



University Council – American Federation of Teachers

Representing Faculty, Librarians & Academic Researchers at the University of California

11278 Wilshire Boulevard #B1007
Los Angeles CA 90025-6412

October 2017

To: Non-Senate Faculty (Unit 18) and Librarians (Unit 17)

From: Mia McIver, President, UC-AFT
Miki Goral, Secretary-Treasurer, UC-AFT

Re: Fair Share/Agency Fee Payroll Deduction

As a Librarian (Unit 17) or Non-Senate Faculty member (Unit 18) at the University of California you are represented by a union, the University Council-American Federation of Teachers (UC-AFT). Membership in UC-AFT is NOT automatic, however, and our records indicate that you are not yet a member. Please go to bit.ly/ucaft or complete the attached membership form to become one. Membership costs nothing extra and entitles you to full voting privileges, giving you a voice in our union that non-members lack.

Under CA state law, UC-AFT collects a fair share fee from all non-member represented employees to cover the actual costs associated with bargaining, contract enforcement, and other representational duties. Negotiating and enforcing our contract is one of our core missions as a union. Everyone in the bargaining unit benefits from the raises and other victories we win, regardless of whether they are a full voting member. Collecting fair share fees to cover the costs of bargaining and representation is a common practice in education and public employee unions. Fair share fees dramatically improve our ability to make gains in salaries, benefits, workloads, and other working conditions.

Enclosed are materials that explain fair share in detail: the fee you will pay, how it was determined, how it will be collected, and the options available if you object to paying the full fee. This fee (1.5% of gross salary per month, with a cap of \$100.00) will be automatically deducted from your paycheck. However, as noted above, to become a full voting member you need to complete a membership form either online (bit.ly/ucaft) or in hard copy (enclosed).

While you do have the option to request partial rebate of the fee, we hope you will join our union. Becoming a member of UC-AFT confirms that you want to participate in important decisions that are made about your conditions of employment, as well as the quality of education and research at the University. The more employees join UC-AFT, the stronger we become and the more the University must take our concerns seriously—during contract negotiations and afterwards.

We also encourage you to join because only members can run for local and statewide office, set policy and goals for our organization, and ultimately vote on whether to accept a proposed contract at the end of negotiations. Broad democratic participation at all levels of the organization is the best way to ensure our vitality, diversity, and responsiveness. As a union member, you are also entitled to a wide range of benefits offered by our affiliates, the California Federation of Teachers (CFT) and the American Federation of Teachers (AFT). This includes scholarships that your children can apply for.

You can follow your union's activity at <http://ucaft.org>, [facebook.com/ucaft](https://www.facebook.com/ucaft), and [@UCRAFT](https://twitter.com/UCRAFT) on Twitter. Watch your email for announcements about events, workshops, and initiatives. (If you haven't received any messages yet, check your spam filter to ensure that they're getting through.) You should feel free to contact us at any time if you have questions or concerns about your working conditions at the University.

We do urge you to join us. Working together, we can advocate effectively for positive changes at the University of California that benefit our students, our colleagues, and all residents of California.

Miki Goral *Mia L. McIver*