



YEAR 6, NUMBER 5 – March 27, 2012

RESTRUCTURING OF GUILD DUES

The ballots presented for your consideration and due back on April 6, 2012 contain a proposed By-Law change aimed at raising Guild dues for faculty earning upward of \$90,000 annually. This increase is unavoidable in light of the fact that we have been operating at an annual deficit of \$20,000 for two consecutive years. Our shortage stems from: a) a number of senior faculty -who were among the highest dues payers- having retired; b) an overall decrease in our collective incomes in the aftermath of cuts to our base, hourly, and pro-rata pay schedules, alongside reductions in course offerings; and c) an increase in the Guild's legal expenditures.

Currently, faculty members pay 1% of their income toward Guild dues, with a cap of \$90 per month and \$900 per year. This means that our system has thus far been regressive, in that employees earning over \$90,000 per year have contributed less than 1% of their income toward the operation of their union, enjoying a lower rate than their lesser paid colleagues. We are now proposing -out of sheer necessity- that every faculty member pay an amount equaling 1% of the totality of his/her annual income. The new dues structure does not affect faculty with annual earnings of \$90,000 or less; they will continue to pay 1% of their income, which would translate into the same \$900 (or less) per year.

Regrettably, the proposed change will fail to produce enough revenues for us to operate "in the black" in 2012-13. Rather than address our structural deficit in one year, and in consideration of the tough economic times, Guild Executive decided to spread the pain over a two-year period, and return to you for another increase next year. In 2013, we will propose another modification to our Guild dues, raising the percentage to 1.05% from the current 1%. Unlike this year's proposal, next year's change will affect every faculty member.

INSTITUTE DAY SURVEY

Last week-end, Mike Allen sent out the link to a short survey on Institute Day; we are interested in hearing from you before the details of next year's calendar are negotiated. If you have not done so already, please take a moment to respond now:

http://campusguides.glendale.edu/survey.php?survey_id=2716

Sincerely,

Isabelle Saber

Guild President