

Why join CCFT?

CCFT, the Cuesta College Federation of Teachers, is the union that represents all faculty at our college. Without our union, each person would have to stand alone for improvements in compensation and would have no formal, organized support in challenging times. Joining CCFT keeps our voices strong and united when negotiating with the district.

Reasons to celebrate CCFT:

- We have been able to accomplish a lot together, like a **26.7% salary increase over the last five years.**
- We have increased fringe benefits by at least **25% over 5 years.**
- CCFT represents faculty in grievances and disciplinary actions, protecting your rights for syllabi content, loading, grading policies, and classroom management.
- CCFT provides the faculty voice for division chair selection, job descriptions, and scheduling policies.
- CCFT and the district worked together to keep faculty, staff, and students healthy during COVID.
- CCFT supports 3 legacy scholarships and created a new endowed scholarship in 2021.
- CCFT donated \$10,000 to the Cuesta Assistance for Students with Emergencies fund in spring 2020.
- CCFT leadership has purposefully developed a collaborative working relationship with the administration in order to facilitate contract agreements, reduce grievances, and make our college a kinder, healthier environment for education.
- Part Time faculty: CCFT has successfully advocated for compensation specifically benefitting PT faculty. including paid office hours, pay for working on SLOs (Student Learning Outcomes), and stipends for union work (CCFT Council of Reps, PT faculty liaison, college hiring committees, and more).

Important reasons to be a member of CCFT:

- United, we have more influence with the district and the Board of Trustees to make improvements in our contract, compensation, and working conditions.
- CCFT provides members with a \$1,000,000 professional liability insurance policy (through AFT).
- CCFT is much more effective and can better protect ALL faculty with a large membership.

How are my dues spent?

We realize that no one enjoys paying dues, but there are benefits to make paying dues worthwhile.

- CCFT pays for some of the reassign time for faculty leadership positions to make these gains possible.
- Our state affiliate CFT helps influence state-wide policy for COLAs, increased system funding, improved retirement benefits through STRS, and improving educational opportunities for students.

Recent CCFT salary increases:

- 3% January 2018
- 2.71% July 2018
- \$2,964 per cell FT, pro-rated for PT, about 3.25%, July 2019
- 4.57% August 2021
- 6.06% August 2022
- 7.1% August 2023
- Total on schedule increase is **26.7%**, even more for those at lower salaries
- One-time money for the extra COVID-19 work of \$5,100 per FT (pro-rated for PT) in 2020-2021
- Plus increases to fringe!

If you're not a member, please consider joining CCFT. We can only advocate for faculty with your support, so please stand with us!