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President's Office  
Allan Hancock College

August 15, 2017



California  
School  
Employees  
Association

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[www.csea.com](http://www.csea.com)

Ben Valdepeña  
Association President

Dave Low  
Executive Director

Member of the AFL-CIO

The nation's largest  
independent classified  
employee association



RE: CSEA DUES REVISION

**"CORRECTED"**

I am writing you to inform Allan Hancock Joint Comm Coll of the recent change to California School Employees Association's (CSEA) dues structure. At CSEA's 2017 Annual Conference, the members voted to change the dues calculation method by increasing the maximum amount of salary on which dues are calculated **effective October 1, 2017**. The **maximum monthly salary calculation** was increased from of 1.5% of the first \$2,450 of monthly gross salary (exclusive of overtime but including longevity, professional growth and anniversary increments) to **1.5% of the first \$3,150 of monthly gross salary** (exclusive of overtime but including longevity, professional growth and anniversary increments). In addition, the **annual cap (maximum assessment)** was increased from \$367.50 to **\$472.50**. The local chapter may assess additional local dues.

The chart below shows the maximum amounts per month and per year based on the member or fair share payer's actual salary per month.

	Pre-10/1/2017*	Effective 10/1/2017
<b>Monthly Salary Cap</b>	\$2,450	<b>\$3,150</b>
<b>Monthly Dues Maximum</b>	\$36.75	<b>\$47.25</b>
<b>Annual Dues Maximum (12 mos.)</b>	\$367.50	<b>\$472.50</b>

\*The pre-10/1/2017 dues structure is included for reference only.

Please arrange to have your payroll department implement the new dues structure for the **October 2017 payroll**.

The enclosed letter is being sent to all affected CSEA members and fair share fee payers notifying them of the change to the dues structure.

We sincerely appreciate your efforts implementing the deduction of the new dues structure. Any questions should be referred to me at 408-433-1227.

Yours truly,

Steve Brashear,  
Chief Financial Officer

Enclosure

10/11/2017

10/11/2017

10/11/2017

10/11/2017

**Kevin G. Walthers, Ph.D, Superintendent/President**  
**Allan Hancock Joint Comm Coll**  
**800 S. College Dr**  
**Santa Maria, CA 93454**



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Dear CSEA Bargaining Unit Member:

The delegates at California School Employees Association's (CSEA) 91<sup>st</sup> Annual Conference adopted a revision to the Association's dues structure. This revision addresses the inequity of the previous dues structure and provides the Association the ability to mitigate some of the impact of the impending loss of service fees. As explained below, the revision may result in an adjustment to your payroll deduction.

The revision increases the maximum monthly and annual salary cap on which dues are assessed, as follows:

***Effective October 1, 2017***

- The per capita dues of the State Association shall be assessed at the rate of 1.5% of the first \$3,150 of monthly gross salary (exclusive of overtime but including longevity, professional growth, and anniversary increments).
- The maximum monthly assessment will be \$47.25; the maximum annual assessment will be \$472.50.

*Please note that the above amounts apply to only the Association per capita dues. Most members also pay an additional amount in local chapter dues, as approved by the chapter membership.*

The revision does not increase the dues rate of 1.5%. The revised dues only impacts those members currently at the salary cap. If you earn less than \$2,450 per month, you will not experience an increase in your payroll deduction equivalent to Association dues as a result of this revision.

CSEA's top priorities continue to be protecting our members' jobs, benefits, and retirement. CSEA has successfully worked to secure and increase education funding with Proposition 55. We have worked to gain more efficient access to our membership through AB119, legislation granting the Union access to all new employees. Perhaps most importantly, through CSEA member/staff partnerships and trainings, we have built up chapter strength in order to fight layoffs and protect health benefits, while strengthening worker rights at the local level.

It is CSEA, and CSEA alone, at the local and state level that is actively fighting for classified employees. You expect and deserve no less! If you have any questions, please contact Executive Manager Guillermo Morales at [gmorales@csea.com](mailto:gmorales@csea.com) or 408-433-1224.

In solidarity,

Dave Low  
Executive Director