



## Culinary Institute of America Faculty Join CFT!



Sasha Mobley

CIA faculty discuss next steps for forming their CFT local after delivering a union recognition petition to their boss.

an overwhelming majority. We felt all the anxieties associated with an election, but we achieved success through our resolve to organize and become a union.

We know there are still many obstacles to overcome as we sit down at the bargaining table, but we are committed to achieving our goals and getting the respect we deserve. We are very fortunate to have the support of our “sister” AFT local in Hyde Park, New York and the guidance of CFT staff. I think I can honestly say that we could not have done this without their support and guidance throughout the entire process. So onward and upward to a first contract!

- By Interim Union President, Chef Ken Woytisek, Culinary Institute of America, Napa

On January 24, the faculty at the Culinary Institute of America, Greystone Campus in Napa filed for union recognition. It took several months of organizing,

research and planning to reach a supermajority of support and file for recognition. With the help of the California Federation of Teachers we stayed strong and united through the

National Labor Relations Board (NLRB) hearings and mandatory faculty meetings that followed. Then on March 3 we voted in a NLRB election and won union recognition by

## Convention Organizing Awards

This March we gathered in Sacramento for our annual convention to expand our skills with workshops, to mobilize with a rally and also to celebrate the victories we have won since we last met. CFT prides itself on its dedication to defending education and democracy. Against the backdrop of political and legal attacks on unions and working people, the CFT contin-

ued to prioritize internal organizing and the locals below were recognized for their successful efforts to grow membership and build strong locals.

*By Actual Number of Members*

- Third Honor: Menifee Council of Classified Employees, 151 member increase.

- Second Honor: State Center Federation of Teachers, 195 member



Frida Caro

Part-Time Faculty United at College of the Canyons members accept the organizing award.

increase.

- First Honor: UC-AFT, 259 member increase

*By Percentage Growth*

- Third Honor: Part-Time Faculty United at

# 2017 SCI Spring Training Drive



Erin Conley

Cerritos SCI Organizers Stephanie Rosenblatt and Lyndsey LeFebvre helping manage the membership drive.

Seventeen Strategic Campaign Initiative Organizers participated in the spring training drive with the Cerritos College Faculty Federation (CCFF) on April 24 to 27. The organizers came from far and wide to learn about building union capacity through membership recruitment and engagement.

Drive participants recruited 100 new members to CCFF through 1:1 organizing conversations. More than 60 new members also signed commitment cards to participate in union activities including an upcoming unemployment workshop. CCFF members provided more than 100 hours of volunteer time to accompany SCI organizers on class visits.

“This drive shows how essential it is to talk to members face-to-face,

one-on-one, to get to know them and learn about their working conditions,” says Lyndsey LeFebvre, vice president of part-time faculty for CCFF and bargaining team member.

Harold Spiva, SCI organizer from Treasure Island

Job Corps AFT 6319, says he saw how 1:1 conversations with members can keep human resources accountable. Organizers learned during the drive that HR at Cerritos College informs new part-timers that union dues are more expensive than agency fees, and they were able to start dispelling the misinformation.

Organizers trained on conducting 1:1 organizing conversations and the logistics of running a large membership drive. “It has been a genuine pleasure to work with my union sisters and brothers and I will take the things I’ve learned back to

my local,” explained Kevin Murphy, SCI Organizer and membership chair from Jefferson Federation of Teachers, AFT 1481. Volunteers from CCFF



Erin Conley

SCI Organizers Monica Lopez, CCFF, and Haydee Guerrero, Pajaro Valley Federation of Teachers, review their data during lunch break at the Spring SCI training.

agreed that the experience was valuable and they were committed to continuing the membership drive for the academic year.

- By Project Organizer Erin Conley



Jessica Uistad

Members of the Berkeley Federation of Teachers participate in a May Day walk-in before school at Rosa Parks Elementary School.

# LRCFT Hosts Student-Faculty Conference on Part-Time Faculty and Student Equity on Campus

On April 28, over 60 students, faculty and administrators from Los Rios Community College district came together for a four-hour conference devoted to equity and inclusion for students and part-time faculty. Four building power organizers recruited new activists to collaboratively facilitate and organize the event.

The day started with a student panel, where around 15 students shared their experiences as students of color, first generation students and or queer students. One student read a beautiful poem. Participants got a sense of the challenges facing the diverse group of students which set the stage for the workshops to come in the second session.

Workshops encouraged participants to focus on building skills and offered resources to better serve their students. Participants could have conversations at tables devoted to fostering inclusive classrooms, gaining access to student resources, professional development for equity and teaching resources. At each workshop station, participants had the ear of diversity specialists and student success officers. They were able to have valuable discussions about what was, and was not, offered to part-time instructors in the district—and also the opportunities to advo-



Jessica Beard

Los Rios Community College students, faculty and administrators participate in the equity and inclusion conference.

cate for those resources. Students remained for the duration of the conference in order to give their input as their instructors discussed their challenges in the classroom. The workshops gave administrators the opportunity to see the shared difficulties held by students and part-time faculty alike.

This solidarity set the stage for the last section of the conference, where

part-time faculty and students reported what they had learned about their shared hardships and faculty began to write a list of demands for the district. The discussion yielded lots of room for improvement, and the presence of students and faculty in the discussion amplified the call for change. Students began to understand the working conditions of their beloved instruc-

tors—as well as the effects those conditions had on their learning conditions.

At the end of the conference, participants had the chance to join an equity working group—whose main aim will be to draft a resolution to be presented to the executive board of their union, and then to the Los Rios Community College District's board of trustees.

- By Project Organizer Jessica Beard



Sandra Weese

On April 28, The Distinguished Food Science Bibliographer at Shields Library, University of California, Davis, Axel Borg, received the Charles P. Nash Prize. Borg was chosen as the 2017 awardee for his exceptional achievements in faculty advocacy and promotion of shared governance. Nash Prize Committee members and colleagues highlighted Borg's work in their remarks at the dinner, including examples of his organizing work with the UC-AFT.

Congratulations, Axel Borg!

## Convention Awards, continued from page 1

College of the Canyons, 35% increase.

- Second Honor: Menifee Council of Classified Employees, 42% increase.

- First Honor: AFT Part-Time Faculty United, 46% increase.

The CFT knows it is also important to organize and give voice to those education workers who do not have one – we are stronger together – and we welcomed two new groups that joined the CFT in 2016: The Preuss School, University of California, San Diego and Escuela

Bilingüe Internacional.

During the convention CFT also recognized the locals that excelled in growing participation in the Committee on Political Education (COPE). The awards were as follows:

Awards for Excellence in COPE Fundraising:

- First Place: Association of College Educators at West Valley-Mission Community College: 18% - 33%.

- Second Place: Salinas Valley Federation of Teachers: 34% - 43%.

CFT also recognized

outstanding efforts that amplify our power and our voices as educators and union members. Working with labor and community partners is critical to these efforts. CFT awarded the Jefferson Elementary Federation of Teachers (JEFT) with the Electoral Excellence Award for their collaboration with their Central Labor Council; JEFT provided more election volunteer shifts than any other local.

- By Project Organizer Frida Caro

## UC Language Lecturer Petition

The UC Berkeley Language Lecturers represented by UC-AFT, Local 1474 have gained more than 1400 signatures to their petition letter titled “Stop Shrinking Our Language Departments” addressed to Chancellor Carol Christ. The letter explains that “since its beginnings in 1897, language instruction at UCB has grown in richness and depth and

Berkeley now offers 67 world languages. Among its faculty, there are 15 recipients of the Distinguished Teaching Award, award-winning authors and scholars, including a Nobel-prize winner.” In spite of this, “language instructors at Cal are the lowest paid within the entire UC system. Cal has been the last to adjust salaries for language

lecturers. In spring 2016, UC-AFT negotiated a new contract to bring the lecturers into parity with other UC campuses. Now the administration is refusing to honor the contract that it signed a year ago.”

Please consider adding your name to the petition to help the UC Berkeley Language Lecturers achieve three demands as stated on the petition letter:

1. That the University reinvest in the language departments.
2. That the University reject the proposed minimum student enrollment requirements to determine workload.
3. That the University honor the terms of the contract signed in spring 2016 and pay both full- and part-time UCB language lecturers, in parity with other campuses.

- By Project Organizer Sasha Mobley



More than 50 members of the West Valley-Mission Community College District faculty union, along with supporters, rallied March 20, 2017, outside the West Valley College administration building in Saratoga, in advance of a fact-finding hearing with the district administration.

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**  
Josh Pechthalt

**SECRETARY TREASURER**  
Jeff Freitas

**ORGANIZING DIRECTOR**  
Sandra Weese

**PROJECT STAFF**  
Valarie Bachelor  
Jessica Beard  
Frida Caro  
Erin Conley  
Lucy Langworthy  
Sasha Mobley

**LAYOUT**  
Taylor Mohel

**EDITORIAL OFFICE**  
*Get Organized!*  
1330 Broadway, Suite 1601  
Oakland, CA 94612  
510-523-5238  
510-523-5262 fax  
www.cft.org

*Get Organized!* is produced by union workers in the CFT Field Representatives Union and the Office and Professional Employees International Union.

All story ideas and submissions should be emailed to Sandra Weese at [sweese@cft.org](mailto:sweese@cft.org).

