

No on the Recall!

For only the second time in California history, our state is holding an election to decide if our current governor should be recalled from office or not. By September 14, voters have a chance to turn in their ballots or go to the polls to determine if Governor Newsom will remain in office or be replaced by one of the 46 candidates running to fill the seat, should he be recalled. The stakes could not be higher.

This recall is a cynical effort led by right-wing extremists and will cost California taxpayers \$250 million, despite there being an election for Governor already scheduled for next year. The leading candidates who are running to replace Governor Newsom are all, in one way or another, anti-union

and anti-public education. Their proposals include introducing a voucher system for education in California, eliminating the minimum wage and rolling back decades of progress on critical issues like criminal justice, immigrants' rights, LGBTQ+

protections and sound climate policy.

We can't afford to sit this election out, and a successful recall attempt would change everything we have come to treasure about California, including countless progressive ideals and reforms that CFT



Jessica Ulstad

PFT member Andrew Park says "The people who are sponsoring the recall are counting on us not to vote. So we have to get out and urge people to vote to prove them wrong and show them that we care about our democracy."

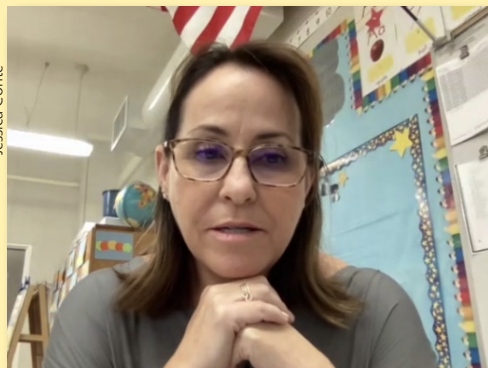
members have worked for decades to pass into law. Every registered voter will be mailed a ballot, and getting them turned in quickly via mail or ballot drop box will be the difference between victory and defeat and will determine the future of our state.

Luckily, CFT members have heard the call and are showing up to make phone calls, walk precincts and spread the word about this disastrous recall attempt amongst their friends, families and fellow union members.

For example, CFT held a Hustle text message campaign on August 23 and 24, texting over 65,000 CFT members to remind them to get their ballots turned in ASAP and to urge their friends and family to do the same. That same week,

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Local 6185 Recruit Members for a Strong Union



Jessica Conte

Local 6185 Member-at-Large Monique Segura encourages members to get more active in their union at the local's "Know Your Contract" session on Zoom.

Despite the stress and hurdles of going back to campus this year, members and leaders from the Part-Time Faculty Association of Allan Hancock College, Local 6185 have been engaging members and recruiting new ones through a focused membership drive. In their "Know Your Contract" session on August 25, Local 6185 Member at Large Monique Segura recruited two new member activists to boost their fall membership drive through phone banking and member-to-member outreach. "Maintaining a strong contract and a strong union is only possible through active member participation and growth" points out Monique Segura. Since the start of their membership drive, PFA has recruited 20 new members and four new union activists.

—By CFT Project Organizer Jessica Conte

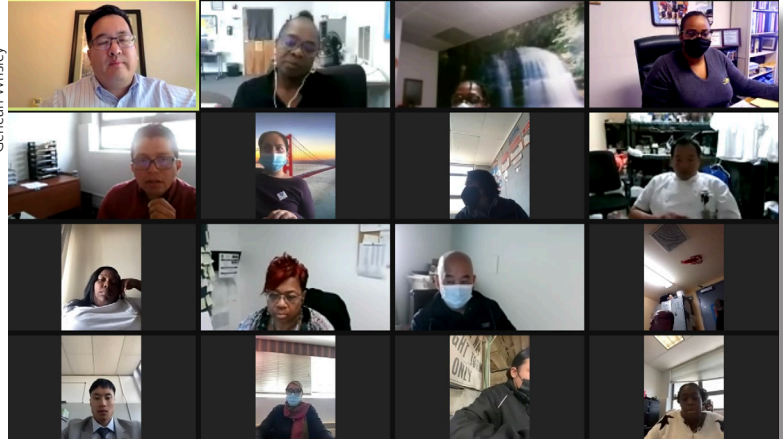
Treasure Island Members Step Up to the Challenge

Workers at Treasure Island were thrown into a tumultuous transition when their workplace was bought by two new companies. Minact and ETR are now co-running the program even though the companies are not based in California. This has caused workers to experience extreme difficulty accessing their healthcare because the company issued them healthcare that few doctors in the Bay Area accept. Members have shared stories about racking up huge bills after realizing their specialist or lab work are no longer in the network. Others have had to stop seeing specialists or doctors who they have been seeing for years and who are helping them work through health problems. Continuity of care is extremely important and workers at Treasure Island are feeling at a loss not being able to afford the care they need. This is especially concerning during a global pandemic when access to doctors who know and understand workers' health records is extremely important. On August 23, the bargaining team met with management to go over their proposal on healthcare. They are asking that management switch them to Anthem Blue Cross or Blue Shield of California, healthcare options typically accepted and widely used in the Bay.

The bargaining agree-

ment states that we are allowed to have 15 observers at bargaining and this was the first time we utilized that right. Fifteen people showed up and listened to bargaining team member Nancy Bynum share stories of her colleagues' difficulty accessing specialists they needed to see. Management's response was to commit to working with their health insurance carriers to add the doctors our members use to the list of participating providers. We have created a survey where members can add the doctors they want added to their insurance. While they did not agree to our proposal, it is exciting to see the pressure members put on them working. The dedication and hard work of members at Treasure Island has contributed to this win.

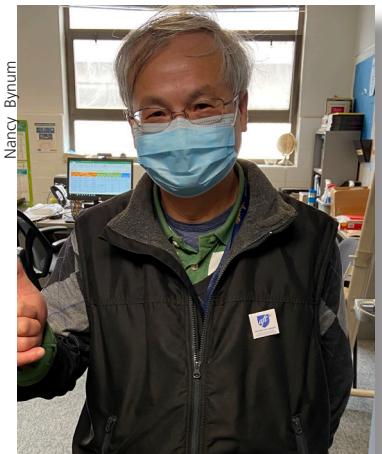
Members of the organizing committee at Treasure Island have done an incredible job bringing their coworkers into organizing work and ensuring everyone is up to date. Through persistent conversations and building relationships with their colleagues, they have added 90 members in the last few months. On the first day of bargaining, we set a goal of 35 people wearing buttons. Members



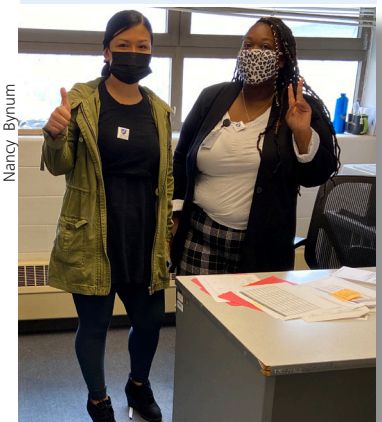
Treasure Island members turn out to bargaining to ask for healthcare coverage that is widely accepted in the Bay Area.

ensured that 35 people were wearing buttons to show their support and willingness to fight for a fair and equitable contract. We had a membership meeting at the beginning of August to update members on bargaining and set a goal of 40 people coming. Members stepped up to the challenge by handing out fliers, talking with coworkers and sharing the zoom link with their departments. We had 40 people show up to the meeting eager to learn updates and ready to take action. Leaders and members have met every goal we have set. Members at Treasure Island are standing strong together and are ready to fight to get the healthcare, wages, benefits and working conditions that they deserve.

-By CFT Organizer Genean Wrisley



Treasure Island member Jonathan Lee wears button for the first day of negotiations to show support for a fair and equitable contract.



Treasure Island members (left to right) Tania Campos and Ebony Jefferson wear buttons for the first day of negotiations to show support for a fair and equitable contract.

First Time in Over 20 Years, UC-AFT Votes to Authorize a Strike With an Overwhelming Majority of 96%

In our last issue, we covered how UC-AFT, the lecturers union for the statewide UC system, has been organizing for over two years of contract negotiations. The strike authorization vote was a culmination of that effort, while the UC Office of the President (UCOP) has been dragging its feet. In June 2021, once PERB recognized an impasse, the union and employer bargaining teams participated in mediation and fact-finding.

The legal process is one that aims to remove workers from the negotiating table, but that hasn't

stopped lecturers from organizing their colleagues to support their negotiating team. Throughout the summer, union leaders and activists from UC-AFT have organized, through their contract action teams, to show their management that they will not settle for less than a contract that outlines reasonable workload standards, transparent and consistent appointment processes and fair compensation.

UC-AFT President Mia McIver said it best, "These are common-sense proposals, many of which are already in practice at the

CSUs and California community colleges. Teaching UC students should not be a gig economy job, yet thousands of phenomenal lecturers lose their jobs each year. We're calling on UCOP to invest in excellent education at the UC's."

After the strike authorization vote and declaration of impasse, UC-AFT members have continued building their union. They attend weekly planning meetings to make sure goals are being reached. They are consistent in reaching out to their networks in order to build momentum, support and

community. They are ready to take action in support of their students, their teaching vocation and higher education overall. It's important to recognize that no union takes a strike vote lightly, and UC-AFT members have done everything they can to avoid this possibility throughout their bargaining process. The burden to avoid a strike now falls squarely on UCOP, otherwise UC-AFT will have to do what they must to defend and advance public higher education.

-By CFT Organizers Laila Molina and Grant Stover

PT Contract Campaign Kickoff at University of San Francisco



Valarie Bachelor



Valarie Bachelor

PTFA leaders talking to students and community members about what's at stake during this year's contract negotiations.

University of San Francisco Part Time Faculty Association, Local 6590 has hit the ground running in our contract campaign. During move-in weekend we contacted hundreds of students and their families, letting them know about our fight for fair pay, benefits and working conditions. The first week of classes we've been on campus every day with a table and flyers contacting our own members, full-time faculty, other campus workers, and students. Seventeen volunteers have worked over the last week to collect contact info and solidarity commitments from over 200 students and other non-members. In addition, 25 members have signed campaign commitment cards to take action. Next week, 10 volunteers will be making phone calls to recruit members to the first general membership meeting of the semester. We look forward to educating, organizing and mobilizing our members and the USF community to ensure we get a fair contract.

-By Local 6590 Member-Organizer Rebecca Gordon

BCCE Uses Wins from the Negotiations Table to Organize

The negotiations team for the Berkeley Council of Classified Employees, Local 6192 (BCCE) negotiated a stipend for members who worked in person for the 2020-2021 school year, one of the hardest school years many of us have seen. According to the MOU, non-managerial classified staff who worked in person would be eligible for a stipend of \$200 for every month they worked in-person. This deal was months in the making and provided much needed financial support to hundreds of

members. But the deal was reached at the end of the school year so union leaders had to work fast to figure out who was eligible for which months. With the help of CFT Organizer Valarie Bachelor and member volunteers, data was collected on 95% of the unit (that's over 550 members) during the course of 3 weeks. In order to achieve this BCCE leaders emailed, called and Hustle texted all bargaining unit members to collect information and verify the district's information. This effort not

only grew awareness of the work the union put in to get this stipend but it also encouraged 30 bargaining unit members to sign up, bringing the union density up to 84%. BCCE union leaders are eager to continue to educate, organize and mobilize members by hosting monthly membership meetings, recruiting members to join the action team and mobilizing members to attend and speak at school board meetings.

—By CFT Organizer Valarie Bachelor

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CFT “adopted” two nights at the California Labor Federation’s statewide labor-to-labor phone banks on August 24 and 26. Over 130 CFT members and staff showed up to make calls, and those phone banks made a total of 176,000 dials to union households, setting new Labor Fed records!

CFT members are also joining their Central Labor Councils (CLC) in hitting the ground to walk precincts and drop literature directly at voters’ doors. After 18 months of scaled back political activity due to COVID-19, we are out walking again and talking to voters face-to-face (albeit socially distanced!). On a Saturday walk for “No on the Recall” with the Alameda Central

Labor Council, Peralta Federation of Teachers, Local 1603 (PFT) member Andrew Park said, “The people who are sponsoring the recall are counting on us not to vote. So, we have to get out and urge people to vote to prove them wrong and show them that we care about our democracy.”

With only a couple weeks left until this critical election, CFT is urging members to get their ballots turned in ASAP and make sure that we are urging others to do the same.

If you have not yet had a chance to volunteer and would like to please join us in making calls and going on precinct walks with the California Labor Federation and local Central



PFT leaders Jennifer Shanoski and Jeff Sanceri pick up their precinct walking turf.

Labor Councils. A schedule of events can be found on the calaborfed.org, and on the websites and social media accounts of a CLC near you.

And above all: please remember to vote! CFT joins the California Democratic Party, the California Labor Federation and Governor himself in urging voters to “Just vote NO and go!”

—By CFT Political Director Jessica Ulstad

California affiliate of the American Federation of Teachers, AFL-CIO, representing education 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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ORGANIZING TEAM

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Charlotte Bowman
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Jessica Conte
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Grant Stover
Genean Wrisley

LAYOUT

Leslye Osegueda

EDITORIAL OFFICE

Get Organized!

2001 Center Street, Suite 600
Berkeley, CA 94704
510-523-5238
510-523-5262 fax
www.cft.org

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All story ideas and submissions should be emailed to Sandra Weese at sweese@cft.org.

