



UC-AFT Rally: "What Do We Want? A Contract!"

UC-AFT is focused on developing a more organizing-based model. We are also in the midst of bargaining with the university, which has proven to be a useful subject to organize around and mobilize members. In order to pressure UC to show-up at planned bargaining sessions prepared to negotiate (which it had been failing to consistently do), we decided to hold a rally. Two weeks prior to our November bargaining dates, we learned that bargaining would take place on Berkeley's campus for the first time since negotiations had begun. Most members on our campus had not been actively engaged in the union, but we started at the beginning of the fall semester to work on getting more organized and mobilized.

We worked with the



UC Lecturers rally at Berkeley campus in support of contract negotiations.

graduate students from UAW Local 2865, the graduate student union, to identify lecturers who might be interested in being more actively involved in the union, and set-up one-on-one meetings with them.

This semester we also began organizing building meetings through which we began to identify and cultivate new member

activists. While we were really just beginning to get organized, this laid the necessary groundwork to get almost 200 people to turn out at the rally we held the day bargaining came to Berkeley.

In preparation for the rally, sociology lecturers worked closely with graduate and undergraduate student activists in the department to turn

out students, lecturers, academic senate faculty and staff for the rally. To build solidarity within our department, we held a 50-person pre-rally on the steps of our building, and then marched to California Hall to kick-start the main rally. The size of the main rally exceeded expectations. We estimate that there were 40-50 lecturers present, with about 150 supporters. Many of the leaders who were identified earlier in the semester did very effective turnout for the rally. And, many more lecturers, via an online form that was created, committed to making announcements in their classes about the rally.

UC-AFT activists from Santa Cruz traveled to Berkeley along with lecturers from U.C. Davis and U.C. Merced to help with classroom announce-

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SF Community College Members Boycott Chancellor's Speech



Laura Watson

HUNDREDS OF 2121 MEMBERS BOYCOTTED the chancellor's speech at their annual flex day. As the administrators exited the theater, there was a surge of repeating chants: "Fair contract now!" Following the rally speaker line up, 2121 members executed a Star Wars-themed skit, "The force is with the union." Project Staff Organizers Paul Bissember and Laura Watson, along with members, filmed one-minute videos of faculty who explained what they would do if they were "chancellor for the day." These videos were then sent to the board of trustees in hopes that the creative effort would get their attention. - By Laura Watson, Project Organizer

San Mateo CLC Thanks CFT Locals for Volunteer Shift Work During Their November Election



Melinda Dart

Local 3267 and Local 1493 members show up for volunteer election shifts at the San Mateo Central Labor Council.

In true union spirit, two locals, Jefferson Federation of Teachers, AFT 3267, and San Mateo Community College Federation of Teachers, AFT 1493, united to elect candidates to their respective boards

in the November 2015 election. "This down-ballot election was on no one's radar," said Melinda Dart, President of AFT 3267. "It was hard to engage the public on why we need to elect good candidates to our

boards." Still, enthusiastic members of AFT 3267 and AFT 1493 turned out in large numbers to call at San Mateo Labor Council phone banks, rallies and precinct walks in their communities. Another obstacle to voter turnout was San Mateo County's pilot all-mail election. Though this mail-only election was reported as a success by the San Mateo Registrar of Voters, union members disagree. "Members of the community who came to vote at the schools like they always have, were turned away on election day," said Elaine Francisco, SCI Organizer for AFT 3267. "This mail-only

ballot disenfranchised the elderly, those challenged by mobility issues and those without internet. We knew this would be a problem and it was."

Despite the odds, the two AFT locals were successful in electing Maurice Goodman to the San Mateo Community College Board. Jefferson Elementary Federation intends to help parent and coach Renato Beltran run again in 2017. "Renato will win in 2017," Elaine Francisco asserts with confidence. "Our grass roots campaign is already starting!"

- By Melinda Dart, President, Jefferson Elementary of Teachers, Local 3267

SVFT: Strong Majority Turnout to Vote Yes to Approve Great Contract



Jan Storey

Get-Out-the-Vote Door-hangers at 7:00 am? That's what Everett Alvarez High School site representatives Candace Barrios, Jan Storey and Dan Crowley did in order to get 97% of their site to cast their votes for the Salinas Valley Federation of Teachers. John Wood and Allan Rosenberg, the leader's of the site's Faculty Senate joined forces, resulting in such an amazing turn-out. The Contract was passed by 71% total turn-out and approved by 86%."

The Salinas Valley Federation of Teachers voted on February 16, 2016 to approve their three-year contract with the Salinas Union High School District. This contract includes fair language that addresses class size and pay increases for the teachers of Salinas Adult School and Middle School Athletic Coaches. One of the most important components of the contract includes additional collaboration time for teachers at both the high schools and middle schools. Collaboration will take place most Wednesday

mornings for the 2016-2017 school year, and is a dedicated period for teachers to spend with their departments to discuss and address student achievement. This contract ratification is a vote for strong instructional practices for the students of Salinas Unified High School District SUHSD and fair compensation for the educators in the SUHSD.

- By Kati Bassler, President, Salinas Valley Federation of Teachers, Local 1020



Jan Storey

College of the Canyons Wins Paid Office Hours for Adjuncts



Alex Kesper-Castillo

College of the Canyons faculty celebrate a successful petition drive, a membership increase from 42% to 58% in the last few months, and increased visibility which allowed the adjunct-only local to settle a great contract that includes paid office hours and a 12.7% overall compensation increase.

Part-Time Faculty United at College of the Canyons has had a great start to the New Year. Already on fire from gathering over 2,400 signatures to push the district for paid office hours, the local started early

January by discussing strategies for creating stronger networks of union solidarity on campus.

On January 13, the local's member-organizers met with project staff

and CFT Training Director Laura Kurre to practice and personalize the art of having the one-on-one conversation. They used this training to review how to assess conversations and to strengthen their skills in asking organizing questions.

February then started off with a bang, as the local began their outreach to other part-time faculty. The team's zeal to build rank-and-file power was evident on February 3, when Local President Amy Foote, Secretary Patricia Medina and Member-Organizer Kimberly Bonfiglio came to an orientation for new adjunct faculty to talk about their experience and connection with their local.

Towards the end of their presentation, Medina pointed to the membership form and said, "The most important thing you can do

right now is sign this sheet of paper." This sentiment resonated with the new faculty -- of the thirty-six people that came to the meeting, thirty-one signed up to become members.

Since that orientation for new adjunct faculty, the organizers at College of the Canyons have signed up an additional 14 members. Altogether, they have boosted membership by 10% since October! In reaching out to faculty, one of the organizers recently said that she's "having a great time talking to people from different departments and getting to know such interesting, committed professors." In the following months, the organizers are excited to strengthen their organizational structure, as well as find and develop new leaders.

-By Alex Castillo-Kesper, Project Organizer



Laura Watson

The Building Power Organizing Institute Training provided release-time member organizers with skills to go back to their locals to implement strategies that will increase member engagement, participation and overall union power.

ECCE Makes Commitment to Talk to All Members

El Camino Classified Employees (ECCE), Local 6142 has recently joined the Building Power Program in an effort to build a strong membership structure. On February 1, ECCE held a kickoff training which set the tone for the upcoming months and addressed how they were going to have one-on-one conversations with their fellow co-workers. Not only did ECCE make a plan to reach out to non-members, but they also made it a goal to talk to every single member in order to

build vital relationships that will endure.

ECCE is excited to take a more proactive role, in the months ahead they will continuously engage their members and build a solid infrastructure. As a follow-up to their training on February 5, ECCE came together and strategized on how they would reach their goals. Members enthusiastically gathered assignments and took on roles to strengthen their union.

Now members of the



Luz Langworthy

El Camino Classified Employees demonstrate their enthusiasm after a training to help them practice and plan their one-on-one outreach with a goal of talking to all of their members.

organizing committee are regularly getting together and sharing their stories of this outreach. One thing that is becoming more clear is that members appreciate their fellow union members

coming to talk to them. Potential leaders have been identified and new members have been signed up.

-By Luz Langworthy, Project Organizer

LRCFT Member Organizers Are Building Power Across Sacramento



Bill Miller

During the two-day intensive training at the Building Power Organizing Institute, Los Rios College Federation of Teachers' member organizers, along with CFT Field Rep and Project Organizers, plan next steps to continue their local's Building Power organizing work.

Hard working professors at Local 2279 are building their union in community colleges in our state capitol. Member Organizers at each college are working daily to build new relationships with their colleagues and foster excitement and engagement with the union. They recently attended a two-day intensive Building Power training, aimed at providing organizers with the communication and strategy tools to approach new members, identify new leaders and deepen member commitment to Los Rios College Federation of Teachers (LRCFT).

Each Member Organizer has emphasized the importance of reaching out personally to their colleagues—especially the elusive freeway flying adjuncts in the faculty majority.

Linda Sneed, an adjunct professor in the English

Department at Cosumnes River College, knows how important it is to make one-one-one connections with her fellow faculty members. "Part-time and other contingent faculty in particular can feel very marginalized in colleges and universities nationwide; they don't always get the information they need or feel that their voices are valued at work outside of their own classrooms. We're trying to change that through a systematic approach to reaching out to faculty and helping them get connected to their union."

Bill Miller, a professor of Chemistry at Sacramento City College, reflected on the importance of the two-day training and how he sees it working to help him achieve his goals. "I thought the training was packed with useful information that I'll use it to build our campus union

structure," Miller reported. "I'm psyched to have some one-on-one conversations with faculty! I learned and practiced ways to reach out to faculty and assess their willingness to join and/or help out with our union. We are powerful when we have numbers!"

Paul Baltimore, an adjunct History professor at Folsom Lake College, reported on the specific events he has planned and how they are designed to attract often hard to reach members at smaller satellite centers. "This year, LRCFT has been building union power at Folsom Lake College (FLC) through outreach focused on deepening the individual commitments of members and non-members alike. In addition to one-on-one contacts, we have planned a March event specifically

for the community at the El Dorado Center to encourage participation in LRCFT and strengthen the bond between the main campus and the centers," Baltimore stated. "The centerpiece of the part-timer outreach initiative will be FLC's second annual Adjunct Professional Development Conference, held on April 22. This conference is not just designed for adjuncts, but by adjuncts. As part of our one-on-one outreach, part-time faculty are encouraged to participate in the design and planning of the conference, so that it reflects their needs and concerns. Ultimately, this inclusion will deepen commitment to the union, which is what the Building Power program is all about."

- By Jessica Beard, Project Organizer



Jessica Ulstad

Cerritos College Faculty Federation turns out over 80 faculty to their board of trustees meeting to demand a fair contract now!

West Valley-Mission Mobilizes Members



Laura Watson

West Valley-Mission members turn out in full force at board of trustees meeting.

As the fall semester was winding down, leaders and activists of ACE 6554, geared up as they continued to engage members, participate in trainings, attend meetings and actions and make the commitments to think strategically about the future. ACE's new leadership decided to create a vision and long-term plans for their union's future that will build their power within the district. This power will not be gained solely from enforcing a contract, but through having strategies that incorporate political and people power, and

having a functioning structure to implement it.

Last October, the ACE Executive Board participated in an all-day strategic planning retreat, led by CFT Training Director, Laura Kurre in order to create a vision of where they see their local in one to two years from now. The session included identifying key issues for members, best practices on developing a budget, assessing internal structures, agreeing on clear roles and communicating this work to members. Also identified at this retreat, was the importance of the

upcoming board of trustee elections in November where four seats will be open, allowing an opportunity for a more faculty-supportive board.

ACE 6554 also made a plan to organize members around a grievance brought on by the district's unilateral decision to force faculty to pay for their long-term disability, without negotiating. The district denied the grievance at each step, and finally, was brought forth to a hearing before the board of trustees. Through ACE's organizing structure, including the steward's

council and executive board, they were able to quickly communicate this grievance to members, educate them on what's at stake, and mobilize members to action, with over 40 members filling the board hearing room! It's important to have a vision and an overall plan with goals for the union. Building power doesn't happen overnight and doing the work of maintaining power takes strategy. Planning and implementing lead to power.

- By Laura Watson, Project Organizer



Jessica Ulstad

Family Education Night held on November 12, 2015, offered by collaboration between AFT 3367 and AFT 1481, and the two districts, and PTA, called "What's Next? Transition to High School." 95 parents, educators and students attended! - By Melinda Dart, President, Jefferson Elementary of Teachers, Local 1481



Erin Conley

UC-AFT and UAW Irvine Member-Leaders Working in Coalition to Reach Members and Potential Members

UC-AFT Irvine members and UAW members tabled during the lunch rush for grad student orientations, and handed out over 250 fliers with info about upcoming union events. The table resulted in good visibility and continued meaningful coalition work. - By Erin Conley, Project Organizer

Morgan Hill Federation of Teachers Trains Building Reps

On October 17, AFT 2022 held its first Building Rep Training as part of its SCI Organizing effort. SCI Organizers Lori Shoemaker and Gemma Abels planned the day based on the CFT's site rep training program.

The day began with building reps defining leadership and hearing a history of AFT 2022 from Jeanie Wallace. Andrea Kusanovich then shared tips on "Building a Relationship with Administration" and "Knowing Your Contract."



Gemma Abels

MHFT building reps actively participate in their well-planned and well-executed training.

A lively discussion on several articles in the contract ended the morning session. This discussion will continue at executive council meetings

and future Building Rep Trainings.

In the afternoon, CFT Field Rep, Daryl Hemenway presented modules on Weingarten Rights, MHFT's formal complaint procedures, and representing members. Building Reps ended the day by participating in a scenario based on the MHFT evaluation system.

All participants found the day worthwhile and are excited to continue this training. They asked for more work with scenarios and to look deeply at more articles in the MHFT CBA.

- By Gemma Abels, President, Morgan Hill Federation of Teachers, Local 2022



Erin Conley

Los Angeles Community College Faculty has successfully recruited almost 700 fee payers to become members since last June. As part of this successful outreach, they phone banked newly recruited members asking them to come to a benefit forum last October, and successfully turned out 350 participants. - By Erin Conley, Project Organizer

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ments, and to attend the rally. The Santa Cruz organizers brought huge puppets which provided magnificent visuals for the rally, played some fabulous music and sang familiar songs re-worded to be about contingent faculty and our labor struggles. We had amazing speakers, including an undergraduate, a graduate student, an

academic senate faculty member, as well as lecturers. At the end of the rally, lecturers marched to join the rally being held by the UC Berkeley Black Student Union that was a rally in support of black students at University of Missouri, and to bring attention to the experience of black students at UC Berkeley. As we become a more

organized and mobilized union, we seek to build alliances and stand in solidarity with other organized groups on campus.

Our contract is currently expired, and planning ways to further organize, mobilize and put pressure on UC to move at the table.

- By Tiffany Linton Page, Lecturer, UC Berkeley

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.

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