

Fair Share Presentation by Ron Reel (4/13/2012, 12-1pm in Room 830)

Fair Share

We represent all our unit members whether or not they pay.

Before SB1960, we had to negotiate with District to implement Fair Share, & districts typically said “no.” But after SB1960, now we just need to give 30-days notice. (CTA requires implementation in Fall.)

Why not have agency fee or fair share:

People don't want to pay.

Financial

Political

Religious

Philosophical

Forcing people to join creates a sense of being strong-armed by the union

Feel that it's more meaningful when joining/paying is made by choice.

Feel that the same result can be accomplished without fair share.

History (there's a precedent) of having a choice whether to join or not & don't want to give that up.

Why do it?

It's fair; everyone pays for representation. If the union only negotiated for paying members, joining could be a choice. But because the law says union must negotiate for all members, fair share seems fair.

Other benefits: insurance, a vote to ratify the contract

Perception of being unified in the eyes of the district, etc.

Protection of individual because backed by CCA/CTA

Knowledge of what one's rights are as a union member.

More dues coming in to local/CCA/CTA for better & equal representation: including buying release/reassigned time for leadership & negotiators & more training (and in all 112 colleges that are fair share, the district has allowed the union to buy the reassigned time back at PT rates to cover cost of staffing the classes OR can negotiate for district to pay for reassigned time and trainings).

PT pays 10% but gets full representation.

What do we have to do (differently)?

Fair Share Payer must be given notice that they are a Fair Share Payer and FTers must pay same as all FTers and PTers must pay same amount as FTers. (Hudson Notice allows them to get some money back and just be fee payers, but haven't joined and don't get representation by CCA/CTA lawyer). CCA sends out Hudson Notice for us; we just have to agree to 80/20 of \$ spent. They'll let us know where we are & if there are any changes we need to make (by going over last 2 years' bank statements with our president & treasurer).

Religious objectors can instead choose to donate their full fee to a non-profit organization.

Financial Concerns: For PTers paying at other Fair Share CCA campus, only have to pay local dues (\$2.50/month). If they aren't paying elsewhere, it's \$18-22/month. Marin, Los Medanos & Contra Costa, Los Rios, Solano are **all Fair Share Agencies**. Santa Rosa is Fair Share but has independent union. Of the 112 CC only 14 aren't Fair Share. Four of those are independent. Only ten are CCA, but not fair share. NVC is one of them.

Who gets to vote whether we go Fair Share or not:

Only paying members

Sometimes exec board can make those decisions, but our EB has chosen to call it for a vote. (Our voting period will be at the end of the month.)

In our bylaws, it states that PTers can only be a member after teaching 3 semesters, but we can change them. It's not state law.

Our local dues are very low, not enough to pay for release times for our negotiators. We may need to raise our local dues. For now, maybe we can give our negotiators a stipend. Usually, FTers pay more than PTers. At Ron Reel's college (Mt. Sac) PTers pay half of what FTers pay toward local dues. We could also do a sliding scale based on salary steps/advancement.

One concern from some of our unit members is that if we become Fair Share that CCA will not support us in IBB negotiations. According to Ron Reel, that's simply not true. They can help us become better at IBB. They support IBB (non-adversarial) negotiations. Only salaries tend to become adversarial and hard to stick to IBB with.

Another misconception is that if we become Fair Share that the faculty member will no longer have the freedom to choose to become a member or not. As explained earlier, they will be a fee payer but not a member; they actually have to sign to become a member. And even members can elect not to have money go to political causes.