



Foothill – De Anza Association of Classified Employees (ACE)
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Date: November 14, 2018
To: ACE Executive Board
From: Chris White, ACE President
RE: Membership

The withdraw period for ACE members – October 1 through October 31, 2018 – has closed. During that time, seven (7) members chose to leave. While the loss is balanced out by former service-fee members who joined in July after the Supreme Court decision in Janus removed the ability to collect dues from non-members, retention is critical to the operation of ACE.

The other challenge is the rate at which new employees are choosing to join ACE. Of the 13 new hires since the Janus decision in late June, six (6) have chosen to join ACE.

ACE leadership, usually the president and/or chief steward, meet with each new employee during their onboarding with human resources and go over the benefits of belonging and invite them to join but we are asking them to commit money to a concept some may not be familiar with or others previously have had a poor experience with a union. It's a challenge we need to address.