



## Friday, December 6

Registration & Sales - Catalina Foyer  
12:00 p.m.-4:30 p.m.

2:00 p.m.-3:30 p.m. **Local Presidents Collaboration** BRISTOL 3

Whether you are a seasoned president or a new president, this is an opportunity you won't want to miss. We will share and learn from each other's successes and challenges. We will discuss how we can move forward together and work on the issues that will make our Council of Classified Employees stronger.

5:00 p.m.-7:00 p.m. **Meet and Greet** BRISTOL 3

**Welcome from the Council of Classified Employees**  
Meet your CCE Division Council Officers

Join your CCE colleagues for a pre-conference meet and greet with hors d'oeuvres and no-host bar led by CCE Northern Vice President Janet Eberhardt.

7:00 p.m. **Dinner: On Your Own**

# Saturday, December 7

Registration & Sales - Catalina Foyer  
7:00 a.m.-3:00 p.m.

8:00 a.m.-9:45 a.m.

## Breakfast: General Session I

CATALINA 2

### Welcome from Local CFT President

Jamie Crowder, Union Assistant, Coast Federation of Classified Professionals, AFT Local 4794

### Jeff Freitas, President, CFT A Union of Educators & Classified Professionals

Hear about the effects of the latest election and CFT's priorities as we move forward

### Carl Williams, President, Council of Classified Employees

Welcome and State of the Union

10:00 a.m.-11:30 a.m.

## Workshops

### Opioids & Emergency Use of Naloxone

BRISTOL 3

*Keith Thomas Wrightson & Audra Lucas, AFT Health and Safety*

*Moderator Grace Perez, VP of Hiring and Benefits, El Camino Classified Employees*

A core component of this course is training in the use of naloxone (Narcan), a life-saving medication that can reverse opioid overdoses. Participants will learn how to recognize the signs of an overdose, safely administer naloxone, and respond effectively in emergency situations. The opioid epidemic has become a public health crisis, affecting individuals, families, and communities across the globe. This course provides an overview of the opioid epidemic, its origins, and its impact on society.

### AFT Member Benefits for You and Your Local Union

CATALINA 1

*Latia Scott, AFT Administrative Assistant*

*Moderator Jocelyn Foreman, Member, Berkeley Council of Classified Employees*

The AFT+ Member Benefits add value to union membership. Whatever your union role, AFT+ benefits give you a reason to reach out and engage with members. This workshop will provide information about the benefits and spark ideas on how your local can use the more than 45 AFT+ programs, many of which offer features, services, and discounts not available to non-members. We'll also discuss two important voluntary local-paid benefits: Accidental Death and Dismemberment and Occupational Liability Insurance.

### New Safety and Health Protections for California Workers

NEWPORT BEACH 1

*Kevin Riley & Jon Salazar, Cal/OSHA Labor Occupational Safety and Health Program*

*Moderator Tina Solórzano Fletcher, CCE Southern Vice President, AFT Guild, San Diego & Grossmont-Cuyamaca CC*

In 2024, California adopted important new safety and health regulations to protect workers from indoor heat and to prevent injuries from workplace violence. This workshop will provide an overview of these new rules and discuss how they apply to employees in schools and colleges. We will offer tips for participants to determine if districts are following the new requirements. We will also consider the role that CFT members can continue to play in advocating for stronger policies on heat protections and workplace violence prevention at the state and district levels.

12:00 p.m.-1:15 p.m. **Lunch: General Session II**

CATALINA 2

**Gloria Alvarado, Organizing Director, Orange County Labor Federation**

Hear about the work of the OCLF, and working together with CFT as union members and educators as we fight to protect our rights, our schools, and our students in the years ahead.

**Anthony Solis, CFT Field Representative**

Constituent Lunch Activity

1:30 p.m.-3:00 p.m. **Workshops**

**Active Violence Emergency Response Training Part 1 (AVERT)**

BRISTOL 3

*Keith Thomas Wrightson & Audra Lucas, AFT Health and Safety; Alison Rissing, NYS Parole Officer, Public Employees Federation, Health & Safety  
Moderator Martha Figueroa, CFT Field Representative*

When active violence occurs, seconds count, and you can't always wait for EMS to arrive. AVERT enables you and your team to become immediate responders. While other programs focus solely on active shooters or stop the bleed, AVERT combines these critical topics in one training program.

**Cultivating a Culture of Well-being**

CATALINA 1

*Alicia D. Loncar, MBA, Business Consultant/ Labor Liaison at Kaiser Permanente  
Moderator Sarah Callahan, CFT Executive Director*

This workshop seeks to define burnout, the collective nature of burnout, and how ACES (Adverse Childhood Experiences) and secondary trauma play a role. The curriculum will review the impact of unhealthy campus cultures and reveal methods to break-out of the burnout cycle. In addition, participants will be introduced to the Thriving School Integrated Assessment tool. This tool can be utilized to evaluate campuses and districts and learn about resources to address the unique needs of each campus, while exploring each person's sphere of influence.  
*This workshop is K-12 oriented however it is applicable to higher learning.*

**Union Fun in Retirement!**

NEWPORT BEACH 1

*Marcella Norling, CRM Southern Vice President, Coast Federation of Educators, Retiree Chapter, AFT Local 1911-R  
Moderator Patti Serafin, CCE Secretary, Chairperson, Palomar College Council of Classified Employees Retiree Chapter*

Retire from your job but not from your union activism. Join a retiree chapter and learn how to create your own. This workshop highlights how others have done so and the rewards waiting for you.

3:15 p.m.-4:45 p.m. **Workshops**

**Active Violence Emergency Response Training Part 2 (AVERT)**

BRISTOL 3

*Keith Thomas Wrightson & Audra Lucas, AFT Health and Safety; Alison Rissing, NYS Parole Officer, Public Employees Federation, Health & Safety  
Moderator Martha Figueroa, CFT Field Representative*

When active violence occurs, seconds count, and you can't always wait for EMS to arrive. AVERT enables you and your team to become immediate responders. While other programs focus solely on active shooters or stop the bleed, AVERT combines these critical topics in one training program.

**Putting your Best Foot Forward: Proactively Navigating Difficult Workplace Situations** **CATALINA 1**

*Evan Lundenn*, Assistant Director, AFT Paraprofessional and School Related Personnel Department

*Moderator Lisa Agcaoili*, Vice President, Lawndale Federation of Classified Employees

This workshop focuses on developing positive workplace habits, minimizing unintended consequences, best practices for dealing with workplace bullying and harassment, as well as communicating effectively with difficult people. How we show up in our schools and community matters. Attendees will gain a better understanding of how to project their best professional face to our students, co-workers and parents.

**Education Code Basics** **NEWPORT BEACH 1**

*Erica Williams*, CFT Field Representative

*Moderator Anthony Solis*, CFT Field Representative

Understanding California Education Code can be quite complex. It's a compilation of statutes and regulations that govern the public education system in California. The Ed Code is extensive and structured to address various aspects of education policy that includes K-12 education, higher education, and employment laws related to classified staff, certificated staff, contracts, and collective bargaining.

This training is for those who want to learn more about the basics of Ed Code and gain a robust understanding of where to find frequently used codes, understand what the codes mean, and gain a level of comfort when looking up subject matter that could potentially support their inquiries.

5:00 p.m.-7:00 p.m. **Dinner: On Your Own**

7:00 p.m.-11:30 p.m. **Fast Forward to the Future Social Event**

**GARDEN TERRACE/FOUNTAIN TERRACE**

Join us for a Night of Futuristic Fun! Imagine what your job or life may look like in the future! Put your own spin on futuristic fashion and embody a fusion of innovation and style! Get ready to have some fun, take some pics, indulge in some hors d'oeuvres and no-host bar and finish the night dancing to the sounds of the DJ!

## Sunday, December 8

8:00 a.m.-Noon **Breakfast: General Session III**

**CATALINA 2**

**Update from CFT Secretary Treasurer Lacy Barnes**

Hear from the state federation's chief financial officer

**Mitch Steiger, CFT Legislative Representative**

Legislative update

**Special Presentation**

Join us for the game of Kahoot hosted by CCE President Carl Williams and CCE Southern Vice President Tina Solórzano Fletcher

**Drawings, Raffles, and Silent Auction**

The winners are...presented by members of the CCE Conference Planning Committee

## Conference Planning Committee

**Carl Williams** *CCE President, Lawndale Federation of Classified Employees*

**Janet Eberhardt** *CCE Northern Vice President, United Educators of San Francisco*

**Tina Solórzano Fletcher** *CCE Southern Vice President, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges*

**Patti Serafin** *CCE Secretary, Palomar College Council of Classified Employees Retired*

**Yovanna Campos** *Member, AFT College Staff Guild–Los Angeles*

**Roy Dietz**, *President, El Camino Classified Employees*

**Cheryl Chagoya**, *Treasurer, Gilroy Federation of Paraeducators*

**Teanna Tillery**, *VP of Paraprofessionals, United Educators of San Francisco*

**Jocelyn Foreman**, *Member, Berkeley Council of Classified Employees*

**Anthony Solis**, *CFT Field Representative*

**Erica Williams**, *CFT Field Representative*

**Rebecca Perez**, *CFT Administrative Assistant*