



**Information for Non-CCFT Members
About Your Exclusive Bargaining Agent,
Union Membership, and the Fair Share Fee**

August 17, 2009

Dear Faculty Member,

This letter is to introduce you to the **Cuesta College Federation of Teachers (CCFT)** and explain your rights to join the union or remain a fair share (agency) fee payer, including your right to request the discounted fair share fee and/or challenge the chargeable/non-chargeable expenses percentages.

The Cuesta College Federation of Teachers was chosen by the faculty of Cuesta College in 1994 to be the **exclusive bargaining agent** for the faculty members teaching credit courses, including both permanent and temporary faculty members (“full-time” and “part-time” faculty members, respectively). As such, CCFT, as the faculty union, **negotiates with the district** to protect and advance your professional and economic interests, including salary, benefits, working conditions (including safety), evaluation procedures, academic freedom, and more. **CCFT is comprised 100% of Cuesta College faculty members.**

All faculty members must **pay their fair share** of the expenses incurred by CCFT to represent their interests. Hence, you will have a **deduction from your paycheck** each month that you are employed by Cuesta College (except for during the summer session). The full payroll deduction rate is **1.2%** of your base annual or semesterly salary or \$60, whichever is higher (pro-rated and deducted monthly), whether you join CCFT or remain a fair share fee (non-union) payer (unless you request the discounted rate – see next page).

Most faculty members join CCFT and, in so doing, gain the rights of union membership. Faculty members who do not join the union do not receive any of the rights of union membership. They still are represented fully by CCFT, however, and still must pay the fair share fee.

Some of the rights and benefits of union membership

CCFT Members	Fair Share Fee Payers
• Have full representation by CCFT	• Have full representation by CCFT
• Pay union dues (full rate same as fair share fee)	• Pay fair share fee (full rate same as union dues)
• Vote for union officers and Council representatives	• Can request discounted fee rate
• Have a voice in contract re-openers	
• Vote for contract ratification	
• Enjoy affiliate member benefits, including free personal legal consultation, a free one-year life insurance policy, automatic \$1,000,000 occupational liability insurance, discounts on many consumer items, and more.	

Your union officers and representatives are **your fellow colleagues** who work hard year-round (including summers and winter breaks!) on your behalf while still teaching classes and serving students.

We hope you **complete the CCFT membership application** (see attached) soon and return it to Mark Tomes, Secretary-Treasurer. Your union membership, and all the rights thereof, will begin immediately.

If you choose to not join CCFT, a **fair share fee** will be deducted from your paycheck each month. This rate will be the same as if you joined CCFT. However, you can request to receive the discounted fair share fee rate, which is the rate that includes only the chargeable expenses incurred by CCFT and its affiliates to represent you as a faculty member at Cuesta College. The current discount is 29.4% of the full fair share/membership rate, as determined by an independent auditor. To request this discounted fair share fee rate, you must request it in writing by September 16, 2009 to Mark Tomes, Secretary-Treasurer of CCFT, via email, campus mail (to DSPS), or at P.O. Box 8106, San Luis Obispo, CA 93403-8106. You must include your home address, Social Security Number or Banner Identification Number, and the Cuesta College academic or service division in which you are employed. If you choose to do nothing, the full fair share fee will be deducted from your paycheck at the next pay warrant after this notification has expired (30 days).

Also note that you may challenge the non-chargeable percentage rate. To do so, you must notify of such in writing to Mark Tomes, Secretary-Treasurer of CCFT, P.O. Box 8106, San Luis Obispo, CA 93403-8106 by September 16, 2009. The fair share fee will still be deducted from your paycheck, but the funds will be held in an escrow account until a court of law or independent arbitrator determines the outcome of your challenge.

A full copy of the auditor's report, including all financial information, chargeable and non-chargeable expenses incurred by CCFT and its affiliates, the weighted discount fair share fee rate, and other information is available on the CCFT web site at ccft.org.

Joining the union pays. Please consider joining CCFT today.

And whether you join CCFT or not, you can join the faculty **Catastrophic Leave Bank** for a donation of only one sick leave day (pro-rated for temporary faculty members). This bank allows you to apply for sick leave credits whenever you exhaust all your leave time because of an illness or injury suffered by you or to take care of a family member who has a catastrophic illness or injury. See the CCFT website (ccft.org) for details.

Finally, please consider donating to the CCFT **Committee on Political Education (COPE)**. This important committee keeps you informed of legislation that affects you as a faculty member and helps elect trustees who understand the faculty to the Cuesta College Board of Trustees.

If you have any questions, please feel free to **contact me** at extension 2711 or amerzon@cuesta.edu or Mark Tomes, Secretary-Treasurer of CCFT, at extension 2223 or mtomes@cuesta.edu.

Thank you.

In solidarity,