

Union Advocate



C U E S T A C O L L E G E F E D E R A T I O N O F T E A C H E R S

SPECIAL POINTS OF INTEREST:

Curious about how our FT and PT salaries stack up against other colleges?

Check out the new AFA salary survey links on our CCFT website: www.ccft.org "Announcements"

WHERE IS THE PART-TIME BUMPING MOU?

Last year, CCFT was able to negotiate the PT Bumping Rights MOU that gave our long-term PT faculty an opportunity to bump a new hire if their class was cancelled; that MOU is to end (sunset) at the end of this semester. In our last demand to bargain session, CCFT asked to continue this MOU for next year – management was not supportive. Our PT faculty are looking at significant class cancellations next year, and yet management is unwilling to negotiate a small window of opportunity (not even certainty) for our vested PT colleague.



WE WANT TO STAY IN TOUCH THIS SUMMER!

In the hopes of staying connected with our membership with regard to important issues such as the budget and benefits, I am collecting off campus e-mail addresses. The EB wants to create an off-Cuesta distribution list that we can use to stay in touch over the summer. If you wish to have your name added, please respond to this e-mail with your off campus e-mail address. Your e-mail will not be shared with any other person. Moreover, I will send e-mails out using the BCC line so that others cannot see your address. Thanks!

The popcorn is expensive, but your tickets don't have to be.



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REVIEW YOUR SISC RATE INCREASE

On May 6, 2011 CCFT posted a detailed copy of the proposed SISC insurance increases for 2011-2012. Please refer to www.CCFT.org "Announcements". We need faculty involved with this process. In order to revise or change our plan it will require a membership vote. Your input is important in this process. Here is a recap of those increases:

| PLAN | CURRENT RATE | PROPOSED INCREASE |
|---------------------------|--------------|-------------------|
| SISC PPO-A | \$834.00 | \$909.06 |
| SISC PPO –B | \$727.00 | \$786.00 |
| SISC PPO-C | \$628.00 | \$689.00 |
| SISC PPO –HIGH DEDUCTIBLE | \$563.00 | \$625.00 |

FACT SHEET

AB 1130—SKINNER REAGAN/WILSON TAX RATES

Problem

California currently faces a \$15.4 billion budget deficit. This comes after already recently cutting \$11.2 billion. Cuts have been made to higher education, as well as to services that primarily deal with the sick, poor, and elderly. With Governor Brown's proposal of putting a tax extension to the vote of the people not materializing, the legislature is looking at an all cuts budget.

The richest one percent of Californians makes an average of \$1.7 million dollars. Nobel- winning economist Joseph Stiglitz states "the upper 1 percent of Americans are now taking in nearly a quarter of the nation's income every year. In terms of wealth rather than income, the top 1 percent control 40 percent."

Background

The recently approved federal tax cut extension gave California's wealthiest citizens \$14 billion in tax cuts. The top 1% of Californians received an average of \$90,000 in tax cuts.

Recent polls reveal that an overwhelming majority of Californians believe that richest Californians should pay more taxes. Seventy-eight percent of likely California voters support a 1 percent increase in the income tax rate for Californians earning more than \$500,000 a year. This includes 60% of Republicans.

Historically, even our most fiscally conservative Governors have increased the tax rate in times of major deficits.

Governor Pete Wilson increased taxes on the top 1% by including a 10 and 11 percent tax rate. Governor Reagan did the same in 1973.

There is a 1% surcharge on millionaires that funds the Mental Health Services Act as specified by Proposition 63.

This Bill

This bill would add a 1% tax increase of the richest Californians.

Those that make over \$500,000 constitute less than 1% of tax payers but could contribute an estimated \$2.3 billion in additional revenue.

The proposed tax rate schedule is as follows:

| Tax Rate | Taxable Income |
|----------|----------------------|
| 1.0 | Up to \$7,124 |
| 2.0 | \$7,124 to \$16,890 |
| 4.0 | \$16,890 to \$26,657 |
| 6.0 | \$26,657 to \$37,005 |
| 8.0 | \$37,005 to \$46,766 |
| 9.3 | \$46,766 and over |

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| 6.0 | \$26,657 to \$37,005 |
| 8.0 | \$37,005 to \$46,766 |
| 9.3 | \$46,766 to 500,000 |
| 10.3 | \$500,000 and over |

IMPORTANT LINKS

AFA Salary Study

Site: http://www.santarosa.edu/afa/statewide_study.shtml
 Document: http://www.santarosa.edu/afa/Contract/Statewide_Study/2011study_data.pdf

AFA Parity

Statewide Ranking

Site: http://www.santarosa.edu/afa/statewide_study.shtml
 Document: http://www.santarosa.edu/afa/Contract/Statewide_Study/2011_Adj_Parity.pdf

Cuesta's 50% Law Status

http://www.ccco.edu/Portals/4/CFFP/Fiscal/Standards/ft_faculty/ex_fon_111709.pdf

Cuesta's Expense Trend Analysis

[http://www.ccco.edu/Portals/4/CFFP/Fiscal/Accountability/trends/1011/San_Luis_Obispo_Fiscal_Trend_Analysis\(09-10\).pdf](http://www.ccco.edu/Portals/4/CFFP/Fiscal/Accountability/trends/1011/San_Luis_Obispo_Fiscal_Trend_Analysis(09-10).pdf)