

## ArtCenter College of Design Faculty File Union Petition With NLRB

Part-time and full-time faculty at ArtCenter College of Design in Pasadena filed a petition with the National Labor Relations Board (NLRB) on April 7 for union recognition with CFT. The group of almost 600 art and design educators provide instruction to 1800 students from around the world. ArtCenter is renowned for its relationships with companies in the entertainment and automotive industries, and faculty are lauded for training highly skilled designers who go on to great success in



Faculty on the Organizing Committee of the ArtCenter College Faculty Federation celebrate as they file for union recognition with the NLRB.

these fields. Members of the organizing committee spoke with hundreds of their colleagues about the need for power and a voice in their workplace.

OC members learned through their conversations that faculty are most concerned about having a say in their basic working conditions like salary, benefits and job security.

with campus administrators caused confusion and put faculty and students at risk of exposure to the virus. All instructors were forced to move classes online as studio faculty

Faculty members are also invested in creating a more inclusive and diverse work environment, and will seek important changes on these issues through the collective bargaining process.

Additionally, the COVID-19 pandemic exacerbated long held problems at ArtCenter. Faculty report that the ongoing lack of shared governance

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## Full-Time Faculty at Dominican University Win Union With 84% Vote



Full-time faculty members of Dominican University of California celebrate their election results on April 13.

Following a successful petition where over 70% of full-time faculty signed authorization cards to form a union with CFT, faculty at Dominican University of California had another outstanding win in their union election. On April 11, excited faculty watched as the National Labor Relations Board conducted a ballot count resulting in a resounding 84% yes vote for union representation. Three key organizers of the efforts have shared their thoughts about the win.

—By CFT Organizer Jessica Conte  
**Dr. Veronica Fruiht, Psychology**

“Less than a year ago we were a handful of faculty wondering if anyone would stand with us in forming a union. I almost can’t believe that this quickly, the vast majority of our full-time faculty have voted in favor of forming a union. I think this victory is a testament

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# CFT Holds its First Leadership Conference Since the Pandemic

For the first time since the beginning of the pandemic, over 200 CFT members gathered in person to attend the Leadership Conference held in San Francisco in March 2022. Titled “Organizing for Racial and Social Justice in Education,” this two-day conference included workshops on the various social and racial justice issues that impact education and organizing. Aiming for a holistic and well-rounded approach to these issues, CFT invited members as well as other working professionals to join CFT staff in conducting workshops.

While CFT staff presented on topics such as contract organizing, recruiting and organizing

members, lobbying and running for office, CFT recruited union leaders across the state and other professionals to provide trainings on Critical Race Theory, supporting undocumented students and dismantling the intersections of male supremacy culture and white supremacy culture in our workplaces. CFT also held a legal panel, where labor attorneys answered members’ workplace and union questions and concerns from a legal perspective.

The event provided an in-person opportunity, not only for members to learn, but to celebrate the organizing victories that our locals have won throughout the pan-



Laila Molina

CFT organizers presented on recruiting and organizing members.

demic. Empowered by the knowledge, camaraderie and victories shared in the conference, leaders left with new tools and relationships to implement

in their Locals, and were energized to continue organizing.

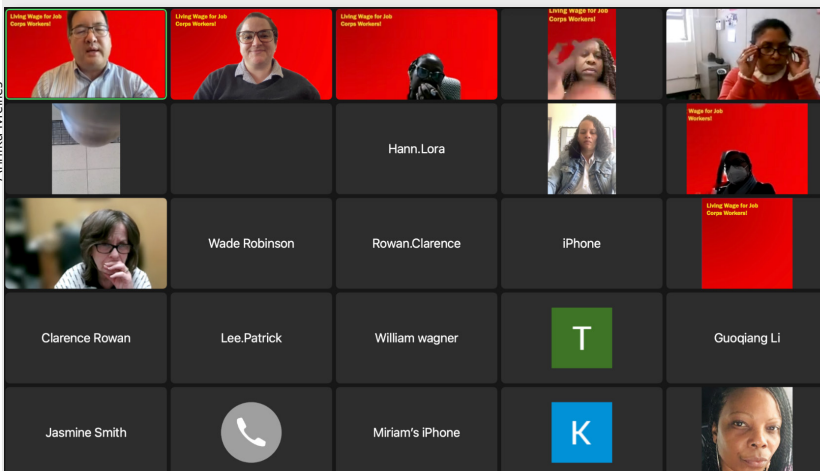
–By CFT Organizers Grant Stover and Kimia Yousefpour

## Local 6319 Ratifies Their Contract!

After almost a year of negotiations with new contractors MINACT and ETR, Treasure Island Job Corps Workers Union, Local 6319 voted 50 to 1 on March 30 to ratify their new contract. The victory was hard-won as workers had faced a number of challenges during negotiations including the CEO of MINACT abruptly leaving the zoom bargaining table in the middle of negotiations in response to worker demands for a living wage. Despite some tough setbacks, Local 6319 members won a great contract through their consistent presence and testimony at opening bargaining sessions and their strong relationships with one another. Highlights of the new contract include a wage

increase for 2022, strong protections against unfair disciplinary action, paid bereavement leave and seniority protections. Bargaining team members Keshia Evans, Colleen Jeffers, Harold Spiva, Sonja Yancey and Kimberly Smith are proud of the new contract and are excited to take the next steps. “I joined the bargaining team late into negotiations. I was encouraged to do so after learning about the difficulty and lack of professionalism shown by our new contractors...I just had to see it for myself!! I’m so proud of our OC team for hanging in there and sticking up for us all. I’m looking forward to being more involved,” said bargaining team member Sonja Yancey.

–By CFT Project Organizer Annika Mellies



Annika Mellies

Local 6319 members join virtual negotiations with zoom backgrounds that say “Living Wage for Job Corps Workers!”

# Huge Turnout at AdFac's Spring in to Action Picnic

At the beginning of the semester Adjunct Faculty United, Local 6106 (AdFac)'s organizing committee decided to plan an in-person picnic. This was led by AdFac President Seija Rohkea, Member Organizers Nora Castro and Iris Zelaya and Executive Director Dash Johnson with support from CFT Organizer Grant Stover. Planning began by looking for creative ways of recruiting new members, and providing current members with opportunities to build community. We

were interested in re-starting in-person events as a way to strengthen relationships we established through online meetings. We ultimately decided on a picnic gathering at a local park where members from several campuses could easily (and safely) come together.

To begin, we focused on

identifying the elements that would encourage attendance. We kept in mind that adjuncts are juggling a heavy workload, and giving up part of their weekend is a significant ask. Good food is always a reliable

tee, and over the planning period we phone banked, and sent emails, texts and postcards.

Our event agenda was based on past general membership meetings. We introduced AdFac, its purpose, leadership

AdFac, facilitate connections between attendees, recruit new members and enjoy each other's company. Follow up was key; the picnic initiated a moment of member engagement that we have maintained through follow up contact with attendees. Our member organizers were responsible for checking people in and followed up with all attendees about ways to get involved with our union.

Our event has contributed to a greater sense of unity

and motivation for union action. As we prepare to negotiate a better contract for adjuncts in our district, we will be relying on these factors to accomplish the wins our members deserve.

-By AdFac Member Organizer Nora Castro



AdFac Members gather in-person for the first time in over two years to celebrate their union's accomplishments.

strategy. We also reached out to our union allies in the district, and Schools-First Federal Credit Union about presenting their financial resources for our members. We wanted our event to be both practical and enjoyable.

Outreach for the event was carried out through our membership commit-

tee, structure, goals and ways members could get involved. Our emphasis on the importance of member engagement was highlighted throughout the day.

Our initial goal was to have 50 attendees but in the end 89 people showed up! We were able to increase awareness of

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and their students struggled to adapt complex art education to a work from home environment.

Faculty have a robust plan to win their union election and credit their campaign for already creating a more welcoming workplace despite these challenges. "The experience of working on a unionizing campaign

has brought me closer to my colleagues," says Polly Geller, a part-time faculty member in the graduate graphic design program and the humanities & sciences department. She went on to share, "I have rarely felt a sense of community at ArtCenter, let alone camaraderie. This process has not only broadened my horizons

regarding the value of work but also how I value my place within a community. If I am feeling usurped, chances are someone else probably is as well."

Organizing committee members look forward to getting out the vote when the NLRB schedules their election. If a majority of people who vote in

the election choose to be represented by CFT, ArtCenter faculty will be among a growing number of art and design educators across the country who have joined the labor movement.

-By CFT Organizer Erin Conley

# PTFA Reaches a Tentative Agreement!



Valarie Bachelor

PTFA President-elect Michael Hammond speaking at a campus action.

On Thursday, April 7, the University of San Francisco Part-Time Faculty Association, Local 6590 (PTFA) bargaining team reached a tentative agreement with University of San Francisco management. After nine months of bargaining and organizing, PTFA leaders won

this agreement because of the overwhelming support we received from our members and the entire USF community, San Francisco supervisors and city labor as whole. “Under this new agreement part-time faculty will receive a 2% one-time

significant improvements in the pay and working conditions for part-time faculty at USF. PTFA President and chief negotiator Jill Schepman said, “We reached

payment this year and guaranteed minimum increases of 2.75% for the next two years. The new agreement reduces promotional caps and lowers eligibility requirements, so there’s the potential for more part-time faculty to apply for and receive promotions every year. PTFA President-elect and Member Organizer Michael Hammond said, “We’re building a real worker movement at USF because we are stronger together. Even after this contract is ratified by part-time faculty, we’ll continue to work with other campus unions to hold USF accountable to both its mission and its workers.”

—By CFT Organizer Valarie Bachelor

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not just to the desire for change in our workplace, but to the open and authentic discussions we’ve had in this process—listening to one another and coming together on our shared values and goals. I’ve watched my colleagues become leaders and activists, stepping outside of their own comfort zones to try to make work better for our colleagues and been heartened by the support of our administration, who have been brave enough to really ‘walk the walk’ of the social justice mission they stand for in supporting our organizing efforts.”

**Dr. Laura Greiss Hess, Occupational Therapy**

“Throughout our organizing process, we have kept

collaboration, community and communication at the forefront. Our team was in frequent contact about how to best plan to reach out to all of our full-time faculty and include all voices. We prioritized the commitment to making sure no one was left out. Our most recent meetings (just prior to the vote) to have an honest analysis and dig into our shared values truly resonated and made a difference. I continue to be in awe of our Dominican community. I feel our working partnerships with our dedicated administration and now CFT have a bright future as we collaborate on the hard work going forward. I’m incredibly grateful and excited!”

**Dr. Thomas Cavanagh, School of Business**

“Helping to unionize the Dominican faculty has been one of the proudest accomplishments of my life. I’m continually amazed by the quality of the people who work here, and I’m excited that we will now have a binding process to advocate for our students, ourselves and our university. I’m incredibly grateful to my faculty colleagues, the CFT and the brave workers at places like Amazon and Starbucks who have served as an inspiration throughout this process. I’m not sure what the future holds but, for the first time in a long time, I’m feeling hopeful.”



California affiliate of the American Federation of Teachers, AFL-CIO, representing education 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.

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

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