

## TEN REASONS TO JOIN AFA

### **It's Your Union.**

AFA, the All Faculty Association at Santa Rosa Junior College, is the *exclusive collective bargaining agent* for all faculty defined as Unit A at the college, and therefore the only faculty group that has the right to negotiate your salary, benefits, and working conditions.

### **It's a Local, Independent Union.**

AFA is a *local, independent* collective bargaining agent. All dues you pay stay on this campus and are used to benefit faculty here. AFA is accountable to you.

### **We Have Reasonable Dues.**

AFA has *reasonable dues*--only 0.74% percent of your gross pay. For regular faculty, this means approximately \$40 to \$80 per month, for adjunct faculty this means approximately \$10 to \$30 per month. For comparison, salary increases due to the negotiated Rank 10 formula are generally much greater than 0.74%. In 2016-17, average salary increases for all faculty were 3.17%, and in 2017-18, they were 3.79%.

### **We're Here to Help.**

AFA has a *Conciliation and Grievance Officer* who can help you resolve problems in your working situation and who can file a formal grievance when you feel specific provisions of the contract have been violated. AFA pays for all legal costs of formal grievance and arbitration proceedings for AFA members. AFA also has an on-campus office staffed Monday-Thursday to answer your questions by telephone or in person.

### **We're Connected.**

AFA has a *presence* on District-wide committees, at Board of Trustees meetings, and at statewide conferences. We work closely with the Academic Senate so that we can better serve the needs of all faculty. We work with the Faculty Association for California Community Colleges, the California Community College Independents, and our legislative advocates to represent the interests of faculty beyond the District level. We publish regular updates to keep our membership informed.

### **We Represent You.**

AFA is *directed by an Executive Council* of 19 members elected by the faculty who represent the diversity of faculty on campus, including 42% representation by adjunct faculty members.

### **We Represent All Faculty.**

AFA has accomplished *significant gains for faculty* including:

- Salaries for all faculty based on the Rank 10 formula
- Progress toward lab equity
- Load banking for contract faculty to be used toward sabbatical and unpaid medical leave
- Linked contract and hourly salary schedules that ensure that all faculty get the same salary increases
- Established loads that do not decrease due to cancellations, "bumping," or turning down an assignment
- Adjunct Faculty rehire protections that are the model statewide
- Payment for adjunct faculty to serve on committees
- Timely access to group health care plans for adjunct faculty
- Paid office hours and reduced parking fees for adjunct faculty

### **We Work for You.**

In recent years, AFA has stood firm in the face of pressure and has prevailed in protecting faculty interests. We have been able to work with the District in difficult times and continue to work on addressing existing inequities.

### **You Can Vote.**

AFA members have *exclusive voting privileges* in the association and can vote on employment contracts, contract revisions, constitution revisions, dues structure, and election of Executive Council members.

### **You Can Give Back.**

AFA operates with contributions from members, and we use those funds to make SRJC a better place to work for faculty. Your dues fund a staffed office, and officers and negotiators who protect your rights and working conditions.

*AFA is working for you.  
United We Bargain, Divided We Beg!*

Join AFA today! Just complete a membership form (<http://www.afa-srjc.org/Forms/membership.pdf>).