



## Escuela Bilingue Iternacional (EBI) Joins the CFT

In the Fall of 2015 we heard that several international schools around the Bay Area, including Ecole Bilingue de Berkeley, had joined the CFT. After careful research, we decided to begin organizing to be represented.

On October 18, 2016, an overwhelming majority of ballots cast voted in favor of being represented for the purpose of collective bargaining. Like our French counterparts, many of our faculty and staff come from abroad, representing various Spanish-speaking countries. These countries include Mexico, El Salvador, Spain, Argentina, Cuba, Peru, Chile and many more. Our



Sandra Weese

EBI teachers and staff meet and make a plan to "Get out the Vote" for the NLRB election to join the CFT.

teachers play a central role in the mission of the school, which is to provide an excellent education in a Spanish immersion. Our dedicated Spanish speak-

ing teachers and staff are the reason families choose EBI.

As the school matured, we felt that having a union was also part of the

growing process. Having representation as a collective bargaining unit gives EBI the order and strategic planning it needs for retention of excellent teachers and financial sustainability. We love working at EBI.

Joining the CFT ensures that our school grows stronger and reassures our teachers and staff that they will not be forgotten, and that they continue to play a central role in the school's success and longevity.

¡Muchas gracias, CFT!

- By Laura Guevara, Escuela Bilingue Internacional, Local 6563

## Local 1493 is Standing Up to Their District's "All Take-backs" Contract Proposal



Courtesy of Local 1493

The San Mateo Community College Federation of Teachers, Local 1493, is battling the district's "all take-backs" contract proposals, which severely decrease funding for raises, change agreed upon evaluations procedures, eliminate flexibility in choosing flex day options and drop non-teaching workload language off the table. The district declared impasse and we're on our way to fact finding, but we're not taking it sitting down. With the help of the CFT's Strategic Campaign Initiative (SCI) program, SCI Organizers, Katharine Harer and Michelle Kern, are leading the

fight. Our SCI Steering Committee organized open forums on each campus and instigated "No Take-Back Tuesdays," where members wear bright red AFT t-shirts and stickers that read: "Faculty Deserve a Fair Contract."

We've shown up at board meetings with stacks of cards carrying personal messages from faculty about why we want a fair contract, and we're organizing for a larger faculty action at the next board meeting.

- By Katharine Harer, SCI Organizer, Local 1493

# Get Out the Vote! Election Day in

Election Day in California is always exciting: the culmination of months of hard work, voter education and turning people out to the polls. This year was no different, and CFT members across the state

proved once again that our best work happens when members engage at the local level.

CFT was “all in” on Proposition 55, and our locals did their part to ensure its passage: we rallied; talked one-on-one

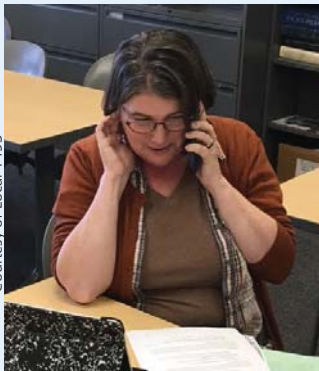
at the worksite, phone banked and canvassed, and our hard work paid off. Proposition 55 passed with 63% of the vote, ensuring stable education funding for California public schools and community colleges

through 2030.

And although the Presidential results were not what we had hoped, in California, Kamala Harris was elected to the U.S. Senate, and pro-education, pro-labor legislators retained

*“Despite challenges at the national level, California remains*

San Mateo Community College Federation of Teachers phone bank for Prop 55 on campus.



Courtesy of Local 1493

Pajaro Valley Federation of Teachers members canvass for Prop 55 and local candidates at the Watsonville Democratic office.



Jessica Ulstad

Berkeley Federation of Teachers members phone bank for Prop 55 and Measure E1, which helps fund Berkeley schools.



Courtesy of Local 1794

Kati Bassler, president, Salinas Valley Federation of Teachers (right) prepares to canvass for Prop 55 and local measure T.



Jessica Ulstad



Courtesy of Local 61

Susan Solomon leads a canvassing training for UESF members to walk for Prop 55 and endorsed school board candidates.



Alex Castillo-Kesper

Members of Los Angeles College Faculty Guild walk the neighborhood for Prop 55 at Los Angeles Valley College with student interns.



Courtesy of Local 1794

Newport-Mesa Federation of Teachers members launched many canvasses out of the local office to walk for Prop 55 and local candidates.



Wes Davis

Oxnard Federation of Teachers and School Employees member Kassi Hawkins goes door-to-door canvassing for locally endorsed candidates.



# California

control of both state houses. In addition to passing Proposition 55, Proposition 58 also passed, ensuring the restoration of bilingual education across our state.

We were also tremendously successfully

at the local level. Local bond and parcel measures - such as Measure W in San Francisco; Measure E1 in Berkeley; Measures A and B in Santa Cruz and Measure GC in Glendale - passed with wide margins. CFT members also worked

hard to elect school board and board of trustee members that will work with educators to ensure the best standards for our schools and communities.

Despite challenges at the national level, California remains a place

where progressive policy can pass at the state level and where candidates that support strong unions and fully funded public education can be elected. And CFT members are leading the way.

- By CFT Political Field Director Jessica Ulstad

*place where progressive policy can pass at the state level[...]*

Orange County Adjunct Faculty United member canvasses for local Assemblymember.



Courtesy of Local 6106

Members of the Sunnyvale-Cupertino Adult & Community Education Federation of Teachers phone bank for Prop 55 at member Linda Brummer's home.



Jessica Ulstad

CFT members at the College of the Canyons table on campus in support of Prop 55.



Courtesy of Local 6262

Members of the Jefferson Elementary Federation of Teachers rally for Prop 55 and local measure T.



Courtesy of Local 3267



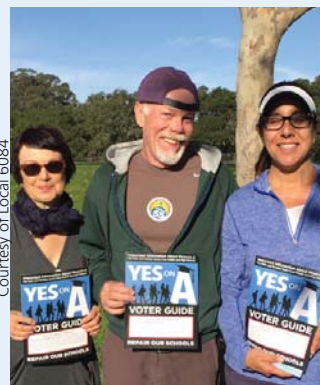
Jessica Ulstad

UTLA members prepare for a canvass for Prop 55 and endorsed local candidates.



Courtesy of Local 1493

San Mateo Community College Federation of Teachers table for Prop 55 on campus.



Courtesy of Local 6084

Santa Cruz teachers and members from Santa Cruz Council of Classified Employees worked hard to pass Prop 55 and local measures A & B.



Courtesy of Local 6142

El Camino Classified Employees members phone bank for Prop 55 at member Laurie Dowdy's home.

# Unions Work in Solidarity to Extend Health Reimbursement Account (HRA)

Los Angeles College Faculty & Staff Guilds, (locals 1521 and 1521A), along with other AFL-CIO locals at the Los Angeles Community College District (LACCD) continue to fight for the much needed health benefit of the HRA for its members. The unions are questioning why the board would hold back this needed benefit when the LACCD has a healthy reserve of almost \$135 million as an ending balance for 2016.

The staff and faculty unions are taking the lead in rallying the board of trustees to prevent this cut. To date the two sister locals have conducted three actions at each board of trustees meetings in the months of October and November, with speakers including Mary Van Ginkle, interim VP; Holly Hagan, 1521A member; Suleman Ishaque, 1521A political



Members from sister locals 1521 & 1521A rally to keep their HRA.

coordinator; and Carolyn Thomason. More than 200 members attended the meeting in October.

In two of the actions, students joined the rally to show solidarity with their faculty and staff because they understand the rising cost of healthcare.

During the days of doom and gloom, the LACCD and the unions proposed to switch medical insurance to CalPERS resulting in a continued substantial savings for the district.

This change in benefits resulted in increased out-of-pocket cost for the local members and an agreement was reached that each full-time employee would have an HRA, funded with \$1500 annually, to defray some of the out-of-pocket costs.

The good news is that after the October action by union members, the board noticed a motion that sun-shined their intent to negotiate with the unions about the HRA.

On December 7, the board of trustees will vote to approve bargaining for the HRA. A strong showing of member support at the December 7 meeting is critical to emphasize bargaining power. AFT College Faculty & Staff Guilds, Locals 1521 and 1521A will continue to stand strong together on this issue.

- By Suleman Ishaque and Tema Staig, SCI Organizers, Locals 1521A and 1521



Compton College faculty work with CFT staff to make a strategic plan to build a stronger union by increasing membership and engaging members on critical issues.

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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