

Dear Colleague,

You should have just received your first pay increase under our new three-year contract. After going on strike to protect our college in 2016 and our most recent year-long contract campaign, we are very proud of the gains our union has made for faculty at CCSF. You may be one of the many faculty who came to a bargaining session to share how much you love your job, and how hard it's been to continue working in the increasingly expensive Bay Area.

Over the next three years, this contract will move all of our Faculty salaries above the median of the ten Bay Area community college districts for the first time since the Accreditation crisis in 2012. In fact, most of the steps and columns on our pay scale will be AT THE TOP of the Bay Ten. This is a huge victory for all of us. We stood together to defend educational quality at our CCSF and to fight for a substantial pay increase, together we won a strong new contract.

Now imagine a world without AFT 2121 advocating for our pay, our working conditions, and our vital public education system. Would you be able to continue to work in Public Higher Education? Would you be able to continue living in the Bay Area?

The thing is, there are powerful forces at work right now that seek to weaken and destroy our union, public sector labor, and the labor movement in general. The Supreme Court just made a decision in the Janus vs. AFSCME case that eliminates "Agency Fee" – the obligation of non-members to contribute financially to our Union's contract negotiations and grievance work.

From here on out, if you don't have a signed membership form on file with us, you will no longer contribute to the important work of our Union. Without you, your Union will be weakened. We won't be able to win strong contracts or stand together if anti-union interests try to take away your rights.

Let's imagine this a different way. Let's say you get paid fifty dollars an hour. As a union member, you only pay seventy-five cents in dues (1.5% of earnings). You have the strength of our collective bargaining protecting your fifty dollars and working to get strong raises over time. Now, you could decide you need that seventy-five cents and can't or don't want to contribute to your union. You may even get emails, phone calls and letters from anti-union groups encouraging you to drop your membership. But over time (as has happened in other states), you'd see your wages drop, your benefits eroded, and your rights washed away.

On the other hand, if you stick with our union, we can stay strong and continue to stand up for our wages, our working conditions, and our students' rights to quality public education. When we stick together, we win!

If you are already a member, you can recommit to our union by filling out a New Membership Form and joining us for our first meeting of the semester on FLEX Day on Ocean Campus in Conlan 101 from 2:30-4:00 pm. If you aren't a member, please join the 88% of our colleagues who have committed to our union by filling out and returning the enclosed membership form today or completing it online at aft2121.org/welcome.

In Solidarity,



Jenny Worley
President, AFT 2121