



LRCFT Part-time Faculty Caucus Launches The Part-timer's Almanac

The Los Rios College Federation of Teachers, Local 2279 recently formed a part-time faculty caucus in order to “build community, collaboration, knowledge and power among part-time (also known as ‘adjunct’ or ‘contingent’) faculty.” Beginning as a group of nine faculty meeting from all four campuses over the summer, the caucus decided to move quickly to create an almanac so that it would be ready in time for “Flex Week” events before the beginning of fall classes. Long-time veterans said that they had often wished such a handbook existed when they began and were inspired by a publication from the Los Angeles Faculty Guild, Local 1521 titled “An



Sasha Mobley

Professor Paul Baltimore gets the first run edition hot off the presses.

Adjunct Faculty Survival Guide.” For the faculty member, such guides are

invaluable for learning practical matters such as how to obtain park-

ing permits and where to make copies, as well as an introduction to the proud work of the union.

The Part-Timer's Almanac 2017-18 is described in the subtitle as “a compendium of valuable information” for faculty across the district. In addition to sections titled Know Your Rights and Know Your Responsibilities, the sturdy 34-page booklet introduces faculty to the union structures and recent contract gains such as the additional office hour that part-timers can now schedule. Sometimes the good news about the contract comes in just as faculty are in the middle of exams and grading; the almanac's production schedule allows it to assume the role of chronicler

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Greystone Federation of Teachers Gets Political



Valarie Bachelor

On Sunday, August 20 leaders from the Greystone Federation of Teachers attended a fundraiser for Congressman Mike Thompson, to meet local politicians and update them about union negotiations at Greystone. We talked with local and state politicians and candidates about our work to improve the learning environment for students, keep class sizes small and improve working conditions for faculty. Some of the folks we met were California Insurance Commissioner Dave Jones, Napa County Supervisor Diane Dillon, candidate for Lieutenant Governor Eleni Kounalakis and Congressman Adam Schiff. They were excited to hear about our work to organize a union and negotiate a first contract at the Culinary Institute of America in St. Helena.

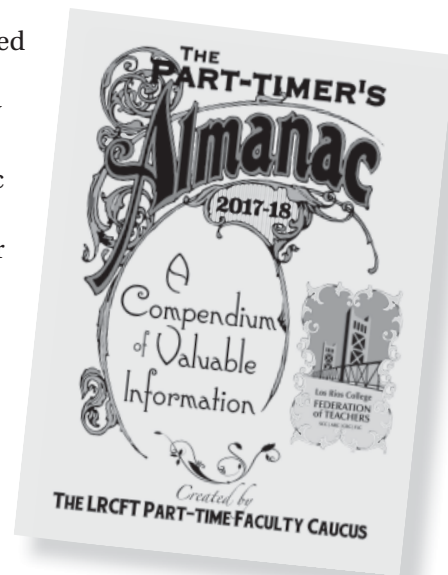
In the coming weeks we will be meeting with many of these politicians to ask for their support in getting a fair first contract. We are also working on engaging our students and the community. - By Greystone Federation of Teachers Interim Secretary Sanna Delmonico

of important events that too often become obscured by the summer lull. The information within the almanac was democratically decided and carefully team-edited, reflecting the collaborative work of the union and simultaneously establishing itself as a painstakingly accurate reference. The almanac clearly shows the contractual advantages of part-timers at Los Rios, which include a salary schedule as well as preference rights for rehiring.

The demand for the

booklets is running high and a second printing is being ordered after an initial run of 500 copies. Part-time faculty caucus members will deliver booklets to colleagues and survey faculty about issues surrounding part-time work and what suggestions they have for future issues that will include faculty submissions. Interest in the part-time faculty caucus has grown as a result of the distribution of the almanac and the next meeting has over 20 confirmed attendees.

Members are pleased with their first edition but are already looking forward to next year's almanac which will benefit from a much longer production schedule and member submissions. Other locals, such as West Valley Mission, Local 6554 have also seen the digital copy of the almanac and have expressed an interest in creating their own version.



- By Project Organizer Sasha Mobley

Tips and Tricks for Launching Your House Visit Campaign



Erin Conely

"I had gone to a training where we had a speaker from Texas who shared how effective [house visits] were with his K-12 union. I thought it was worth a shot."

-Cerritos College Faculty Federation President Stephanie Rosenblatt

After a successful Strategic Campaign Initiative membership drive last spring, leaders at the Cerritos College Faculty Federation, Local 6215 started looking for more creative ways of contacting part-time faculty to better communicate with them about their union. In August, CCFF launched a pilot program for doing

house visits to these hard-to-find faculty members.

"I had gone to a training where we had a speaker from Texas who shared how effective they were with his K through 12 union. I thought it was worth a shot," says CCFF President Stephanie Rosenblatt. The local has participated in precinct walks for elections before,

but otherwise has not reached out to our faculty members off campus. Many CFT locals are also new to house visits, so incorporating them might seem daunting to leaders and activists, but here are a few tips to make process easier:

Start with good data.

Submit an information request to your district for home addresses and home phone numbers. While requesting home addresses is a given, having home phone numbers allows you to call the person you're trying to contact and confirm whether you have the correct address while you're out in the field.

Schedule wisely.

Weekends are a good time for house visits because

people are often home with their families. Take into consideration the schedules at your work-site. While evenings are traditionally a good time for house visits, it might be that your potential members teach night classes or work night shifts. Make sure you have work and class schedule information so you can best use your time.

Identify two or three zip codes to focus on and be strategic about mapping the sites. You don't need any specialized software because you can use an online application like MapQuest or Google Maps to fix your route. Both applications will optimize travel by time or distance,

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Plaza de la Raza Reaches a Tentative Agreement at the Bargaining Table

Project staff organizers in Southern California have been working closely with Plaza de la Raza to win their contract campaign during the summer. Plaza de la Raza, with approximately 240 teachers and support staff, is part of Early Childhood Federation, Local 1475. Organizers have been attending bargaining sessions for support and working with their leadership to engage members in negotiations. A crucial part of the contract campaign has included identifying leaders to engage in phone-banking that has resulted in consistent member turnout for every bargaining session. Training on MailChimp was provided to continue improving the local's email communication capacity and its ability to gauge member engagement. Additionally, Plaza de la Raza members have taken advantage of organizing trainings to convert agency-fee payers into members.

Leadership at Plaza has



Erin Conley

Plaza De La Raza, Local 1475 bargaining team and project staff organizers prepare to negotiate and organize. Front row, from left: Martha Figueroa, Yolanda Saucedo, Victoria Rubio, Frida Caro Back row, from left: Trini Huitron, Lucy Langworthy, Erin Conley

made it clear to management that transparency and membership engagement during negotiations is vital to them. Member participation has created a culture that has allowed negotiations to move forward productively, and have led directly to tentative agreements on the following:

- Sufficient notice. Now all classroom staff (teachers, assistant teachers,

resource teachers, classroom aides, lead teachers) shall be notified of their site assignment no less than 30 days before the start of classroom instruction for that program and site.

- Language that strengthens their rights on hiring and career development. Plaza management agreed to strike out language that put the personnel practices code above

the contract.

- Language that strengthens the rights of probationary employees, including employees who have been promoted to a new position.

We continue to push forward and advocate with our members to win some real positive changes at Plaza de la Raza.

- By Project Organizer Lucy Langworthy

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making it easy to chart your course!

Consider biking or walking your routes.

Many city-dwellers understand parking difficulties. For house visits with CCFF we went out on bikes because weekend parking in Long Beach is

nearly impossible! You can avoid circling blocks again and again by going out on bikes or hitting the pavement in your running shoes.

Treat house visits like any other membership drive. You'll need a good rap, or script, so that

everyone participating has the same talking points. Consider sharing a leave-behind flyer that includes information recent union accomplishments and leader contact info.

If you have any questions about launching your own house visit

program, please feel free to contact the CFT organizing department! You can reach Sandra Weese, Organizing Director, at sweese@cft.org.

- By Project Lead Organizer Erin Conley

UESF Members Stand United in Their Demands to BOT

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.

PRESIDENT
Josh Pechthalt

SECRETARY TREASURER
Jeff Freitas

ORGANIZING DIRECTOR
Sandra Weese

PROJECT STAFF
Valarie Bachelor
Alex Castillo-Kesper
Erin Conley
Lucy Langworthy
Sasha Mobley
Emily Rose

LAYOUT
Taylor Mohel

EDITORIAL OFFICE
Get Organized!
2001 Center Street, Suite 600
Berkeley, CA 94610
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.



Courtesy of Local 61

Galileo educators come together in support of their bargaining team on the day of negotiations.

“Our members are active and engaged -- because they understand that standing together gives us the power to win the contract we need and deserve.”

-UESF President Lita Blanc

The United Educators of San Francisco, Local 61 organized a back to school event to engage members (especially new educators), boost member activism and escalate their contract campaign. UESF leaders, staff and volunteer members visited 69

school sites and collected over 615 commitment cards from members.

Beginning the week before students returned, staff and members fanned out across the district visiting campuses, attending new teacher orientations, PARA educator trainings and dropping in on professional development sessions.

Members were excited, engaged and ready to take action. Union building reps and committees began brainstorming ways to engage educators, parents and community allies as their activity ramped up. UESF President Lita Blanc said, “Our members are active and engaged at their school sites because they understand that standing together gives us the

power to win the contract we need and deserve.”

On August 29, UESF went back to the table. Members throughout the city wore their union shirts in solidarity with their bargaining team. Over the course of the day they tweeted images of members standing strong to the district superintendent and board of trustees. By the end of the day, the district became more responsive to their demands.

UESF leadership and members are committed to educating, organizing and mobilizing their district and community until they get a fair contract!

- By Project Lead Organizer
Valarie Bachelor