesday, March 29, 3-4 p.m., Room 1620B

Chabot College: Tuesday, April 4, 12-1 p.m., Room 1803

PROPOSITION 1— RESTRUCTURING OF DUES

Shall the Chabot-Las Positas Faculty Association (CLPFA) adopt a proportional dues structure in which normal Association dues are calculated at six tenths of one percent (0.6%) of gross earnings?

WHAT THIS IS: The proposition, if approved, will change your FA's dues structure from a fixed-fee scheme (\$49/month for full-time faculty members and \$12 for part time, irrespective of salary earned) to a proportional structure, in which your dues will be calculated at 0.6% of your gross earnings.

SIGNIFICANT BACKGROUND: As shown in the table on the next page, CLPFA dues are well below average among the BAY-10 districts — *and will remain so, regardless of whether these two propositions are approved.* An important reason for this is we are proudly independent, and therefore do not contribute to the overhead costs of a state or national labor organization. (It is worth observing that the dues in the independent unions tend to be roughly *half* of those charged by the affiliated unions.)

WHY SHOULD WE CHANGE? There are two reasons to adjust our dues structure. First is a matter of fairness: a flat fee represents a significantly larger proportion of the earnings of a newer colleague, whose salary is modest compared to that of a veteran faculty member. For part-time faculty, this effect is compounded in that part-time load varies widely from one unit member to the next (typically between 2 and 9 CAH); under this proposal, when a part-timer carries less load (has fewer assignments), his/her FA dues will be commensurately lower.

We have enjoyed several years (including recession years) in which we faced relatively minimal cost increases (*e.g.* for legal services and negotiations); however, the FA has been facing significant cost increases in recent years. Over the timeframe of our current contract, specifically from 2014-15 to 2017-18, the base pay of our unit members will have increased a *minimum* of 10.37% for full-timers, and 13.5% for part-timers (not counting the addition of steps on both the FT and PT salary schedules) — and the cost of representing our faculty members has been rising commensurately. Case in point: the FA has filed two different Unfair

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Labor Charges against the District in the last few years (which incidentally led to improved language in our contract), and incurred considerable other legal expenses, as well as negotiation expenses. If the proportional dues structure is approved, it will go a long way towards helping the FA’s revenue keep up with regular changes to the costs of representation.

Dues charged by Bay-10 and other California Faculty Unions

NOTE: Monthly dues reflect deductions over 10 months. Amounts slightly lower if over 12 months

District	Affiliation	Full-Time Dues	Part-Time Dues
Chabot-Las Positas CCD	(Independent)	\$49/month	\$12/month
CLPFA PROPOSED >>	Independent	0.6% of gross	0.6% of gross
City College of San Francisco	CFT	1.19% of gross	1.19% of gross
Peralta CCD (Oakland)	CFT	1.469% of gross	\$28.04/member
Contra Costa CCD	(Independent)	0.55% of gross	0.35% of gross
San Mateo CCD	CFT	1.2% of gross	1.2% of gross
Ohlone CCD (Fremont)	(Independent)	\$10/month	\$3/month
West-Valley Mission CCD	CTA	1% of base	\$20/semester
San Jose-Evergreen CCD	CFT	1.3% of gross	1.3% of gross
Foothill-De Anza CCD	(Independent)	0.6% of gross	0.45% of gross
Marin CCD	AFT	\$108/month	\$23/month
Los Rios CCD (Sacramento)	CFT	\$116.03/month	\$32.81/month
Los Angeles CCD	CFT	1.4% of gross	1.4% of gross

QUICK QUESTIONS:

How will this change affect me? For full-time faculty, if your base pay is less than \$81,667, your dues will go down. If your base pay is above \$81,667 the change will represent a modest dues increase. (*Rule of thumb:* dues at 0.6% of gross means that for a faculty member earning \$100,000, dues will be \$60/month over ten months.)

For part-time faculty, if your pay for a given semester-length assignment is less than \$10,000, your dues will go down. If your pay is above \$10,000, the change will represent a modest dues increase. (In 2016-17 the \$10,000 threshold is about 6 CAH at Step 4, or 5 CAH at Step 9).

Will dues apply to summer-session and overload work? Yes.

[Full-time only] If I opt out of paying into the CLPFA Political Action Committee (PAC), will I still get the \$2 monthly rake-off on dues? No. If you decline contributing into the PAC, the designated amount will not go to the PAC fund, but rather stay in the CLPFA general fund.

PROPOSITION 2 — CONTRACT MEMBERSHIP IN FACCC-(EI)

Shall the Chabot-Las Positas Faculty Association (CLPFA) enter into a contract membership with the Faculty Association of California Community Colleges (FACCC) Education Institute, whereby individual unit members will be enrolled automatically to receive full benefits of FACCC membership, with contributions that are discounted 10% from normal FACCC dues, and which are fully tax deductible?

BACKGROUND: A significant proportion of full-time faculty at Chabot and Las Positas colleges are already members of FACCC — which is our statewide professional association (analogous to the American Medical Association) based in Sacramento — *which advocates solely for all community college faculty*. The CLPFA E-Board has been considering the potential benefits of a contract membership with FACCC for several years; in the present political climate, however, there is rising clarity that having a powerful faculty voice in Sacramento is more important than ever, as California community college faculty face mounting challenges such as:

- Maintaining our Academic Freedom and the protections of Tenure;
- Gaining Additional Full-time positions (*i.e.* funding increases to our FON);
- Improving pay-equity for Part-time Faculty;
- Ensuring districts have funding to cover rising costs for retiree benefits;
- Resisting challenges that seek to *reduce* (!) our retirement benefits;
- The list goes on...

A contract membership in FACCC will mean that every CLPFA member will effectively be a FACCC member as well — an arrangement which will collectively improve our advocacy stance in Sacramento. Many of the faculty unions with whom we work most closely in the California Community College Independents (CCCI) — including the faculty associations at Foothill De Anza, Contra Costa, Santa Rosa Junior College, Santa Barbara City College, and Santa Monica College — have already become contract members of FACCC.

AN IMPORTANT POINT ABOUT THE FACCC EDUCATION INSTITUTE: The proposed CLPFA contract would actually be with the FACCC Education Institute (FACCC-EI) which is the research and professional development wing of FACCC. As such, in lieu of paying “dues” to FACCC, we will be making contributions which will directly support the work of FACCC-EI, which is a 501(c)(3) non-profit educational organization. As part of this arrangement, our CLPFA members will be conferred all the rights and benefits of a regular FACCC membership (essentially a free membership in FACCC) — though as members of FACCC-EI our contributions will be fully tax deductible, in addition to being discounted from what would constitute regular FACCC dues. A major benefit of a contract membership is that FACCC-EI will help the CLPFA represent our members more effectively: for example, as a contract member, we will be able to ask FACCC-EI to provide important data and assist in the analysis of same, such as to compare contracts and

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working conditions in other California community college districts. Such information will be of great utility to the negotiating team at the bargaining table, as well as with the work the FA performs with the District, outside of negotiations.

Other benefits: If the proposition is approved, the contract will guarantee CLPFA a seat on FACCC's governing board. Plus, CLPFA members will receive a variety of negotiated discounts as part of the contract, including discounts to attend the Great Teachers Seminar, or FACCC's Advocacy and Policy Conference in Sacramento.

More information about FACCC and Contract membership in FACCC-EI can be found in the FACCC-EI contract brochure (which can be found at clpfa.com), and at www.faccc.org.

QUICK QUESTIONS:

What deductions will I see in my paycheck? If the proposition is approved, then every CLPFA member will be automatically enrolled as a supporter of FACCC-EI, with contributions withheld through payroll deduction. FA members who hold a Full-time faculty position will contribute \$18.90/month over 10 months, while members holding a Part-time faculty position, working above a threshold, to be determined, will contribute \$6.30 per month. (The FA is working with the District to sort out the least complicated way to do this. A likely scenario is that contributions will be deducted only for those months, August through May, in which the part-time faculty member has earnings in excess of \$2200, roughly equivalent to a 6 CAH load at Step 6)

IMPORTANT: Unit members who are presently FACCC members will enjoy two financial benefits. First, the dues quoted above are discounted ten percent (10%) from normal FACCC dues; second, the dues will be fully tax deductible (*i.e.*, can be listed on your Schedule A, for itemized tax deductions).

Will I be sent a receipt for my FACCC-EI contributions, for tax purposes, at the end of the year? FACCC-EI will send receipts immediately upon request.

Will FACCC-EI contributions be deducted on my summer-session and/or overload work? No.