



AFT Local 2121 Continues Fight to Save City College of San Francisco

On February 28 AFT 2121 continued the fight to save City College of San Francisco (CCSF) by holding a press conference on the steps of city hall with CFT President Josh Pechthalt and rallying at City College's Mission campus.

Hundreds of members turned out to the rally to call upon the CCSF administration to include the community in discussions on the use of the new parcel tax money secured through the passage of last November's Proposition A. This parcel tax will bring tens of millions of additional dollars to the CCSF budget in the years ahead, which could enable the District to add back course sections and restore recent employee pay and staff



cuts while building a prudent financial reserve.

AFT 2121 is also encouraging support for legislation (AB 1199) being advanced by Assembly member Paul Fong. This bill would stabilize funding for any community

college under severe sanction from the accreditation agency and would allow community colleges to temporarily be held harmless for failing to achieve their enrollment targets when this failure is due to loss of state funds.

In addition, the local continues to push for a fair contract in bargaining. After months of unacceptable delays AFT 2121 has finally received responses to a number of information requests vital to the negotiations process. This information shows that District expenditures on faculty salaries and benefits are sharply down as a result of a dramatic drop in staffing due to layoffs and attrition, and from pay cuts.

Still, the District wants more and is pushing for long-term rollbacks in faculty pay and benefits, including: a permanent 5% wage cut for all faculty beginning July 1, 2013; an additional 10% wage cut

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Sarah Henne and Jessica Ulstad role play a COPE ask.

OUR PAJARO VALLEY FEDERATION OF TEACHERS (PVFT)

building reps had a great time with CFT Political Field Director Jessica Ulstad, learning how our Committee on Political Education (COPE) can ensure we have a strong and supported political voice. After our battle with Prop 32 and our victory with Prop 30, it seemed like the perfect time to do a training and make the direct connection between COPE and our wins in November. When people understand how one leads to the other, they're willing to make a contribution and get involved. Our reps get it and they're ready to spread the word - they each took two targets to ask to contribute to COPE!

- Sarah Henne, PVFT Member Organizing Committee (MOC) & Political Leaders United to Create Change (PLUCC) Organizer

CFT Leadership Conference A Huge Success

Well over 200 members gathered in Oakland on February 8 and 9 for this year's CFT Leadership Conference. Organized under the banner of Celebrating Our Victories & Planning Our Path Forward this year's conference afforded local union officers and formula-funded staff the time to discuss ideas and strategies for translating last November's electoral victories into ongoing gains for our communities by increasing educational opportunity in California.

Strategy workshops offered participants an opportunity to delve into a number of subject areas. The workshop on collective bargaining was particularly well attended. It considered the economic environment in which CFT members will be bargaining this year and examined the proposed state budget, the debate over reserve funds and the passage of Prop 30. Using the collective bargaining process as a way to connect a push



for quality education with professional issues while promoting partnerships in the community was also taken up.

Another popular workshop focused on building a strong union through member organizing. Led by CFT Organizing Director Sandra Weese, CFT Field Representative Carolyn Richie and Chicago Teachers Union (CTU) Organizer Christel Williams, this session emphasized skill-building, how to build a worksite leadership structure and what steps to take to

develop an organizing program. An extensive conversation with the CTU organizer provided insight into how they engaged members like never before to prepare for their recent strike.

The two-day "Essential Skills" training brought together member organizers from locals across California to learn more about some basic principles of organizing. Put on by guest trainers from AFT this session looked into techniques for identifying and developing leaders, building and

"It was a great opportunity for members to come together to hear about one another's successes and challenges and to pick up some new organizing skills."

-Jessica Ulstad, CFT
Political Field Director

managing strong committees, and learning how to tell a "story of self" as an organizing technique. We also reviewed the basics of one-on-one conversations and touched on some of the pitfalls and best practices of data management. Commenting on the session, CFT Political Field Director Jessica Ulstad said: "It was a great opportunity for members to come together to hear about one another's successes and challenges and to pick up some new organizing skills."

ACE Charter School Votes to Join the CFT

The Oxnard Federation of Teachers and School Employees (OFTSE) AFT Local 1273, successfully organized the teachers and counselors at the Architecture, Construction, and Engineering (ACE)

Charter High School in their district to become a part of their local. After several conversations, meetings and sharing of information, which included a charter school teacher represented by

the United Teachers of Los Angeles meeting with ACE folks, a strong majority of the ACE staff decided to join the OFTSE. This success was in part due to the CFT's Strategic Campaign Initiative and Organiz-

ing Plan, which includes charter schools as one of our focused organizing areas. OFTSE President Wes Davis also stressed how important it is to sometimes simply ask the question. He recalled asking

one of the teachers “how things were going?” Wes said, “Her reply was to the effect that teachers had no voice and the ship had no captain. From there things moved forward quickly. We look forward to actively supporting our newest members.”

One ACE teacher summed up the group’s sentiments with the fol-

lowing remark: “Thank you for helping us make this happen. I appreciate your dedication to being there for us. I anticipate future bumps in the road, but I know that we have done the right thing -- what’s in the best interest of the students, the school, and the teachers.”

California Federation of Teachers Authorization for Representation

I hereby authorize and designate the **Oxnard Federation of Teachers and School Employees** to act as my exclusive bargaining agent for the purpose of meeting and negotiating on wages, hours and other terms and conditions of employment as authorized by the Educational Employment Relations Act of the State of California.

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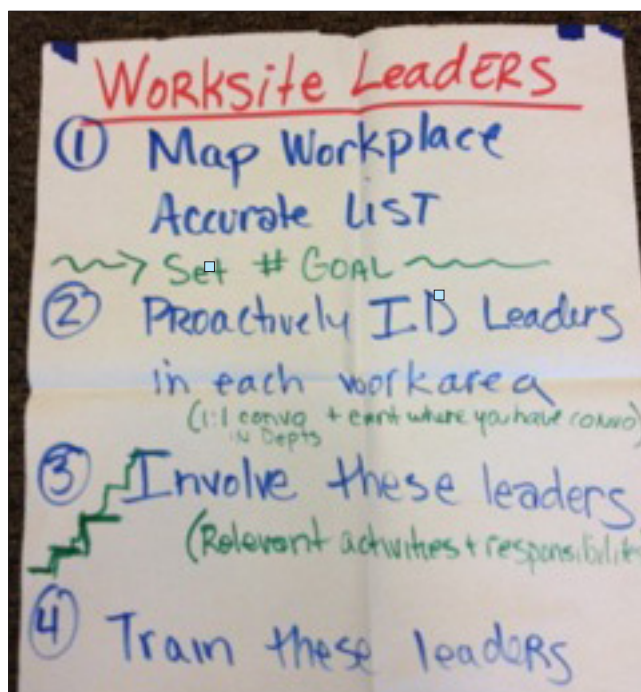
California Federation
of Teachers
AFL-AFL-CIO
A Union of Professionals

Helpful Strategic Planning Sessions Held at Berkeley Federation of Teachers, Palomar Faculty Federation, and San Jose/Evergreen Faculty Association

A key measure of union strength is the level of activism, leadership and unity of the membership and the genuine partnerships we are able to build with the community. From this strong base we have the power to achieve real gains for our members and students. Building an effective local union with the ability to win doesn’t just happen overnight. It requires a proactive plan and a focused effort to keep the plan on track.

The CFT’s Strategic Campaign Initiative (SCI) is dedicated to expanding our union’s capacity by building a comprehensive organizing and political program. As part of this initiative, the CFT provides facilitation and strategic planning support to locals that are interested in designing a proactive, strategic plan.

As part of the SCI, a Strong Local Union course was offered at last year’s summer school. This



course was attended by twelve local unions with over twenty participants and focused on strategic planning designed to help them build power to achieve gains for their members, students, and communities. Since then, three additional local unions: the Berkeley Federation of Teachers, Palomar Faculty Federation,

and San Jose/Evergreen Faculty Association have also conducted retreats and planning sessions with more unions -- including Los Rios College Federation of Teachers and Coast Federation of Educators--have been scheduled.

CFT staff work collaboratively with the local leadership team to

identify the local’s priorities and needs and to develop a strategic effort that includes goals and a plan and timeline to achieve them.

In these strategic planning sessions, local teams discuss the strategies and best practices to build the union at the grassroots so that our locals have the ability to successfully meet whatever challenges and opportunities lie ahead.

If your local is interested in developing a strategic plan, consider sending officers or Executive Board members to this year’s Strong Local Union course at the CFT Union Summer School, June 24-28 at Asilomar Conference Grounds in Pacific Grove near Monterey. If you would like to conduct a strategic planning retreat with your local union’s leadership team, please contact Organizing Director Sandra Weese or Training Director Laura Kurre.

Local 1521 Holds Productive Leadership Summit

On January 22, about 50 Los Angeles Community College Guild activists learned about building the union and continuing the momentum from our political victories in 2012. Members were recruited as part of 1521's Member Organizing Committee grant and were gathered at Los Angeles Trade-Tech to learn and listen, participate in activities, and come up with ideas to engage members.

"We saw the power of what we can do when we come together to protect education," noted Guild President Joanne Waddell. "We want to grab that momentum and continue to build something really powerful."

The Leadership Summit was designed to help develop the next generation of union leadership. Participants focused on setting goals and mak-



ing plans, which included: making sure Worksite leaders contact new employees as soon as they come on the job; that there is a trained and active worksite leader for every 10-15 bargaining unit members at the campus; that the majority of bargaining unit members at each campus volunteer for union activities or events; and that regular membership meetings are held with good attendance.

The local colleges are

where the strength of the membership will come, noted CFT Training Director Laura Kurre, who led several of the sessions.

"How do we engage more members at the local campus level?" she asked. "We create a stronger union by mobilizing and organizing around issues that are important to our members, especially collective bargaining issues. That's why we're focusing on personal outreach."

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for all part-time and overload assignments; shifting substantially more of the cost of healthcare onto the shoulders of employees; cutting one-semester sabbatical pay in half; eliminating tenure review pay; and the elimination of reemployment rights for part-time faculty. AFT 2121 is resisting these take-aways, especially in light of the improving funding picture.

City College is a beacon for many in the Bay Area seeking accessible and affordable quality education. It not only provides a gateway to higher education, but also serves as a powerful engine of economic recovery: teaching immigrants English, helping welfare recipients transition to work, and boosting the skills of unemployed and underemployed blue collar

workers so they can win increasingly knowledge-intensive jobs with area biotech, clean tech and internet firms.

PLEASE
support
AB 1199

California Federation
of Teachers 
AFT, AFL-CIO
A Union of Professionals

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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