



A Summer of Organizing with SCFT

State Center Federation of Teachers, Local 1533 (SCFT) represents full-time and part-time community college faculty in the heart of the Central Valley. Summer school may be a quieter time across the field of education, but the leadership of SCFT saw an opportunity to build on the work of the previous year and continue their organizing efforts.

SCFT recruited Dale Mommer, a part-time faculty member, to train with the CFT organizing team as part of the CFT Structural Organizing Campaign. Over the summer months, Dale and CFT organizers conducted class-visits to members and non-members to inform them of recent contract



SCFT leaders join CFT organizing staff in a training on one-on-one conversations.

wins, invite them to union trainings and update their membership.

After honing organizing skills over the summer, Dale helped to train his fellow union members on having organizing conversations. Leaders from the SCFT Executive Board volunteered to join a mini-membership drive during

the final week of summer classes, visiting their colleagues' classes to update their membership and inform them of the upcoming contract campaign. After two months of targeted one-on-one conversations, Dale and SCFT Executive Board leaders signed up 25 of their colleagues as members, and added 17

new contributors to their COPE fund!

Riding on the momentum from summer, the fall semester kicked off with even more organizing. Executive board volunteers joined CFT organizers to conduct outreach across four colleges in the district to welcome new and returning faculty at employee orientation and flex day. As a result, SCFT started the school year with 20 new members and seven new COPE contributors!

As contract negotiations and college board district elections rapidly approach in Fall 2020, SCFT leaders know that active and engaged members fight for and win dignity and respect in their workplace.

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ADFAC Continues Organizing Their Members



Lyndsey Lefebvre

Newly elected board members Lauren Maynard, Cory Johnson and Melissa Medich.

Adjunct Faculty United, Local 6106 (ADFAC) recently had an amazing turnout at a hard fought for paid professional development day at the North Orange County College District. After the meeting was over, the union hosted a lunch with members to engage in the important business of updating their constitution and bylaws, and providing members with important bargaining updates. This year, ADFAC has three new people joining their executive board creating more capacity. Some advice for our new activists on getting involved:

Lauren says, "I think that attending an executive board meeting is a great first step for getting involved with your union!"

Cory says, "Talk to your coworkers about the benefits of being a union member and about the fight that our union is having to protect our rights. Volunteer to be on a committee and it is very important to help by being a COPE contributor!"

Melissa says, "The best way to get involved is to show up! Join us on a membership drive or see if you can join a committee! The union is run by its members, so join the efforts to support part-time faculty."

-CFT Project Organizer Lyndsey Lefebvre

Back to School Organizing

The organizing project has been busy working with locals over the summer and during back to school to recruit new members, and engage and activate existing members. We are thrilled about the work done and we are excited to continue to build on this great work over the Fall. Please see below for some of the details. If you are not on the list and feel inspired by the outcomes, please contact us so we can make a plan with your local!

NORTHERN CALIFORNIA

Jefferson AFT Federation of Teachers, Local 1481: New Employee Orientation and Convocation

- 40 new members
- 160 re-commitments
- 67 new COPE contributors
- 5 member volunteers

State Center Federation of Teachers, Local 1533: Flex Days and Convocation

- 20 new members
- 7 re-commitments
- 5 new COPE contributors
- 7 executive board member volunteers

San Mateo Community College Federation of Teachers, Local 1493: Flex Days

- 8 new members
- 3 new COPE contributors

San Francisco Community College District Federation of Teachers, Local 2121: House Visit Drive

- 3 new members
- 12 member volunteers

Tilden Preparatory (New Unit): Bargaining Survey Outreach

- 60 bargaining surveys
- 3 union meetings (one on each campus)
- 8 bargaining team members

We facilitated strategic planning meetings with the following locals:

- San Mateo Community College Federation of Teachers, Local 1493
- Peralta Federation of Teachers, Local 1603
- State Center Federation of Teachers, Local 1533
- UC-AFT Berkeley, Local 1474

We supported the following locals during leadership retreats:

- Berkeley Council of Classified Employees, Local 6192
- Novato Federation of Teachers, Local 1986
- San Mateo Community College Federation of Teachers, Local 1493
- Peralta Federation of Teachers, Local 1603
- UC-AFT Berkeley, Local 1474
- Tilden Preparatory (new unit working on their first contract)

We conducted Student Debt Clinics for:

- San Francisco Community College District Federation of Teachers, Local 2121
- Petaluma Federation of Teachers, Local 1881

SOUTHERN CALIFORNIA

El Camino Classified Employees, Local 6142

- 83 commitment cards
- 8 new members-- 30% of the way to our total goal for the semester!

El Camino Federation of Teachers, Local 1388

- 30 new members-- over 50% of the way to our goal for the semester!

- 132 table visitors

Citrus College Adjunct Faculty Federation, Local 6352 Membership Meeting

- 4 new members
- 15 contact info/commitment cards
- 19 attendees

Adjunct Faculty United, Local 6106 - North Orange County

- 173 attended union sponsored PD event
- 67 attended B2S membership meeting-- exceeded turnout goal by 17
- 9 new members

Los Angeles College Faculty Guild, Local 1521

- Pierce Flex Day
- 8 new members
- 200 bargaining surveys

- Trade Flex Day
- 11 new members
- 117 bargaining surveys

West LA Adjunct Orientation and Flex Day

- 13 new members
- 28 bargaining surveys

We conducted strategic planning meetings with the following locals:

- Long Beach Council of Classified Employees, Local 6108
- El Camino Federation of Teachers, Local 1388
- El Camino Classified Employees, Local 6142
- Compton Federation of Employees, Local 3486
- Part-Time Faculty United at College of the Canyons, Local 6262
- Newport-Mesa Federation of Teachers, Local 1794

We also have requests from Lawndale Federation of Classified Employees, Local 4529, Citrus College Adjunct Faculty Federation, Local 6352 and Carpinteria Association of United School Employees, Local 2216 to facilitate strategic planning sessions.

-CFT Organizing Director Sandra Weese

Member Spotlight



Audrie Francis

Dale Mommer is a Student Learning Coordinator at Madera Community College Center and a member of State Center Federation of Teachers, Local 1533. Dale was a student at Fresno City College and taught history classes there part-time before coordinating tutoring at the Madera Center. Dale is passionate about being an example for his students in the learning center and bringing quality education to the Central Valley. As an active unionist, Dale joined with CFT organizing staff this summer to speak directly with his colleagues about his experience as a union member. He plans to continue organizing his colleagues at the Madera Center throughout the school year. Of his experience in the CFT Structural Organizing Campaign, Dale writes, "I credit [CFT organizers] for providing me with the training and skills necessary to recruit new members for our union, raise funds for our committee on public education and take part in informational workshops for our members. Most importantly, I had a lot of fun!"

-CFT Project Organizer Audrie Francis

Julio Tsuha has been an educator for seventeen years and he has been teaching at Pierce College for about four years now. As an active union leader, he is always looking for more ways to get involved and build people power needed to make our union strong. He is most excited about coming together with his local and fighting for a good contract. He is part of Los Angeles College Faculty Guild, Local 1521's new contract negotiation team that is recruiting and developing leaders to be part of contract negotiations. Julio wants to "see a membership that is mobilized and engaged." He feels that "our membership has a lot of potential to be tapped into and it is up to us to keep our members engaged." Open negotiations are something Julio and the rest of the negotiations team are really hoping to begin this round of bargaining. Any opportunity to see visible people power and communicate between members is what we "need to normalize in order to win." Like many, Julio sees an ideal world of public education where our "students and faculty are treated like human beings despite the districts we live in."

-CFT Project Organizer Laila Molina



Julio Tsuha

NMFT Develops and Implements Bold Plan to Win Great Contract



Sandra Weese

On August 12 leaders of Newport-Mesa Federation of Teachers, Local 1794 (NMFT) held a retreat in Indio to develop a strategic plan for the 2019-2020 school year. NMFT's contract expires in June 2020 and the leaders worked backwards from June to create a calendar of events to engage members, build power and win a great contract!

NMFT President Britt Dowdy described the planning meeting, "It was helpful to prioritize our goals for the next year, set reasonable benchmarks and come up with first steps to put our plan into action. Our local will be focusing on increasing COPE contributions to be sure that our voice is heard on the school board, maintaining a representative site rep structure and building a strong contract action team to fight for a fair contract."

Since the meeting, NMFT attended back to school events to meet new employees and discuss the importance of having high union membership going into negotiations. Each of their 32 schools held a site rep meeting and over 70% of members attended. Now and through the fall, the local will be doing outreach to members and parents about upcoming contract negotiations and various issues at the school sites that impact students' learning conditions.

-CFT Project Organizer Charlotte Bowman

From left to right: Betsy Fisher, Nicholas Dix, Sarah Auwarter and Jenni Taylor.

Compton Faculty Host Summer EDD Clinics

With multiple summer sessions on the calendar and a campus administration eager to cancel courses, faculty members of the Compton Federation of Employees, Local 3486 (CFE) were left in an employment lurch. “We have so many faculty members who got hurt by the summer schedule and class cancellations,” explained CFE Adjunct Vice President Judy Crozier. Faculty needed immediate guidance on how to apply for unemployment benefits through the Employment Development Department (EDD).

CFE reached out to the CFT organizing department for help, and sched-

uled four EDD workshops for all faculty members at Compton College. The workshop covers how to apply for unemployment benefits, complete the biweekly certification and survive an EDD interview.

Like many part-time faculty members, adjuncts at Compton College have had inconsistent responses from the EDD. Rosemarie Greco, an adjunct professor in American Sign Language explained, “I’ve tried to fill out these forms by myself, but they don’t make any sense. One time, I was approved and another time I was denied.” For faculty members like Greco, the EDD workshop clarified the process and

educated about how to fill out the EDD application forms. Many faculty members including Greco were approved for unemployment benefits after taking the workshop.

The EDD workshops were a new phase for the faculty union. Crozier noted, “This is the first time we’ve ever held a workshop like this, and it’s great to see so many people show up.” Members who have never participated in a union event attended the workshop and felt connected to their union for the first time.

-CFT Organizer Erin Conley

North Bay Leaders Talk to Thompson



Valarie Bachelor

Leaders from the Greystone Federation of Teachers, Local 6439 and the Santa Rosa Junior College Federation of Teachers, Local 1946 chat with Representative Thompson and Governor Newsom.

Leaders from the Greystone Federation of Teachers, Local 6439 and the Santa Rosa Junior College Federation of Teachers, Local 1946 attended a political fundraiser for Representative Mike Thompson on August 4 in St. Helena. They spoke with Representative Thompson as well as Representative Nancy Pelosi and Governor Newsom about the importance of unions and the need for funding for community college districts in California. Faculty hope to continue lobbying for support they need in and outside the classroom.

-CFT Organizer Valarie Bachelor

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SCFT leaders and the CFT organizing team are working closely to build SCFT membership and activism by organizing throughout the school year.

SCFT President Keith Ford said, “I was nervous

about committing myself and my executive board to doing summer organizing; teachers scatter over the summer. What if no one was available to help? Our executive board came out in force. It was totally

worth it. We are invigorated going into Fall by signing up new members every week.”

-CFT Project Organizer Audrie Francis

The California Federation of Teachers is an affiliate of the American Federation of Teachers, AFL-CIO. The CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California’s students.

PRESIDENT

Jeff Freitas

SECRETARY TREASURER

Luukia Smith

ORGANIZING DIRECTOR

Sandra Weese

ORGANIZING TEAM

Valarie Bachelor
Charlotte Bowman
Erin Conley
Audrie Francis
Lyndsey Lefebvre
Laila Molina
Andrew Pagan

LAYOUT

Leslye Osegueda

EDITORIAL OFFICE

Get Organized!
2001 Center Street, Suite 600
Berkeley, CA 94704
510-523-5238
510-523-5262 fax
www.cft.org

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All story ideas and submissions should be emailed to Sandra Weese at sweese@cft.org.

