



SCFT VOTER GUIDE 2021

Proposed Dues Increase and Changes to the SCFT Constitution



FT Dues Increase, The Rationale

- Our last dues increase, beyond normal per capita increases (which go directly to AFT National), was in 2008. Since then, we have:
- Added two fully accredited colleges; Clovis came online in 2015, Madera in 2020. Each of these has their own VP of Grievance, VP of Academic Affairs and at-large reps.
- Hired and Maintained a Full-Time Executive Director/Organizer position.
- Purchased our own office building.
- Taken control of the Board of Trustees
- Increased FT Faculty from 516 to 692
- We have not kept up with inflation, at all.
- We are operating at a deficit which will be hard by other methods to overcome. We have already made such cuts as are fiscally responsible.
- We want to add legitimacy to the adjunct cause by instituting a new position: the VP of Adjunct Affairs (detailed below).
- We want to affiliate formally with the CV-IAF (detailed below).
- We want to reinstitute our local contribution to COPE (suspended in 2018).

FT Dues Increase, The History

- In 2008, SCFT adopted a 50/50 split dues structure: 50% fixed, 50% variable based on income.
 - The fixed rate continues to be subject to Per Capita increases from AFT. These are annual increases, meant to keep pace with inflation. Back in '08, that rate was \$29.00. It is now \$38.90.
 - The variable rate was established at $\frac{1}{2}$ of 1% of the members income. Thus, a member earning \$75,000 would pay \$31.25 per month plus the \$29 fixed rate for a total of \$60.25.
 - For reference, the capped rate set a ceiling on our highest earners at the time, anyone making \$107k + (which was Step 30 at the time).
 - The dues were also capped at \$75.00 total per month. This was subject to per capita increases mentioned above. It is now \$83.90.
 - This means that anyone making 108k + is capped and pays no additional dues.
 - For reference, see the chart...

All of us above
the Dues Cap
(by FT Salary
Schedule)

There are 305 of us in the
highlighted categories.

11	\$ 91,998	\$ 96,171	\$ 99,793	\$ 103,421	\$ 107,038
12	\$ 91,998	\$ 99,299	\$ 102,928	\$ 106,551	\$ 110,181
13	\$ 91,998	\$ 99,299	\$ 106,060	\$ 109,683	\$ 113,305
14	\$ 91,998	\$ 99,299	\$ 106,060	\$ 109,683	\$ 113,305
15	\$ 91,998	\$ 99,299	\$ 106,060	\$ 109,683	\$ 113,305
16	\$ 91,998	\$ 99,299	\$ 106,060	\$ 109,683	\$ 113,305
17	\$ 95,128	\$ 102,433	\$ 109,192	\$ 112,815	\$ 116,441
18	\$ 95,128	\$ 102,433	\$ 109,192	\$ 112,815	\$ 116,441
19	\$ 95,128	\$ 102,433	\$ 109,192	\$ 112,815	\$ 116,441
20	\$ 95,128	\$ 102,433	\$ 109,192	\$ 112,815	\$ 116,441
21	\$ 98,263	\$ 105,571	\$ 112,322	\$ 115,939	\$ 119,570
22	\$ 98,263	\$ 105,571	\$ 112,322	\$ 115,939	\$ 119,570
23	\$ 98,263	\$ 105,571	\$ 112,322	\$ 115,939	\$ 119,570
24	\$ 98,263	\$ 105,571	\$ 112,322	\$ 115,939	\$ 119,570
25	\$ 101,392	\$ 108,697	\$ 115,458	\$ 119,082	\$ 122,703
26	\$ 101,392	\$ 108,697	\$ 115,458	\$ 119,082	\$ 122,703
27	\$ 101,392	\$ 108,697	\$ 115,458	\$ 119,082	\$ 122,703
28	\$ 101,392	\$ 108,697	\$ 115,458	\$ 119,082	\$ 122,703
29	\$ 101,392	\$ 108,697	\$ 115,458	\$ 119,082	\$ 122,703
30	\$ 104,524	\$ 111,825	\$ 118,585	\$ 122,211	\$ 125,829

FT Dues Increase, The Victories

- 5.07% “MEGA” COLA
- Pay off for current faculty (15 years +)
- Preserved lifetime benefits for retirees and current members
- Secured nearly \$16,000 in back pay for a member
- Started the Adjunct Relief Fund and paid out over \$25k in direct benefits
- Mitigated lay-offs by advocating for smaller class caps
- Reversed termination proceedings for several full-timers
- Saved dozens of part-timers’ jobs (without contractual power to do so)
- Served and settled over 120 unique grievances last year alone
- Offered multiple workshops each semester: EDD, Student Loan Debt, and Job Interview Skills
- Gained a 4-3 majority on the Board of Trustees.

FT Dues Increase, The Ask

- The Executive Council of SCFT proposes that we increase the FT dues by 1 tenth of 1% from .005 to .006 per month and remove the cap on higher earners.
- On our lowest earners (I, 1), this would increase dues from \$64.18 (total) to \$69.23 (total)
- On our highest earners (V, 30), this would increase dues from \$83.90 (total) to \$101.81 (total).
- This structure would make dues increases tied much more truly to the salary scale, while still privileging longevity.

For perspective, from 2020/21 to now:

- SCFT has secured an additional \$2,928 annually for our Column I, step 1 members. We are asking for \$60.60 more annually from you.
- SCFT has secured an additional \$6,072 annually for our Column V, step 30 members. We are asking for \$214.92 more annually from you.

Constitutional Amendments (1 of 4)

A. Retiree Chapter

- i. SCFT has over 300 retired members.
- ii. The District does not track these folks unless they retired in the EdCare health plan.
- iii. We are repeatedly told (by the District) that they are no longer our members once retired. Even though we secured a major cash benefit for them recently.

Therefore: We have drafted an Appendix to be added to our Constitution which incorporates and protects our retired colleagues.

Constitutional Amendments (2 of 4)

B. Vice President of Adjunct Affairs shall:

- 1) Serving as Chair of the Part-time Faculty Advisory Committee;
- 2) Reporting on all activities of the PTAC at Executive Council and General Membership meetings;
- 3) Serving as ex-officio member to the negotiation team and consulting with the Chief Negotiator regarding participation and appointment of other adjunct members to the negotiation team;
- 4) Consulting regularly with the ED/O regarding general information on grievance;
- 5) Serving as a conduit for adjunct members to the grievance VPs;
- 6) Consulting with ED/O and President in planning for the yearly agenda for SCFT;
- 7) Assisting with and/or conducting various workshops for the benefit of Adjunct members;
- 8) Assisting the Secretary/Treasurer as Chair of the Membership Committee, and the ED/O in the coordination of membership drives and other member outreach efforts.

Constitutional Amendments (3 of 4)

C. Affiliation with the Central Valley Industrial Areas Foundation

- 50 cents per member, per month brings into affiliation with the oldest broad based community organization in the country.
- CV-IAF is currently fighting housing, food, and health care insecurities: all matters which impact our 1100 adjunct members.

Constitutional Amendments (4 of 4)

D. Name change: from “VP of Grievance” to “VP of Member Rights”:

Some things just sound better, and better communicate what we do. 😊