

June 2015

Dear New Full-Time Faculty Member:

Welcome to the South Orange County Community College District. We hope you enjoy working as a faculty member for Irvine Valley College or Saddleback College. The South Orange County Community College District Faculty Association is the exclusive bargaining agent representing the faculty in matters related to compensation and employment. Its primary responsibility is to negotiate and defend the contract which determines the working conditions for each faculty member in our District.

Please complete the attached Membership Enrollment form and return via campus mail to Loma Hopkins, Special Services, Saddleback College or via US Postal Service to SOCCCDFA, P.O. Box 4800, Mission Viejo, CA 92690.

Beginning with the 2010-2011 academic year, the SOCCCD Faculty Association implemented a Fair Share program, under which all members of the bargaining unit share the cost of representation in matters of employment. The monthly fair share payroll deduction fee for 2015-16 is \$112.80 (\$1,128.00 per academic year) for all full-time faculty members. This amount is automatically deducted from your 10 paychecks for Fall and Spring semesters. No deductions are made for summer school.

Full-time faculty members who are already CCA/CTA/NEA members through another college's bargaining unit are required to pay only the local association membership fee, \$20.00 per month (\$200 annually). If you are paying dues or fees for CCA, CTA &/or NEA at another educational institution, it is important that you complete the attached form and indicate the other educational institutions where you pay such fees or dues.

As an academic employee of the District, you have three options by which you may fulfill the Fair Share fee obligation:

**Membership:** You may become a full member of the Faculty Association and pay full unified dues to SOCCCDFA/CCA/CTA/NEA (through monthly payroll deduction or full cash payment at the start of the year), and take advantage of all the rights and benefits that come with membership. Members are entitled to vote for Association officers and contract ratification, are covered under the \$1,000,000 Educators Employment Liability Insurance policy, have access to legal representation, and are eligible for CTA-sponsored insurance programs and many other valuable membership benefits.

Your membership also supports your colleagues. Our ability to represent all bargaining unit members with the District is strengthened by increased membership. Your membership will allow you to have an active voice in the Faculty Association and will provide support at the bargaining table. The Faculty Association is not just a union; it is the professional association dedicated to the improvement of teaching and learning in south Orange County.

If you do not sign up for membership, you will automatically become a fee payer.

(OVER)

**Fair Share Fee Payer Status:** In lieu of membership, you may pay a Fair Share fee equal to unified dues. As a Fair Share fee payer, however, you will not be a member of the Faculty Association and will not be able to hold local office or vote in local elections. You will also forfeit access to membership benefits, including access to legal representation by CTA attorneys and other benefits described above.

As a non-member fee payer, you have the right to a rebate of the portion of your fee equal to the amount spent on political or ideological spending not related to collective bargaining or employment matters by the Faculty Association, CTA and NEA. Information regarding the estimated rebate amount and the procedure for requesting a rebate are provided to fee payers separately by CTA. It is usually 15-20% of the total fee collected, but the exact amount is determined by CTA in October each year.

**Religious Objector Status:** If you are a member of a religious body whose teachings oppose payment of dues or fees to employee organizations—or if you hold sincere religious beliefs opposing unions—in lieu of payment of dues or agency fee, you may pay the equivalent of the full unified dues to a non-labor, non-religious charitable fund which is exempt from taxation under IRS Section 501(c)(3). The following is a list of the only organizations to which you may make such payment:

The Saddleback College Foundation Scholarship Fund  
The Irvine Valley College Foundation Scholarship Fund  
American Cancer Society

To apply for religious exemption, and in order to prevent payroll deduction of agency fees, please request a Request for Religious Objector Status form from Loma Hopkins, Membership Chair.

Thank you for taking the time to review this information. Additional information can be obtained by visiting our website at [www.socccdfa.org](http://www.socccdfa.org). (Please note the Membership tab). We strongly encourage you to join the Faculty Association. When you join, you will be supporting your colleagues and your professional association. You'll also be eligible for a significant number of benefits for members, many of which are provided at no cost and which more than make up for the amount of fees or dues withheld from your paycheck. Please refer to the additional information provided with this letter.

The SOCCCD Faculty Association is your professional organization, and we are here to assist you and help one another. We can be reached at [socccdfacultyassociation@gmail.com](mailto:socccdfacultyassociation@gmail.com) or 949-582-4988.

Sincerely,



Claire Cesareo, President  
SOCCCD Faculty Association  
CC/dg



Loma Hopkins, Membership Chair,  
SOCCCD Faculty Association