

**Membership allows you to vote, run for office, add your voice to the union, and grants membership in FACCC. To join AFA and authorize changes to your current payroll deduction, please contact the AFA office.**

## Benefits of Membership

As your collective bargaining agent AFA serves you in the following ways:

- ❖ Representation in all matters concerning terms and conditions of employment
- ❖ Negotiation of contract and annual salary increases
- ❖ Conciliation of work-related issues
- ❖ Filing of formal grievances for violations of the contract
- ❖ Membership on the following district committees: Planning & Budget Council, College Council, District-wide Fringe Benefits Committee, Institutional Planning Council, District PEW, Professional Growth Increments Committee, Sabbatical Leave Committee, Equal Employment Opportunity Advisory Committee, and District Tenure Review and Evaluations Committee
- ❖ Liaison with the Department Chair Council and Academic Senate

In addition, as a participating AFA member you are entitled to the following:

- ❖ Right to vote to accept or reject AFA negotiated contracts
- ❖ Right to vote for AFA Executive Council members
- ❖ Right to run for a seat on the AFA Executive Council
- ❖ Right to vote for any changes in the AFA Constitution or dues structure
- ❖ Right to respond to AFA member-only surveys
- ❖ Membership in Faculty Association of CA Community Colleges (FACCC)

## DUES Structure:

Dues will be deducted from your paycheck as two line items: one for AFA and another for FACCC.

- AFA dues for all faculty are 0.74% (0.0074) of gross pay.
- FACCC dues are faculty-type specific, and follow the schedule below.
  - Contract faculty: \$189 annually (10 monthly installments of \$18.90)
  - Associate faculty (working at least 33% load): \$63 annually, pro-rated (installments of \$6.30 to be made monthly over five months each semester, up to 10 months if working for the district both Fall and Spring semesters)

Membership in AFA is automatically renewed as an irrevocable check-off from year to year. Members may opt-out with written notice during the opt-out period. The opt-out period is open annually from July 1-31. Written notice of opt-out may be submitted to the AFA office at any time, but will only be processed during the opt-out period. AFA membership is inseparable from FACCC membership. An opt-out from AFA will also serve as an opt-out from FACCC.

## **Contact the AFA office:**

Phone: (707) 527-4731

Email: [afa@santarosa.edu](mailto:afa@santarosa.edu)

**All Faculty Association, 1501 Mendocino Avenue, Santa Rosa, CA 95401**