



PART TIME FACULTY UNITED AT COLLEGE OF THE CANYONS

AFT Local 6262

January 15, 2018

Dear Certificated Employee:

The Part Time Faculty United at College of the Canyons, Local 6262, CFT/AFT, AFL-CIO as the exclusive representative for the part time faculty of the Santa Clarita Community College District, represents all of the employees of this unit. As such, the union incurs significant costs representing you, whether or not you choose to join. For this reason, under the organizational security provision of the collective bargaining agreement, and state law, if you do not elect to join the Part Time Faculty United at College of the Canyons, a service fee in the amount equivalent to the Federation's membership dues will be deducted from your monthly salary from February 28, 2018, onwards.

As your collective bargaining representative, we strongly urge you to join the Part Time Faculty United at College of the Canyons. The benefits of the Part Time Faculty United at College of the Canyons membership include the right to fully participate in the governance and the internal activities of the union. Furthermore, your membership in the union will result in greater bargaining strength in negotiations for collective bargaining agreements to provide you with better wages, benefits, and working conditions. The fact that a service fee is being deducted from your paycheck does not make you a member of the Part Time Faculty United at College of the Canyons. You may join the Part Time Faculty United at College of the Canyons by completing the enclosed membership form and returning it to us in the envelope provided.

In recognition of the principle that non-members should pay their fair share of obtaining and maintaining the benefits of union representational activities, the California State Legislature has approved the deduction of service fees from the salaries of public employees who are not union members. Collection of service fees has been approved by the Supreme Court and by the courts of California.

Your service fees, together with union dues and other contributions, are necessary for the Part Time Faculty United at College of the Canyons to protect and advance the professional and economic interests of all the employees that it represents. One of the most valuable of these union services is negotiation of contracts that govern your earnings and other economic benefits and conditions under which you work. Service fees and union dues pay the costs of these negotiations, including the staff work, legal, economic, and educational research necessary to develop the union's program on your behalf. Collective bargaining and the protection of employees' rights under the contract require year-round activity by union officers and staff as

well as volunteer union members. Further, since many of your working conditions and benefits, as well as the resources available to fund school operations, are governed by legislation, this local and the state and national federations with which it is affiliated monitor the legislative process to protect and advance your interests.

A small percentage of the budget of the Part Time Faculty United at College of the Canyons, and of the state and national organizations with which it is affiliated (the California Federation of Teachers and the American Federation of Teachers) may be used in relation to issues and legislation only incidentally related to the terms and conditions of employment, or applied towards the cost of benefits available only to union members. You are entitled to request a rebate of that percentage of the service fee you have paid that corresponds to the percentage of the union's total budget that is used for these purposes.

Attached to this letter you will find the expenditures for the most recent year broken into rebateable and non-rebateable expenditures. The breakdown of expenditures for the Local, State and National organization has been audited. In accordance with the breakdown, 24.79% of the money we receive by way of member's dues, assessments and non-member's service fees was spent by the local, state and national organization for rebateable purposes in 2016-2017 and we expect that 24.79% will be spent for rebateable purposes in 2017-2018. This percentage is a weighted average. In order to receive a refund, you must inform the local, in writing, of your request within 30 days of receipt of this letter. The request shall include your name, address, Social Security number, employment status and signature, and should be sent to: Frank de los Reyes, Treasurer AFT Local 6262, 25258 Steinbeck Avenue, Suite A, Stevenson Ranch, CA 91381. Upon receipt of your request, we will arrange with the District to reduce your future service fee deduction by the same percentage.

Should you elect to challenge the Federation's determination of the percentage of its expenditures that is rebateable, you may do so by informing the Federation of your objection within 30 days of receipt of this letter.

Your objection must be in writing and must state the basis on which you challenge the Part Time Faculty United at College of the Canyons determination. As soon as the deadline for challenges has expired, the Part Time Faculty United at College of the Canyons will request the American Arbitration Association or the Public Employment Relations Board to appoint a neutral Arbitrator to conduct a hearing and issue a ruling on the challenges. All challenges will be consolidated into one arbitration.

While the challenges are pending, the service fees of the objectors will be held in an interest bearing escrow account.

A copy of the union's service fee rebate procedures is enclosed with this notice. If you have any questions about them or about the foregoing, please contact me at one of the numbers shown below.

After reviewing these materials we hope you will more fully realize the efforts made by the Part Time Faculty United at College of the Canyons on your behalf and will choose to become an active member. If you choose to, please complete and return the enclosed membership form. We need your help and your input so that we can build a stronger and more effective union in order to promote educational excellence and serve the needs of our part time faculty members.

If you need any further information or assistance, please contact me at 213-821-8063.

Sincerely,

Frank de los Reyes, Treasurer
Part Time Faculty United at College of the Canyons
AFT Local 6262