



On Nov. 14, the AFA Executive Council unanimously voted to end the Strike Relief Fund deductions as soon as an agreement was reached with the District on salary negotiations. *That agreement was signed on Nov. 21.*

Because there is a lag time between the announcement of the deduction expiration and when the payroll department is able to effect the elimination of those deductions, the last strike relief fund deductions will take place on **Nov. 30 for contract faculty and Dec. 10 for hourly faculty.** ALL REFUND REQUESTS MUST BE RECEIVED BY 12/31/18.

AFA thanks you for your extra contributions during this season of impasse and protracted negotiations. We would like to offer a refund of the strike relief fund deductions for any faculty members who request it. *Please see below for an estimate of the amount you have contributed to the fund.*

For faculty members who do not request a refund, please know that your strike fund deductions will be used to replenish AFA accounts for the extraordinary expenses we incurred in order to successfully negotiate on behalf of all faculty. The balance in the Strike Relief Fund as of 11/21/18 is \$49,532, and our direct impasse-related expenses to date are:

- \$1,896 for general impasse expenses (primarily buttons, signs, posters, etc.)
- \$44,719 for impasse legal fees

Thank you for your continued support of AFA. *United we bargain, divided we beg!*

Estimated Strike Relief Fund Contributions

Contract Faculty

Deductions were taken May 31, Aug. 31, Sept. 30, Oct. 31 & Nov. 30 from full-time pay.

If a faculty member is at Class C, Step 9, the deduction would have been approximately **\$24/month for a total of \$120.**

** This estimate is based on contract pay only. Use method below to compute deductions from summer/overload pay.

To compute your actual deductions, use your GROSS PAY from the period May 31 – Nov. 30 and multiply by .26%.

Adjunct Faculty

Deductions were taken June 10, Sept. 10, Oct. 10, Nov. 10 & Dec. 10 from hourly pay. Using the Lecture Enhanced Salary Schedule at Class C, Step 5 with a 40% load, the deduction would have been approximately **\$6.50/month for a total of \$32.50.**

** This estimate does not include any deductions from summer pay. Use method below to compute deductions from summer pay.

To compute your actual deductions, use your GROSS PAY for the period June 10 – Dec. 10 and multiply by .26%.

To request a full refund of your contributions to the Strike Relief Fund, please send a message to afa@santarosa.edu (or reply to this email message). **Please include your full name, employee ID number, and the address to which you would like your check to be sent.** ALL REFUND REQUESTS MUST BE RECEIVED BY 12/31/18.

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