

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 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.

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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.

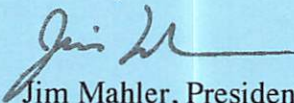
If you elect to join the Guild as a bona fide member, you will have access to a wide variety of benefits. A list of the major benefits of AFT Guild full membership is enclosed, and you can also view the comprehensive list by going to: <http://aft.org/aftplus/>. By joining as a member, you will be doing 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.

In Unity,



Jim Mahler, President
AFT Guild, Local 1931

Priority of Assignment Benefits

Adjunct faculty Priority of Assignment (POA) rights are found under 5.2.2 – 5.2.7 of the AFT Collective Bargaining Agreement (CBA).

Criteria for receiving/attaining POA:

1. Six (6) semesters of **service** in a particular discipline at one of the colleges within six (6) years of service. POA begins **AUTOMATICALLY** at the start of the seventh semester of service.
2. POA applies to **each course taught to date** by the faculty where that faculty member has not received an unsatisfactory evaluation for their most recent evaluation for that course or assignment.
3. **FTEF for POA** is determined by taking the average FTEF load of the semester in which POA begins and the previous semester.
4. FTEF **may be increased** if there is additional growth in the department or attrition of faculty. FTEF increases are determined through seniority in the discipline.
5. If a faculty member with POA has their **FTEF increased**, then that faculty member maintains POA at that new FTEF level.

POA offers:

1. **POA offers are made in** order of seniority (based upon hire date for particular courses for which the faculty member has POA).
2. If a faculty member has POA in multiple courses or assignments, the course offering shall be made in **consultation** with the faculty member.

3. If there are more faculty members with POA in a particular course than courses available, offers shall be made on a **seniority basis** for that particular course.
4. **Cancellation of a course after the semester begins** for which a faculty member has POA does not allow for the displacement of a faculty member with less POA seniority or no POA.

Termination or loss of POA:

1. A faculty member may lose POA if they **decline all offers of assignments** or decline a portion of their POA FTEF (which shall reduce their POA FTEF).
2. If a faculty member is unable to accept an assignment due to illness or other serious reason, a request can be made to the Vice President to maintain their POA during this break in service.
3. If a faculty member is **inactive for 18 months or more**, they shall lose POA.
4. If it is determined that a faculty member does not meet the standards of the Department as a result of formal evaluation, **POA may be terminated or suspended**.

For more information or support, please contact us!

Call: 619-640-1155

Email: www.aftguild.org





Local 1931 of the American Federation of Teachers, AFL-CIO

SDCCD-AFT 1931 Negotiated Adjunct Faculty Benefits

Health Benefits

Your AFT Guild 1931 has negotiated an unprecedented part-time faculty healthcare program with the District. If your annualized FTEF (Full-Time Equivalent Faculty) with SDCCD is 40% or more, please see option A below. If your combined annualized FTEF in two or more California community college districts is 40% or more, please see option B.

A. SDCCD Part-Time Faculty Healthcare Program

- Eligibility: To be eligible for fully paid medical, dental, and vision benefits, you must have maintained an average assignment of 40% FTEF or more with SDCCD for two consecutive academic semesters (Summer and Intersession do not count). The medical benefits are provided at no cost via Kaiser (opting for United Healthcare *may* incur an additional cost) and all plans can include dependent family members at no additional cost. If, after you are enrolled, a future assignment drops your FTEF below 40%, your benefits will terminate the following semester unless that subsequent assignment is sufficient to bring you back up to an annualized FTEF of 40% or greater.
 - Example: If in the Fall you teach three, three-hour lecture courses (3 X .20 FTEF = 60% FTEF) and then in the Spring you teach one, three-hour lecture course (1 X .20 FTEF = 20% FTEF), then you have just averaged 40% for the year and qualify for benefits effective the following September 1st. As soon as you have completed (or are about to complete) two qualifying academic semesters, simply contact the District benefits office at 619-388-6587 or hrbenefits@sdccd.edu and ask to be enrolled in the adjunct faculty health benefits program. An enrollment form will be sent to you to fill out and return. Your benefits will become effective the following semester (September 1st for Fall, February 1st for Spring). You will remain in the program as long as you maintain a two-semester average of 40% FTEF or greater.

B. Multi-District Part-Time Faculty Healthcare Reimbursement Program

- **Eligibility:** To be eligible for health insurance reimbursement for a portion of your paid medical insurance premium, you must have met all of the following criteria over the past two consecutive Fall/Spring or Spring/Fall semesters:
 - You must have served in more than one California community college district.
 - You must *not* have held an assignment in any California community college district with a health care program for part-time faculty in which your assignment equaled or exceeded 40% FTEF (in this case you would fall under option A above).
 - You must *not* have received coverage from any other employer-sponsored plan, or as a covered dependent of anyone receiving coverage from an employer-sponsored plan.
 - You must have purchased a healthcare plan covering yourself and optionally any eligible dependents.
- **Certification:** If you qualify as a multi-district part-time faculty member, then you must provide documentation as requested by the District demonstrating that you meet the eligibility requirements listed above. You must also sign an affidavit provided by the District attesting to having met these requirements.
- **Reimbursement:** Upon receipt of evidence of your medical premium payment, the District shall issue a reimbursement equal to its share of this premium payment. The District's share shall be determined by dividing the total health insurance premium you paid by the total number of California community college districts in which the multidistrict part-time faculty member currently holds an active assignment. The District's share shall not exceed that which it would have paid if the multi-district part-time faculty member had purchased the District's most commonly subscribed plan.
 - **Example:** If, over two consecutive qualifying semesters, you have taught a 20% FTEF with SDCCD and a 20% LED with GCCCD, then SDCCD and GCCCD will each reimburse you for half of your health insurance premium *up to* the cost of each respective district's most commonly subscribed plan.

For more information or support, please contact us!

Call: 619-640-1155

Email: www.aftguild.org



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