



## Life Chiropractic College West Faculty Federation Ratifies First Contract

On December 10, 2014, the Life Chiropractic College West Faculty Federation (LCCWFF), AFT Local 6538, ratified its first contract! And on December 12, 2014, the President of the LCCW hosted a signing ceremony and reception honoring the formation of the local union and the successful completion of the collective bargaining process. Now, the local is working to ensure fair implementation of the new Collective Bargaining Agreement (CBA).

### Major milestones:

The LCCW faculty went from initial contact with CFT Field Rep Daryl Hemenway to winning a representative election with the NLRB in July 2013 with the help of CFT Organizing Director Sandra Weese, Project Staff Organizer (now CFT Field Rep)



Daryl Hemenway

Linda Rae Savage, DC Health Center, Barbara Delli Gatti, Librarian and Union President, and Dr. Brian Kelley, President of Life Chiropractic College West signing the collective bargaining agreement.

Alayna Fredericks, and a dedicated core group of faculty organizers.

Throughout the Fall of 2013, the new local conducted a membership drive; formed an executive board and approved a constitution and bylaws; and began a contract campaign involving several months of planning

and input from the membership, the formation of a bargaining committee and bargaining team, and the creation of a full initial contract proposal.

From January 2014, through November 2014, the bargaining team had approximately 20 bargaining sessions with the College and eventually

reached a tentative agreement on November 24.

From November 24 until December 8 the local executive board and organizers conducted an education campaign, and the contract was then ratified by an overwhelming majority of members.

### Contract highlights:

- Re-ranking and step placement: all full time faculty will be able to submit CV's and then be re-ranked (instructor, assistant professor, associate professor, professor) and be placed on the 12 step salary schedule.

- All part time faculty will be placed on a four step salary schedule.

- Any raises (projected to average between \$5,000 and \$20,000 for full time faculty and between \$10 per hour and \$30 per hour for part time) will be

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Paul Bissember

## Members of Ecole Bilingue Federation of Teachers

flooded the hallways outside of negotiations in an action to demand respect from the administration in bargaining their first union contract. Over half of the Ecole Bilingue unit came out to participate in this action, and it was this scene of solidarity and power that forced the head administrator, a consistent absentee from bargaining, to come to the table and listen to teachers' concerns.

-By Laura Watson, AFT Project Organizer

## Sharon Hendricks Making Sure CC Members are Educated on CalSTRS



Ted Socoli

Sharon Hendricks Addressing the Pasadena City College Faculty Association.

Sharon Hendricks, Vice-Chair of CalSTRS, and Chapter President of Los Angeles Community College Faculty Guild, AFT 1521, has been traveling to various locals delivering important information about recent changes to CalSTRS. Glendale

Community College and Palomar Community College are some of the CFT locals that have hosted Hendricks. Additionally, Hendricks presented at the California Community College Independents conference in December 2014. Subsequently,

Pasadena City College Faculty Association invited Hendricks to do a workshop during their general membership meeting on January 22, 2015. Close to 50 faculty members were in attendance.

Hendricks spoke about her role on the CalSTRS board: "Representing California's community college educators on the CalSTRS board is a responsibility I take seriously. When I'm not in Sacramento working on

the board, I'm out on community college campuses working to educate members on how their CalSTRS retirement works and what current issues impact their retirement security. I am grateful for the support of the CFT as I run for reelection this fall." Hendricks is running for reelection to the CalSTRS board as the Community Colleges representative. Ballots will be in the mail October 1.

-By Alma Soto, AFT Project Organizer



Steve Yeater

Assembly Speaker Toni Atkins, left, with Randy Costello an instructor from West Valley College and Sandra Weese, CFT Organizing Director at CFT's annual legislative reception.

## Jefferson Elementary Family Workshops Providing Valuable Support to Community

On January 13, 2014, the Jefferson Elementary Federation of Teachers, AFT 3267, hosted another session of their series of evening Family Work-



Elaine Francisco

Parents sign in and provide their contact information so the union can keep them informed.

shops. The title of the workshop was Unite 4 Life, held at Thomas R. Pollicita Middle School in Daly City. from 5:30-7:30 PM. The guest speaker and presenter Aaron Chidester, spoke clearly to his audience of parents about the importance of asking young people about suicide and depression. This workshop turned out to be timely. The Jefferson Elementary school district community is still reeling over two recent tragedies. The double losses of much loved science teacher,



Elaine Francisco

Families are turning out in high numbers to take advantage of family workshops.

Pollicita Middle School-Jojo Lalatta, who suffered a heart attack at age 37, and former student, parent and newest school board member, Joseph Waters, has rocked the community and caused much grief. This evening

provided a chance for some healing and an awareness of the need to listen to our young people and to help them cope with pain and stress.

-By Melinda Dart, President, Jefferson Elementary Federation of Teachers

# ACCJC Speakers Events Continue to Draw Large Crowds



Alma Soto

It was a packed room at the ACCJC forum hosted by the Saddleback Community College Faculty Association.

On January 14, 2015, the South Orange County Community College District hosted the ACCJC Speakers Forum at Saddleback Community College. This was a fantastic opportunity in the fight for fair accreditation and the struggle at Community College of San Francisco (CCSF) to reach out to and engage members of the Community College Association (CCA/CTA). Over 120 people attended,

including Trustees, various administrators, as well as representatives from CSEA, and student groups. This partnership between the CFT and the CTA developed when the CTA invited the ACCJC Speakers Forum to present at its conference in October 2014. Over a dozen CCA/CTA community college chapters signed up to host a forum at their campuses, affirming their commitment to support the fight

for fair accreditation.

These events have been a valuable tool in the campaign, aiding in the direct outreach to CFT-represented community colleges, and now, CTA ones as well. Through these events, AFT Local 2121 and the CFT have reached a wide audience of faculty, classified staff, administrators, and students throughout the state. These efforts, along with the legal and legislative strategies implemented, have contributed to the recent setbacks to the ACCJC. Beginning with the long-awaited court ruling that found that the ACCJC acted illegally in its handling of CCSF's accreditation review, and followed by the community college board of governors' decision to remove the ACCJC as the sole accreditor of California's community college system, the ACCJC is feeling the

pressure of our collective actions and efforts. The fight is not over, though; CCSF remains on "Restoration Status." In the months to come, the CFT will continue to work on legislation that addresses the issue of the ACCJC and provides for a fair accreditation process for California's community colleges. Membership participation will once again be crucial in securing our success.

-By Alma Soto, AFT Project Organizer



Alma Soto

Alisa Messer, Political Director CCSF, addresses the Saddleback crowd.

## West Valley-Mission Leaders Have Over 100 Conversations During Flex Day



Laura Watson

Mission College Leaders posing for change.

West Valley-Mission member organizers worked the tables at both campus Flex Day events as they launched a "Constitution and Bylaws" survey to allow members a voice in the future of their union. After a recent affiliation with the California Federation of Teachers, the Association of College Educators (ACE), AFT Local 6554, is creating ways for members to get more involved and working on building a better structure to build their union strength. Between both campuses they had over 100 one-on-one conversations with faculty about their union and collected over 100 surveys providing input on what their new constitution and bylaws should look like. -By Laura Watson, AFT Project Organizer

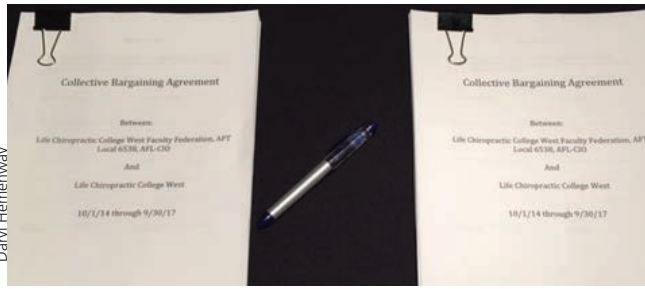


Laura Watson

West Valley College organizers promoting member involvement.

retroactive to October 1, 2014.

- A grievance procedure ending in binding arbitration.
- Increased College contribution to health and welfare benefits.
- A layoff and re-hire procedure.
- One year to reach permanence.
- A negotiated evaluation procedure and negotiated rubrics.
- Negotiated job descriptions.
- Just cause in discipline and dismissal.
- Maintenance of standards.
- Uniform promotion and progression through the ranks and steps of the salary schedule.



Daryl Hemenway

LCCWFF's first contract!

- \$1,000 per year in professional development funds for each full time member.
  - A 401k plan with up to 3% matching funds from the employer.
- A special thank you and shout out goes to the following organizing committee members, bargaining team members, executive board members, and other committed UNION

activists: Mike Hickey, Barbara Delli Gatti, Loretta O'Brien, Susan Hilliker, Hari Khalsa, Mark Thompson, Linda Rae Savage, Tony Fernando, Ramona Houston, Doug Bell, and Marc Deschamps.

Congratulations to the LCCWFF AFT Local 6538, AFL-CIO!  
-By CFT Field Rep Daryl Hemenway

## Worksite Leader Train-the-Trainer is a Big Hit



Jessica Ulistad

CFT member leaders and staff celebrate a successful Train-the-Trainer experience!

I recently attended the CFT Train-the-Trainer workshop. This two-day workshop provided attendees a look into the Worksite Leaders Training curriculum, as well as an understanding of how to execute it with my own local.

The Worksite Leaders Training is designed to provide new site leaders the knowledge necessary to be effective in their role as steward, site rep, or building rep. This is done through covering the topics of building power, legal rights and responsibilities, organizing

and engaging members, and tools for problem-solving. Attending the Train-the-Trainer workshop provides an overview of, and strategies for, the Worksite Leaders Training, allowing you to complete it yourself for your own members.

I enjoyed being able to explore the curriculum while preparing to implement it myself. Working as both the trainer and trainee throughout the workshop provided a unique perspective. I feel prepared to aid in facilitating my own local's training, and I am confident that the training will be valuable to those who attend. -By Lori Shoemaker, Morgan Hill Federation of Teachers SCI Organizer

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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