



**June 24 - June 27, 2025**

**Sheraton Universal Hotel**

333 Universal Hollywood Dr, Universal City, CA 91608



# Union Summer School

## June 24 - June 27, 2025

### Program Overview

#### Four-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 four-day event is filled with rigorous workshops, motivated and skilled trainers, and applied learning.

### Meal Information

Everyone will receive breakfast vouchers for the California Kitchen at the Universal Sheraton. The vouchers will cover the breakfast buffet. You can enjoy breakfast at your leisure starting at 7:30am; just remember classes start at 9am. Lunch will be served daily on the Terrace patio. Dinner will be served in the Starview room.

### WIFI

1. Network: CFT\_USS\_2025
2. An internet login page should launch automatically in a couple of seconds; if it does not, please open a browser and the login page should populate then.
3. Enter your access code below (Access Codes are case sensitive). **CFTunion** and click, CONNECT.

### Discount Universal Tickets

The hotel offers discount Universal Studio tickets:

<https://ushtix.com/Home.aspx>

### 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

##### Tuesday, June 24th

**10:00am** Registration desk is open  
**10:00am** UDL course begins  
**12:00pm** Lunch  
**1:00pm** Opening Session  
**2:00pm** Courses begin  
**6:00pm** Dinner  
**7:00pm Workshop: Understanding Autocracy and the Fight Back.**  
Drink Ticket included!

##### Wednesday, June 25th

**9:00am** Courses  
**12:00pm** Lunch  
**1:00pm** Class continues  
**6:30pm** Dinner/Mixer  
**Welcome**  
Juan Ramirez, Executive Vice President

##### Thursday, June 26th

**9:00am** Courses  
**12:00pm** Lunch  
**1:00pm** Class continues  
**6:00pm** Dinner  
**7:15pm Workshop: AFT's Ready to Act?! Organizing mass mobilizations.**

##### Friday, June 27th

**9:00am** Courses  
**12:00pm** Program concludes and lunch follows on the terrace patio

# Schedule

Tuesday June 24, 2025		
10:00am – 12:00pm	Universal Design for Learning: Everyone Learns Differently	Terrace Room B
10:00am – 1:00pm	Registration	Starview Room
12:00pm – 1:00pm	Lunch	Starview Room
1:00pm – 2:00pm	Opening General Session	Starview Room
	<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>Union Summer School Welcome</b> Jeff Freitas, <i>President</i></p>	
2:00 – 5:00pm	Courses	
	<ul style="list-style-type: none"> <li>Building Local Union Power Through Organizing and Member Engagement</li> </ul>	West Ballroom
	<ul style="list-style-type: none"> <li>Crash Course for New Presidents &amp; Leaders</li> </ul>	Terrace Room C
	<ul style="list-style-type: none"> <li>How to use DEI and Cultural Proficiency as an Asset in your Educational Community</li> </ul>	Terrace Room A
	<ul style="list-style-type: none"> <li>Universal Design for Learning: Everyone Learns Differently</li> </ul>	Terrace Room B
	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	Terrace Room D
6:00pm	Dinner	Starview Room
7:00pm	<p><b>Workshop (complimentary drink ticket):</b>  <b>Foundational – Understanding Autocracy and the Fight Back</b>            Challenging autocracy, fighting for democracy with people power. Based on the work of the group known as Freedom Trainers and adapted for AFT, this training is foundational to all other trainings we offer. Recognizing how authoritarians wield and use their power, what props up autocracy, how mass movements can turn around backsliding towards authoritarianism and the key role unions have in that process are covered in this session.  <b>Trainer:</b> Jessica Smith, <i>Director, AFT's Union Leadership Institute</i></p>	Starview Room
Wednesday June 25, 2025		



<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>West Ballroom</b>
	<ul style="list-style-type: none"> <li>Crash Course for New Presidents &amp; Leaders</li> </ul>	<b>Terrace Room C</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>Terrace Room A</b>
	<ul style="list-style-type: none"> <li>Universal Design for Learning: Everyone Learns Differently</li> </ul>	<b>Terrace Room B</b>
	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	<b>Terrace Room D</b>
<b>12:00pm - 1:00pm</b>	<b>Lunch</b>	<b>Terrace Patio</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>West Ballroom</b>
	<ul style="list-style-type: none"> <li>Crash Course for New Presidents &amp; Leaders</li> </ul>	<b>Terrace Room C</b>
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	<ul style="list-style-type: none"> <li>Universal Design for Learning: Everyone Learns Differently</li> </ul>	<b>Terrace Room B</b>
	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	<b>Terrace Room D</b>
<b>6:30pm</b>	<b>Dinner and Mixer (complimentary drink ticket)</b> <b>Join us for dinner, drinks, DJ, and dancing!</b> <b>Welcome</b> <i>Juan Ramirez, Executive Vice President</i>	<b>Starview Room</b>
<b>Thursday</b>	<b>June 26, 2025</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>West Ballroom</b>
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	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	<b>Terrace Room D</b>
<b>12:00pm - 1:00pm</b>	<b>Lunch</b>	<b>Terrace Patio</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>West Ballroom</b>
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	<ul style="list-style-type: none"> <li>Winning the Best Contract — Contract Negotiations and Campaigns</li> </ul>	<b>Terrace Room D</b>
<b>6:00pm</b>	<b>Dinner</b>	<b>Starview Room</b>
<b>7:15pm</b>	<b>Workshop:</b> <b>AFT's Ready to Act?! Organizing mass mobilizations</b> This training covers how you get ready to “get in the streets” and engage in nonviolent mobilizations and acts of noncooperation; how as unions and union activists we can exercise our “superpower” – turnout and participation. <b>Trainer:</b> Jessica Smith, <i>Director, AFT's Union Leadership Institute</i> <b>Please register:</b> <a href="https://www.cft.org/webform/union-summer-school-workshop-afts-ready-act">https://www.cft.org/webform/union-summer-school-workshop-afts-ready-act</a>	<b>West Ballroom</b>
<b>Friday</b>	<b>June 27, 2025</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>West Ballroom</b>
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<b>12:00pm</b>	<b>Program Concludes</b>	
<b>12:00pm</b>	<b>Lunch</b>	<b>Terrace Patio</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:

**Charlotte Bowman**, *CFT Organizing Director*, **Ingrid Gunnell**, *CFT Political Organizer*, **Anna Brown**, *CFT Organizer*, **Grant Stover**, *CFT Organizer* and **Jefferson Kemper**, *AFT Organization & Field Services*

## 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.

### Trainers:

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

## Universal Design for Learning: Everyone Learns Differently

This workshop is co-sponsored by the EC/TK-12 Division Council. There will be special reduced pricing and candidates will be reviewed before admittance into the workshop. Pre-reading, homework, and site-based application required.

### Trainers:

**Melanie Hobbs**, *Senior Associate Director, AFT Staff*, **Kimberly Skukalek**, *AFT National Trainer, Pinellas Classroom Teachers Association*, **Nadia Torney**, *AFT National Trainer, Washington Teachers Union*, **Danielle Troullier**, *AFT National Trainer, St. Tammany Federation of Teachers and School Employees* and **Monico Vitela**, *AFT National Trainer, San Antonio Alliance of Teachers and Support Personnel*

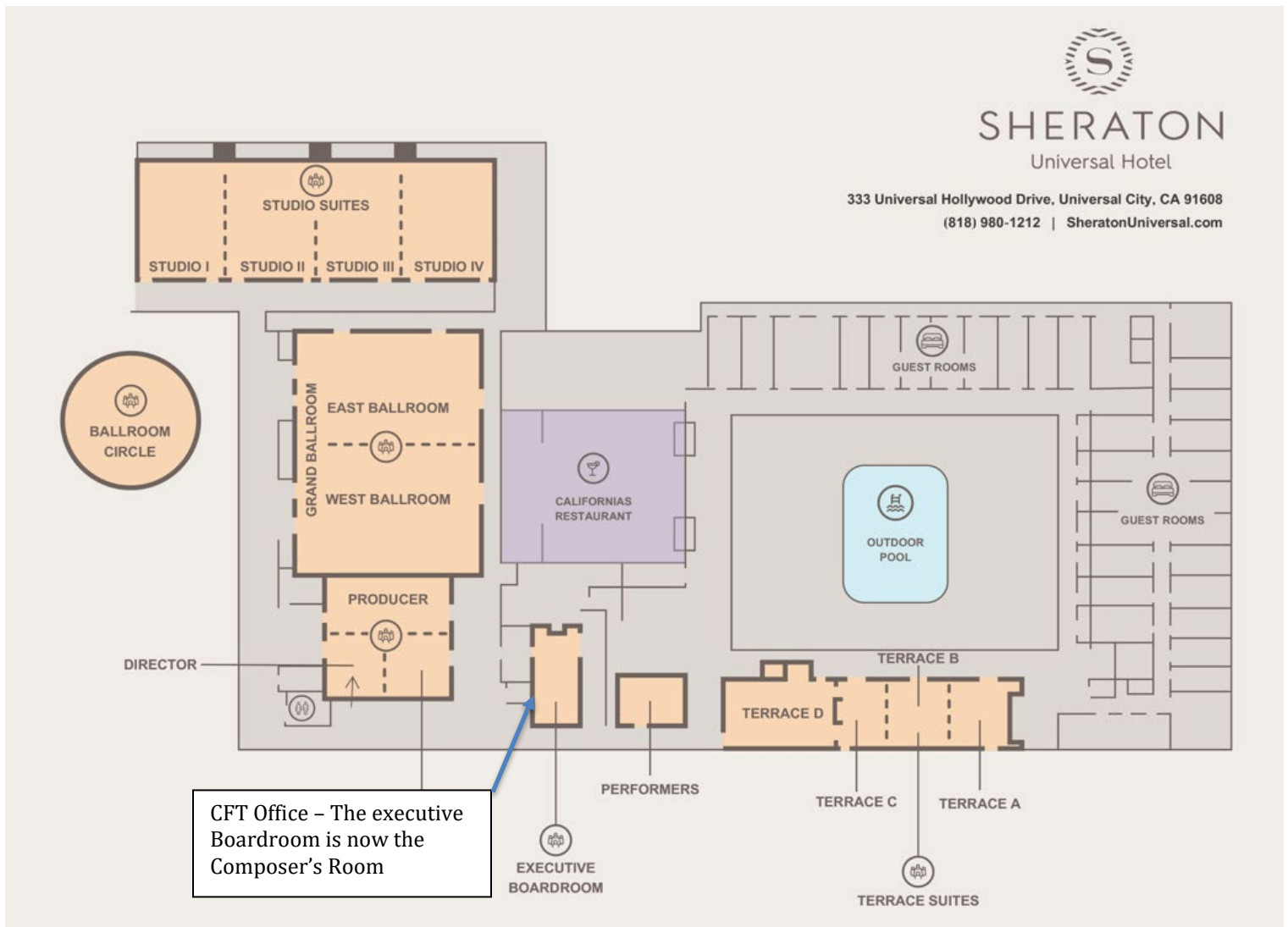
**Host: Steve McDougall**, *President of the EC/TK-12 Council*

## 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:

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



The Starview Room is located on the 21<sup>st</sup> Floor

