



*AFA is working for you.
The strength of faculty working together.*

Dear AFA Member,

On October 25, 2023, the All Faculty Association Executive Council (AFA EC) voted unanimously to present a referendum to the AFA Membership, recommending that AFA join the Faculty Association of California Community Colleges (FACCC) as a Contract Member organization.

Please participate in our upcoming referendum, opening on February 2, 2024 and closing on February 12 at 5:00pm. Ballots will be delivered to your SRJC Outlook email. Only members of AFA will receive a ballot.

Please join AFA and FACCC leaders on Thursday, February 1 at 3:00pm, for a Zoom Town Hall discussion on the referendum (<https://santarosa-edu.zoom.us/j/82729724122>).

What question is being posed in this referendum?

Should AFA become a **Contract Member** of FACCC?

Who is FACCC?

The Faculty Association of California Community Colleges (FACCC) is a “**professional faculty membership organization that advocates solely for all community college faculty**” (<https://www.faccc.org/the-history-of-faccc>).

What are the Benefits of joining the FACCC as a Contract Member?

By joining FACCC as a Contract Member, AFA will receive

- **guaranteed representation** on the FACCC Board in Sacramento;
- **direct advocacy** at the state level, including support for AFA visits with our local State Legislators;
- **increased power** in addressing local political issues and will receive research support for negotiations;
- greater access to FACCCs high-quality **professional development** opportunities, including an annual event at Santa Rosa Junior College to support AFA members’ interests.

AFA will be joining with community college faculty unions across the state who are working with FACCC to enhance their state-level advocacy. FACCC has a proven record of improving conditions for faculty and students across the state (e.g., by advocating for increased funding, academic freedom, and retirement benefits). By becoming a FACCC Contract Member, we will join with thousands of CCC faculty members across the state to fight for our students by securing much needed resources and support for faculty.

What's in the Contract?

The AFA EC and FACCC have collaborated on the attached contract, which is straight-forward and specifically tailored to the needs of the AFA. Accordingly, if the subject referendum passes, then this agreement will be executed, thereby making AFA a Contract Member of FACCC.

How have members been informed?

The AFA EC (along with the FACCC President and the FACCC Executive Director) hosted numerous discussions in open session over the Fall 2023 semester and hosted a Town Hall discussion on September 14, 2023. In order to ensure all AFA members have an opportunity to be informed about the referendum, AFA EC will be hosting an additional Town Hall session on **February 1 at 3:00pm** by Zoom (<https://santarosa-edu.zoom.us/j/82729724122>).

What are the costs for AFA Contract Membership with the FACCC

Should the referendum pass, all AFA members will become members of FACCC at a discounted rate via monthly payroll deductions.

- Contract members will pay \$189 annually (10 monthly installments of \$18.90) a reduction of \$91 compared to individual FACCC members.
- Associate members working at least 33% load will pay prorated dues of \$63 annually (installments of \$6.30 to be made monthly, and only when working for the district).

In solidarity,

The AFA Cabinet

All Faculty Association

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-- AFA is working for you. The strength of faculty working together.

Sacramento has a growing impact on your classrooms.

What impact are you having in Sacramento?



FACCC Contract Membership

Community college faculty unions across the state have joined forces with FACCC to enhance their state-level advocacy. By signing a simple and specifically tailored agreement in which all union members join FACCC individually through payroll deduction, the union receives numerous benefits that advance its goals for both its members and the students they serve.

Summary of Benefits

Representation	Guaranteed seat on the FACCC Board. Individualized analysis on how new state regulations and policies impact your union and district.
Advocacy	Organization of advocacy visits with your legislators. Your union members join the thousands of faculty represented by FACCC in the state capital, which strengthens the overall faculty voice. All members receive weekly communications on news and updates from Sacramento.
Political Power	Prioritization in FACCC PAC's political agenda, including campaign support for union endorsed trustee candidates. Mutually agreed upon research that strengthens your union's power and leverage at the bargaining table.
Professional Development	Discounted rates to some of FACCC's professional development events, including the acclaimed Great Teachers Seminar. Annual advocacy trainings at union executive board meetings. One annual professional development event organized by FACCC and held at a college in the district.

Since 1953, FACCC has provided focused representation for community college faculty to promote funding, academic freedom, and retirement benefits. With members across every campus in California, FACCC continues to strengthen the position of faculty in the State Capitol, the State Chancellor's Office, and the State Teachers' Retirement System.



FACCC
Contract
Membership
Professional
Development
Contract



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CONTRACT FOR PROFESSIONAL DEVELOPMENT SERVICES

THIS CONTRACT FOR SERVICES (THIS “CONTRACT”) IS MADE BY AND BETWEEN THE ALL FACULTY ASSOCIATION (“AFA”), AND THE FACULTY ASSOCIATION OF CALIFORNIA COMMUNITY COLLEGES EDUCATION INSTITUTE, (“FACCC EI”), A CALIFORNIA NON-PROFIT CORPORATION RECOGNIZED UNDER INTERNAL REVENUE CODE SECTION 501(C)(3).

- I. Under the terms of this contract, FACCC or FACCC EI will continue to provide the following general member services currently available to AFA:
 - A. Written materials on matters pending before state and federal legislative or administrative bodies dealing with issues of concern to part-time faculty.
 - B. Informational materials or presentations on topics determined by AFA and FACCC EI to be important for part-time faculty development.
 - C. A statewide conference and/or legislative day on topics of particular interest to community college part-time faculty.

In addition, specific to the AFA, FACCC EI will provide the following services to FA:

- A. Briefings on legislation that would have a unique impact on the part-time faculty in the Sonoma County District.
 - B. Training seminars on budgetary issues affecting community college financing.
 - C. Timely updates on legislative actions impacting part-time faculty.
 - D. Annual presentations or trainings for AFA leadership, on an as needed basis.
 - E. Notification, at the beginning of each academic year, to AFA leadership of the dates of the FACCC Ed Institute Board of Directors and the FACCC Board of Governors meetings.
 - F. For the first three years this agreement is in effect (January 1, 2024 – December 31, 2026), AFA will receive five (5) registrations and two (2) hotel room costs covered by FACCC for each annual Advocacy & Policy Conference.
- II. AFA will assign a bona fide faculty member of AFA to serve as the Designated Representative to be seated on the FACCC Board of Governors, pending approval by majority vote of the Board. (as per Section 2.d.1 of the FACCC Bylaws)

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- III. The services to be provided by FACCC EI under this contract shall relate to professional development and matters that bear on AFA's ability to negotiate, ratify, administer, implement or enforce a collective bargaining agreement.
- IV. Nothing in the terms of this contract or the manner in which the services are provided is intended to affect the AFA's role as the exclusive bargaining agent for and representative of the Sonoma County Community College District faculty. FACCC EI is not a collective bargaining agent and does not participate in collective bargaining activities.
- V. The workshops, seminars, briefings, meetings, presentations and other activities provided under the terms of this contract will be scheduled at times and in locations mutually agreeable to AFA and FACCC EI.
- VI. The nature, form, and extent of any assistance FACCC EI may provide on legislative matters shall be determined by FACCC EI. It is understood and agreed that FACCC EI will not provide assistance on matters where a conflict, in the opinion of the FACCC Education Institute Board of Directors, may exist between the position urged by AFA and the interests of FACCC EI.
- VII. In consideration for the services provided under this contract, AFA members who hold a full-time position shall pay FACCC EI an annual fee of One Hundred Eight Nine dollars (\$189) and Sixty Three (\$63) for each AFA member who holds a part-time temporary faculty position with more than 33% Load in the Sonoma County Community College District. The fee shall be paid through payroll deductions arranged by AFA with the Sonoma County Community College District and sent in equal amounts on a monthly basis from the Sonoma County Community College District to FACCC EI. Full-time AFA members will have \$18.90 deducted monthly over 10 months, and part-time faculty AFA members will have \$6.30 deducted over five months each semester (10 months per year if employed both semesters by Sonoma County Community College District) if assigned more than 33% load in a given semester. Each faculty employee of the Sonoma County Community College District paying the appropriate fees (by arranging for payroll deductions to be forwarded monthly to FACCC EI) shall be accorded all of the benefits, rights, privileges, duties, and responsibilities of regular membership in FACCC (per Article III, Section 1(d) of the Bylaws of the Faculty Association of California Community Colleges, Inc.).
- VIII. At the end of every five (5) continuous years that this contract remains in effect, FACCC EI may reimburse AFA five percent (5%) of the median annual dues collected by FACCC EI from AFA over the previous five (5) years. The form of payment from FACCC EI to AFA shall be a check made out to AFA unless requested that the reimbursement be made in a different form.
- IX. This contract is an annual contract that will remain in effect until specifically terminated. The contract may be terminated, effective at the close of the current

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school year, by either the FACCC EI Board of Directors or the AFA Executive Council by sending written notice, by the last day of March prior to the termination date, of its intent to terminate the contract.

- X. The parties shall bear their own expenses and liability in the event that a legal action or proceeding is brought against either or both of the parties to this Agreement by a third party, except that if a legal action or proceeding is brought against either party to this Agreement that arises exclusively from the act or omission of one of the parties (hereinafter the Indemnifying Party), then the Indemnifying Party shall indemnify, defend and hold the other party harmless with respect to said action.
- XI. Any dispute under this contract shall be submitted to binding arbitration before an arbitrator or panel of arbitrators chosen through mutual agreement at a location mutually agreeable to the parties. The parties agree to abide by and perform any award rendered as a result of the arbitration and that any court having jurisdiction of the controversy may enter a judgment upon the award of the arbitrator(s).
- XII. Any of the terms of this contract may, at any time, be amended, modified or otherwise changed by mutual written agreement of the parties.

The effective date of this contract is xx/xx/2024

All Faculty Association

Faculty Association of California
Community Colleges Education Institute

Sean Martin
President

Evan Hawkins
Executive Director