



Foothill – De Anza Association of Classified Employees (ACE)  
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Date: August 16, 2018  
To: ACE Executive Board  
From: Chris White, President  
RE: ACE Membership Drive

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As a response to the June 2018 Supreme Court ruling removing the dues we could collect from service fee payers, the ACE Executive Board, stewards, negotiators and a few members embarked on a campaign to have all members recommit to ACE and file a new membership application.

Members and former service fee payers were notified of this action and asked to (re)commit. Current members were informed if they did not fill out form, they would continue to be an ACE member. Former service fee payers who chose to remain a non-member, were notified they would have the rights guaranteed under our *Agreement* but ACE is not responsible for representing them in any way. In addition, all ACE members were notified of the established time period to withdraw their membership as defined by the Maintenance of Membership policy.

As of August 20, seventy percent classified staff represented by ACE have returned their membership application. Prior to the Supreme Court ruling, ten percent of our membership were service fee payers. After the ruling, half of those have converted to members. 11-month, 10-month and academic day only members have been off during this drive, so follow up and conversation with those who haven't returned their application should continue through the start of fall quarter.

ACE meets with new employees and invites them to join as a member, during their initial employee orientation. A question was asked by a member, for current employees who choose to be non-members why should they be allowed to join at any time? There is no incentive to support ACE until they need assistance and this is unfair to members support ACE regardless if they need assistance or not and suggested an open enrollment period. I would recommend we bring the open enrollment concept to the membership and let them vote on it.