

EXECUTIVE COUNCIL

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Dear Colleague:

The AFT Guild, Local 1931, is the bargaining agent which negotiates on your behalf and provides legal representation for you as a result of your employment in the Community College District. Our records indicate that you have not yet signed up to become a member of the union. **We would like to invite you to join as a full member of our union.** In order to become a bona fide AFT member you must sign and return the attached self-mailing blue membership card or go to our website [www.aftguild.org](http://www.aftguild.org) and *Click Here to Become a Member* in the upper right. You will also find on our website our union contracts, meeting dates, and current issues.

**Simply put, our union is a community of colleagues fighting together for the future of the Community College District and its students, for the social safety net that we are a vital part of, and for our own livelihoods.**

We know that the District and the State must do more to meet the demands of a changing global student population, and to help overcome the challenges so many students bring to our classrooms with them every day. So amid the discourse of austerity being leveled at us from all sides, we advocate for policies that make sense for the District and our students—in the media, in the community, at City Hall, and in Sacramento and Washington, D.C.

**We do this by looking out for each other.** We use the power of collective action and solidarity to fight for more resources for our students, and for a more professional environment for educators—full-time contract faculty, adjunct faculty members, and classified staff—including reasonable workloads, time to prepare and collaborate, competitive salaries, decent healthcare, and a secure retirement. We also advocate for fairness in the workplace, and we come to the aid of individual members who need help standing up for themselves if they have issues with how they are treated on the job.

**We do this because we are the union.** We take pride in making our union the most open and democratic institution it can be. This means we elect our leaders both at the work site and union-wide. We help them identify priorities, and we have a right to say how our dues money is spent.

Your current nonmember status may just be an administrative error. We've found that a number of non-members believe they are already union members. If that is the case with you, please call us right away at 619-640-1155. We want you to be a full and active member of our union, receiving all of the benefits of membership, and standing with your colleagues as we work to reclaim the promise of public higher education.



If, on the other hand, you have remained a non-member because you believe it's not worth it for you to be an active member of our union, please reconsider. Contact our Membership Coordinator Tina Solórzano at 619-640-1155 for more information on membership and the benefits it offers.

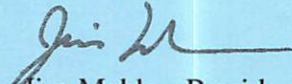
If you elect to join the Guild as a bona fide member, you will have access to a wide variety of benefits. A list of the major benefits of AFT Guild full membership is enclosed, and you can also view the comprehensive list by going to: <http://aft.org/aftplus/>. By joining as a member, you will be doing your part to ensure professional, reliable, and fair representation for yourself and your colleagues. In addition, you are also eligible for the \$1,000,000 occupational liability insurance policy (free of charge), a \$5,000 life insurance policy (free of charge during the first year of your membership), as well as access to a variety of AFT-sponsored programs. And, perhaps most importantly, only members are eligible to vote for and run for Guild union officer positions, and vote in Guild contract ratification votes.

In order to take advantage of these many benefits, please consider sending in your blue membership card today! Our Union dues are only 1.50% of your gross pay (with a \$21 minimum) each month that you are in paid status, and dues are automatically deducted from your paycheck via payroll deduction. Enclosed, please find a two-part membership card:

- 1) **The top part of the application card is to join the AFT Guild as a member;**
- 2) **The bottom part of the card is used to voluntarily designate an optional dollar amount toward our Committee On Political Education (COPE) fund.** Contributions to this fund are extremely important since this fund is the means through which we influence Board of Trustee elections. Electing a worker friendly board is the single most important thing we can do to ensure that our salaries and working conditions rise to the professional standard we all deserve. The *recommended* contribution amount is \$5.00/month for all employees with less than five years of service; Adjunct Faculty and Classified Staff with five or more years of service: \$10.00/month; Contract Faculty with five-nine years of service: \$10.00/month; and Contract Faculty with ten or more years of service: \$20.00/month, although you may specify any dollar amount.

Please do not hesitate to contact me if you have any questions regarding the foregoing at 619-640-1155 or via email at [aftjim@mac.com](mailto:aftjim@mac.com).

In Unity,



Jim Mahler, President  
AFT Guild, Local 1931



# The Guild

San Diego & Grossmont-Cuyamaca Community Colleges  
Local 1931 of the American Federation of Teachers, AFL-CIO

Become an **AFT** Member Today  
& Receive Access to All of these  
*Exclusive Union Benefits*

## Free Member Benefits

- \$5,000 No-Cost Term Life Insurance
- \$1,000,000 Occupational Liability Plan
- \$10,000 Accidental Death & Dismemberment
- Identity Theft Protection
- Legal Services-30 Minute legal consultation
- Trauma Counseling

## Insurance Benefits

- Auto, Home, Renters Insurance
- Disability Income Insurance
- Long Term Care Insurance
- Term Life Insurance
- Pet Health Insurance

## Discount Benefits

- AT&T Wireless Discount 
- Office Depot Savings 
- Mortgage Programs 
- Auto Buying Services 
- Southwest Airlines 
- Theme Parks & More... 

Join Today and  
Help Keep  
Our Union Strong!



**AFT PLUS**  
The Benefits of Belonging