

AdFac Secures Historic Deal for Part-time Faculty, the Local Credits Member Organizer Program

On May 12, Adjoint Faculty United, Local 6106 (AdFac) secured an offer for full healthcare for part-time faculty reflecting the recent changes in the ed code that resulted from CFT's victorious statewide part-time faculty healthcare campaign.

According to the new agreement, AdFac members working a 40% load or higher, will now have access to the same healthcare plans offered to full-time faculty. There are over a dozen high-quality plans to choose from, including family coverage, that come at little to no cost to members. Those who do not meet that threshold may qualify for a 100% healthcare premium reimbursement if they work in more than one district. This agreement includes no "take backs" meaning the union was able to maintain their current \$2,200 annual healthcare premium reimbursement for those working a 33% load or higher.

"I never thought I'd live



Luis Alemany

AdFac members rally to demand healthcare outside the board of trustees meeting.

to see the day we'd get healthcare," said AdFac Past President and ESL professor Tonya Cobb. "This historic victory fundamentally fixes a major inequity for part-timers." Since announcing this victory, there has been an outpouring of support and excitement from members. Some members changed their plans to leave the district for employment elsewhere because of the new healthcare agreement.

"Getting the district to agree to this healthcare agreement was no small feat," explained AdFac Executive Director Dash Johnson. "The district was strongly opposed to providing us healthcare.

They spread misleading information, told us not to talk to our publicly elected board of trustees and tried to pressure us into taking their first offer that was only a \$4,000 healthcare premium reimbursement that only a few members would qualify for."

AdFac's leadership was prepared for this resistance from the district and had spent the last two years organizing their union with support from CFT's member organizer program since January 2022. AdFac increased its membership from 56 to 80%, recruited 100 union activists and new executive board members, all of whom

have been driving the union forward. "Contracts are not won at the table. We needed to organize to win," explained AdFac member organizer and child development professor Nora Castro. AdFac used its new found power to implement a robust contract

action campaign to win healthcare. AdFac's member organizers started by identifying AdFac members who participated in CFT's statewide campaign. "We reached out to members who signed petitions, attended the lobby day and legislative sessions to get them involved in our local campaign" explained AdFac member organizer and physics professor Layal Lebdeh. These members attended bi-monthly organizing committee meetings, built relationships with their colleagues in their department, recruited new members and mobilized members to take

CFT Convention: Organizing Awards Celebrate New Locals and Members

The 2023 CFT Convention Organizing Awards proved that three years of a global pandemic couldn't slow down the labor movement. Locals across the state added hundreds of new members to their ranks, and CFT welcomed three brand new local unions at convention this March.

-By CFT Organizer Erin Conley



Erin Conley

Catalina Lopez accepts their organizing award for The Claremont Colleges Services Library Staff Federation, Local 6735 with her coworker Antoinette Anderson while CFT Secretary-Treasurer Emeritus Luukia Smith and CFT Organizing Director Sandra Weese (left to right) look on.



Erin Conley

ArtCenter Faculty Federation, Local 5648 (ACFF) members Cole Case, Emmett Zirkle, Arden Stern and Jessica Rath (left to right) celebrate their organizing award in San Francisco.



Erin Conley

Los Angeles College Faculty Guild, Local 1521 President James McKeever accepts their organizing award with colleagues Grace Chee and Rudy Casarez (left to right).

Local 6604 Organizes for Their First Contract

Dominican University of California Faculty Federation of Teachers, Local 6604 is getting visible, showing solidarity and displaying our university and union pride. We voted to form our union just last year and are currently negotiating our first contract. Our goal is to have a tentative agreement before the close of the semester in May 2023. And working toward this goal has taken significant commitment from our bargaining and organizing teams. Our bargaining platform has centered around collaboration with our administration, frequent and transparent communication with our membership and self-advocacy. We've just started weekly tabling events on campus during the lunch hour to connect with students and build positive messaging around our union efforts. It has been essential to our community to set the tone and maintain our collaborative messaging as we work to effect meaningful change for full-time faculty. Our table events thus far have been festive (note - bring snacks!) and our amazing Dominican students have been incredibly interested and supportive. We recognize that visibility events are part of the bargaining process and an extension of what happens at the negotiating table. We also recognize that this is not automatically a naturally comfortable space for higher education faculty where unions haven't traditionally been part of our university culture. However, getting our tables launched and getting the word out has promoted positive momentum amongst our faculty. Our ongoing plan is to continue our weekly lunch tables this semester as well as table at some larger campus events that include an opportunity to connect with alumni and the broader public community. Our sincerest thanks to CFT for their support and partnership with us we make progress toward our first contract!

-By Dominican Organizing Team Co-Lead Laura Greiss Hess



Kate Keith

ACFF Continues to Fight For Their First Contract

ArtCenter Faculty Federation, Local 5648 (ACFF) has been in negotiations with their management for almost a year now, since winning their union election. Though they reached tentative agreements on some rudimentary proposals such as nondiscrimination, grievance, arbitration and academic freedom last year, there has been little movement on the core proposals that were foundational to the formation of the union, and were further clarified as priorities in their bargaining survey. These proposals include: compensation that takes into account cost of living, inflation and bringing ArtCenter faculty on par with their peer institutions, guaranteed salary scale step increases, a fair and transparent promotional and remediation process, healthcare benefits and more.

In response to management's stalling tactics, ACFF activists adopted a

more militant organizing strategy, turning out hundreds of their colleagues to each bargaining session. Though this escalation tactic put more pressure on the management team to show up to the bargaining table with proposals, instead of insisting on having futile discussions that result in no real movement, it has become clear to the bargaining team, the contract action team and all faculty who have attended the negotiation sessions that this fight will not be won at the table.

With the help of CFT's legal team, ACFF is pursuing multiple unfair labor practice charges against ArtCenter and circulating a strike-ready petition that states, "we do not want to strike, but we stand with our colleagues against ArtCenter's unfair labor practices. We will vote YES when our bargaining team calls for a vote to strike." Some of the unfair labor practices listed on the petition include: "rescind-



Grant Stover

Alan Lawrence and Cole Case (left to right) tabling on their first week back from break.

ing unilateral changes that impacted merit reviews, new work requirements, part-time faculty course assignments, and shop staffs' class assignments that threaten instructional continuity for [ArtCenter] students, ... bargaining in [bad] faith over ACFF's proposed wage increase..., and correcting the retaliatory denial of full professor status to an ACFF leader."

ACFF leaders have been conducting house visits, class visits and tabling on campus to talk to their colleagues about the importance of this fight

and what it will take for them to win a contract that gives them a fighting chance to continue their work as educators. Faculty have been heartened and empowered by the support they have received from the ArtCenter community at large.

Many students and staff have been joining the bargain-

ing sessions in support of the faculty and signing the strike-ready petition in solidarity. Together, they're looking forward to attending strike school at the end of this month, where they will go through a curriculum designed by the Los Angeles County Federation of Labor that guides them on the steps they need to take when anticipating a strike. This will be an opportunity for them to not only further solidify their strategic plan, but also build solidarity with other unions across Los Angeles County. The uncooperative and hostile practices from ArtCenter management have further solidified these workers' commitment to their union and building their collective power, putting them on the path to build a sustainable and militant union structure that will enable them to win not only a fair first-contract, but even more equitable ones to come.

-By CFT Organizer
Kimia Yousefpour



Grant Stover

Nearly 200 faculty join a bargaining session in-person and on zoom on March 10. They listened to a presentation by CFT Research Director Aimee Shreck; breaking down ArtCenter's budget and proving the feasibility of their economic proposals.

AdFac Secures continued from page 1

action.

After the district refused to consider AdFac's proposal for healthcare, the union began to escalate its local campaign. "We collected hundreds of signatures on our petitions, collected written testimonies from members and presented this information to the chancellor at the board of trustees meeting" explained AdFac's lead negotiator and member organizer Marlo Smith. "We used e-blasts and Hustle to get the word out but what was most effective was having members talk to their colleagues directly."

On March 14 on a rainy Tuesday afternoon, AdFac hosted its first rally for healthcare at the district's board of trustees meeting. Member organizers mobilized union activists to join the rally, bring their coworkers and join the union's phone banks where all 1040 members were reminded about the rally. These efforts resulted in a crowd of nearly 100 members and supporters standing united for healthcare for part-time faculty. Member organizers identified speakers who delivered powerful testimonies during the public comment portion of the board of trustees meeting.

After this rally, things

began to change at the negotiating table. The chancellor and head of HR said they would consider the union's proposal but had questions about how it could be implemented. AdFac's negotiations team led in part by President Seija Rokhea with the support from CFT staff, including Jason Elias, Chase Golding and Aimee Shreck shared information and resources with the district to address their implementation concerns. However, AdFac understood that the district's board of trustees needed more convincing. On April 11, AdFac hosted a second rally that turned out even more members and prominent supporters. This resulted in the district presenting an offer that met the union's demands. On May 12, both parties came to an agreement that was then overwhelmingly approved by the union's membership.

AdFac will continue to organize to win a new contract over the summer. AdFac is deeply appreciative of everyone who supported their campaign, including those who attended their rallies; CFT President Jeff Freitas, CFT Vice President Lacy Barnes, Local 1521 leadership including President James McK-

ever, Local 6215 leadership including President Lynn Wang, Local 1931 Part-time Committee Chair Geoff Johnson, United Faculty CTA/NEA leadership including President Christie Diep, CSEA Chapter 167 leadership including President Pamela Spence, Orange County Labor Federation leadership including Gloria Alvarado, Luis Aleman and Kathia Canlas, Congresswomen Katie Porter and her staff, Office of Orange County Supervisor Doug Chaffee, Democratic Party of Orange County's Chair/Co-President of UNITE HERE Local 11 Ada Briceño, CLUE's Organizer Adam Overton, CFT staff including Grant Stover, Chase Golding and Jason Ellis, and the great work of the local press for covering AdFac's campaign for healthcare. AdFac also thanks Chancellor Dr. Breland for his leadership to help the union secure the offer. AdFac is deeply committed to continuing its organizing efforts, led by its membership chair and member organizers to ensure adjunct faculty are treated with the respect they deserve.

-By AdFac President Seija Rokhea and Executive Director Dash Johnson



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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