



Foothill – De Anza Association of Classified Employees (ACE)  
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www.acefhda.org

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On March 31, 2020 ACE President Chris white sent the following email to the ACE Executive Board requesting a vote to forgive membership dues for the months of April, May, and June 2020.

The email was sent to: Bill Baldwin, Anthony Booth, Bradley Booth, Anthony Caceres, Vins Chacko, Sushini Chand, Erika Flores, Keri Kirkpatrick, Christine Mangiameli, Andre Meggerson, Cathleen Monsell, Kathy Nguyen, Scott Olsen, Denise Perez, and Shawna Santiago.

Whereas the Coronavirus (COVID-19) has impacted the way we work and do business, it also has the potential to negatively affect our members financially. While FHDA permanent workers are still being paid in full, many private businesses have closed and/or laid off workers. From our 2019 member negotiations survey, we know 42 percent of respondents indicated they had, or have had, a second job to keep up with the high cost of living in our area. For those members or members who share financial responsibilities with a partner who works outside of FHDA, that supplemental income most likely has been affected negatively by COVID-19.

For fiscal year 2019-2020, ACE has provided two months of dues forgiveness (October and March) and will end the fiscal year flat (no deficit or carry forward expected). Through prudent action of this, and previous boards, we have a healthy savings of \$777,331 which covers \$500,000 for a strike fund, \$10,000 for a five percent reserve, \$25,000 for unsettled litigation (CalPERS), and \$10,000 for the financial consultant (we've spent about half). This leaves an unallocated savings balance of \$232,000.

As a result, ACE is in a good financial state to help our members during this challenging time with additional dues forgiveness for the months of April, May, and June 2020. Membership revenue averages \$18,500 a month and forgiving dues for these three months would cost ACE \$55,500 in potential income. Expenses during these months would be covered from our unallocated savings balance. July 1, 2020 we would still have \$176,500 in unallocated savings for any future challenges.

It is my recommendation that ACE forgive member dues for the months of April, May, and June 2020.

Board members were asked to review the above recommendation and respond via email:

Yes, I approve  
No, I don't approve  
I abstain

The ACE Executive Board unanimously responded with Yes, I approve, waiving membership dues for April, May, and June 2020.