



# **CFT Union Summer School**



**June 24 - June 28, 2024**

**Asilomar Hotel & Conference Grounds**

800 Asilomar Ave, Pacific Grove, CA 93950

# Union Summer School

## June 24 - June 28, 2024

### Program Overview

#### Five-Day Event Schedule

The Union Summer School program is geared for emerging and veteran local leaders who want to take their skills to the next level. The week-long event is filled with rigorous workshops, motivated and skilled trainers, and applied learning.

#### Meal Information

All meals will take place at Crocker Dining Hall. You will receive your meal tickets when you check-in at the front desk. Your lunch ticket will be at the CFT registration desk for Monday.

#### Meals are served the following hours:

Breakfast: 7:30am – 9:00am

Lunch: 12:00pm – 1:00pm

Dinner: 6:00pm – 7:00pm

If you need to purchase meal tickets for a guest; please see the front desk.

#### We will have the following special events:

**Monday:** Bonfire Social with S'mores & hot chocolate after dinner to kick-off Union Summer School

**Wednesday:** Dinner and Mixer @ Merrill Hall

### Join us on Social

Make sure to post on social media throughout the CFT Union Summer School, tagging CFT – **@cftunion** – and using the hashtags **#CFTsummerschool**, **#CFTleaders** and **#IamCFT**.

#### Schedule-At-A-Glance

##### Monday, June 24th

**10:00am** Registration desk is open

**12:00pm** Lunch begins

**1:00pm** Opening Session

**2:00pm** Courses

**6:00pm** Dinner

**7:00pm** Conference welcome: Come hang out by the bonfire after dinner and make S'mores!

##### Tuesday, June 25th

**9:00am** Courses

**12:00pm** Lunch

**1:00pm** Class continues

**6:00pm** Dinner

##### Wednesday, June 26th

**9:00am** Courses

**12:00pm** Lunch

**1:00pm** Class continues

**6:00pm** Dinner/Mixer

Bonfire available at 7:30pm

##### Thursday, June 27th

**9:00am** Courses

**12:00pm** Lunch

**1:00pm** Class continues

**6:00pm** Dinner

##### Friday, June 28th

**9:00am** Courses

**12:00pm** Lunch

# Schedule

<b>Monday</b>		<b>June 24, 2024</b>	
10:30am – 1:00pm	<b>Registration</b>	<b>Merrill Hall</b>	
12:00pm – 1:00pm	<b>Lunch</b>	<b>Crocker Dining Hall</b>	
1:00pm – 2:00pm	<b>Opening General Session</b>	<b>Merrill Hall</b>	
	<p><b>Introduction &amp; Land Acknowledgement</b> Christopher Arellano, <i>Training Director</i></p> <p><b>Code of Conduct</b> Juan Ramirez, <i>Executive Vice President</i></p> <p><b>Conference Welcome</b> Jeffery Freitas, <i>President</i></p>		
2:00 – 5:00pm	<b>Courses</b>		
	<ul style="list-style-type: none"> <li>Building Local Union Power Through Organizing and Member Engagement</li> </ul>	<b>Fredd Farr Forum</b>	
	<ul style="list-style-type: none"> <li>Crash Course for New Presidents &amp; Leaders</li> </ul>	<b>Kiln</b>	
	<ul style="list-style-type: none"> <li>How to use DEI and Cultural Proficiency as an Asset in your Educational Community</li> </ul>	<b>Surf &amp; Sand</b>	
	<ul style="list-style-type: none"> <li>Politics and Communications: Running Effective Campaigns</li> </ul>	<b>Oak Shelter</b>	
	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	<b>Scripps</b>	
6:00 – 7:00pm	<b>Dinner</b>	<b>Crocker Dining Hall</b>	
7:00pm	<b>Bonfire &amp; S'mores with Hot Chocolate</b>	<b>Firepit</b>	

<b>Tuesday</b>		<b>June 25, 2024</b>	
9:00am - 12:00pm	<b>Courses</b>		
	<ul style="list-style-type: none"> <li>Building Local Union Power Through Organizing and Member Engagement</li> </ul>	<b>Fredd Farr Forum</b>	
	<ul style="list-style-type: none"> <li>Crash Course for New Presidents &amp; Leaders</li> </ul>	<b>Kiln</b>	
	<ul style="list-style-type: none"> <li>How to use DEI and Cultural Proficiency as an Asset in your Educational Community</li> </ul>	<b>Surf &amp; Sand</b>	
	<ul style="list-style-type: none"> <li>Politics and Communications: Running Effective Campaigns</li> </ul>	<b>Oak Shelter</b>	
	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	<b>Scripps</b>	
12:00pm – 1:00pm	<b>Lunch</b>	<b>Crocker Dining Hall</b>	
1:00 – 5:00pm	<b>Courses Continued</b>		

	▪ Building Local Union Power Through Organizing and Member Engagement	<b>Fredd Farr Forum</b>
	▪ Crash Course for New Presidents & Leaders	<b>Kiln</b>
	▪ How to use DEI and Cultural Proficiency as an Asset in your Educational Community	<b>Surf &amp; Sand</b>
	▪ Politics and Communications: Running Effective Campaigns	<b>Oak Shelter</b>
	▪ Winning the Best Contract — Contract Negotiations and Campaigns	<b>Scripps</b>
<b>6:00pm – 7:00pm</b>	<b>Dinner</b>	<b>Crocker Dining Hall</b>

<b>Wednesday</b>	<b>June 26, 2024</b>	
<b>9:00am - 12:00pm</b>	<b>Courses</b>	
	▪ Building Local Union Power Through Organizing and Member Engagement	<b>Fredd Farr Forum</b>
	▪ Crash Course for New Presidents & Leaders	<b>Kiln</b>
	▪ How to use DEI and Cultural Proficiency as an Asset in your Educational Community	<b>Surf &amp; Sand</b>
	▪ Politics and Communications: Running Effective Campaigns	<b>Oak Shelter</b>
	▪ Winning the Best Contract — Contract Negotiations and Campaigns	<b>Scripps</b>
<b>12:00pm - 1:00pm</b>	<b>Lunch</b>	<b>Crocker Dining Hall</b>
<b>1:00pm - 5:00pm</b>	<b>Courses Continue</b>	
	▪ Building Local Union Power Through Organizing and Member Engagement	<b>Fredd Farr Forum</b>
	▪ Crash Course for New Presidents & Leaders	<b>Kiln</b>
	▪ How to use DEI and Cultural Proficiency as an Asset in your Educational Community	<b>Surf &amp; Sand</b>
	▪ Politics and Communications: Running Effective Campaigns	<b>Oak Shelter</b>
	▪ Winning the Best Contract — Contract Negotiations and Campaigns	<b>Scripps</b>
<b>6:00pm</b>	<b>Dinner and Mixer</b> <b>Welcome</b> Juan Ramirez, <i>Executive Vice President</i>	<b>Merrill Hall</b>
	<b>Bonfire available</b>	<b>Firepit</b>

<b>Thursday</b>	<b>June 27, 2024</b>	
<b>9:00am - 12:00pm</b>	<b>Courses</b>	
	▪ Building Local Union Power Through Organizing and Member Engagement	<b>Fredd Farr Forum</b>

	<ul style="list-style-type: none"> <li>Crash Course for New Presidents &amp; Leaders</li> </ul>	<b>Kiln</b>
	<ul style="list-style-type: none"> <li>How to use DEI and Cultural Proficiency as an Asset in your Educational Community</li> </ul>	<b>Surf &amp; Sand</b>
	<ul style="list-style-type: none"> <li>Politics and Communications: Running Effective Campaigns</li> </ul>	<b>Oak Shelter</b>
	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	<b>Scripps</b>
<b>12:00pm - 1:00pm</b>	<b>Lunch</b>	<b>Crocker Dining Hall</b>
<b>1:00pm - 5:00pm</b>	<b>Courses Continue</b>	
	<ul style="list-style-type: none"> <li>Building Local Union Power Through Organizing and Member Engagement</li> </ul>	<b>Fredd Farr Forum</b>
	<ul style="list-style-type: none"> <li>Crash Course for New Presidents &amp; Leaders</li> </ul>	<b>Kiln</b>
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<b>Friday</b>	<b>June 28, 2024</b>	
<b>9:00am - 12:00pm</b>	<b>Courses</b>	
	<ul style="list-style-type: none"> <li>Building Local Union Power Through Organizing and Member Engagement</li> </ul>	<b>Fredd Farr Forum</b>
	<ul style="list-style-type: none"> <li>Crash Course for New Presidents &amp; Leaders</li> </ul>	<b>Kiln</b>
	<ul style="list-style-type: none"> <li>How to use DEI and Cultural Proficiency as an Asset in your Educational Community</li> </ul>	<b>Surf &amp; Sand</b>
	<ul style="list-style-type: none"> <li>Politics and Communications: Running Effective Campaigns</li> </ul>	<b>Oak Shelter</b>
	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	<b>Scripps</b>
<b>12:00pm</b>	<b>Program Concludes</b>	
<b>12:00pm - 1:00pm</b>	<b>Lunch</b>	<b>Crocker Dining Hall</b>

# Courses

## **Building Local Union Power Through Organizing and Member Engagement**

Internal organizing is the foundation of a strong union. With a focus on having high membership and engaged members, the course will cover issue organizing and the work needed to build a powerful local union. Participants discuss concrete ways to build an effective communication network at the worksite so that members are informed about and involved in union activities. We hope that participants will leave this session ready to inspire and motivate their colleagues to get involved in the union.

### **Trainers:**

Jacqueline Daugherty, *AFT Union Leadership Institute*, David Hecker, *AFT Representative*, Ramiro Hernandez, *Western Regional Director*, Pablo Acosta, *CFT Project Organizer*, Olivia Blydenburgh, *CFT Project Organizer*, Jonathan Coelho, *CFT Project Organizer*, Chrysanthemum Raynes, *CFT Project Organizer*, and Alaysha Sisson, *CFT Project Organizer*

## **Crash Course for New Presidents & Leaders**

This course is designed for local presidents elected within the last two years, and those wanting a refresher course. We will cover the basic knowledge you need as an AFT local president, provide participatory training on useful leadership skills, and allow you to share best practices and challenges leader-to-leader.

### **Trainers:**

Martha Figueroa, *CFT Field Representative* and Kassi Harris, *CFT Field Representative*

## **How to use DEI and Cultural Proficiency as an Asset in your Educational Community**

This course is based on Diversity, Equity and Inclusion (DEI) practices and the Cultural Proficiency Framework and will allow you to put the framework into practice at your worksite. Cultural Proficiency is the policies and practices in an organization, or the values and behavior of an individual, that enable the person or institution to engage effectively with people and groups who are different from them. Cultural Proficiency is an inside out approach that influences how people relate to their colleagues, clients, and community. DEI and Cultural Proficiency is a lens for examining one's work and one's relationships in schools and worksites. At the end of the course, you will use the results from the project to prepare a final presentation describing how to apply your work to your organization.

### **Trainers:**

Dr. Christopher Arellano, *CFT Training Director* and Erica Williams, *CFT Field Representative*

## **Politics and Communications: Running Effective Campaigns**

This course will focus on helping leaders and members strengthen the political and communications work of their local. It will feature segments that discuss COPE fundraising, identifying candidates for local office, running school board or board of trustee elections, keeping campaigns legal, effective communication for political campaigns, internal and external communication strategies, and lobbying tools for local and statewide advocacy. Participants could be local union officers, COPE chairs, and members who will be directly engaged in the local's political and communications work.

### **Trainers:**

Ingrid Gunnell, *CFT Political Organizer*, Matthew Hardy, *CFT Communications Director*, Jessica Ulstad, *CFT Political Director* and Nason McCarthy, *Communications Specialist*

## **Winning the Best Contract — Contract Negotiations and Campaigns**

Collective bargaining is at the heart of union organizing. When workers act together, we have a better chance of achieving gains for our families and our students. This simulation-based course will focus on the basic strategies, best practices, and skills necessary to ensure that your local union is in a good position to negotiate the best contract possible.

### **Trainers:**

Jason Elias, *CFT Field Representative*, Sarah Henne, *CFT Field Representative* and Dan Martin, *CFT Field Representative*