



Registration
1 p.m. – 7 p.m.

Friday, October 18

4:30 p.m. – 6:30 p.m. **Workshop**

Local Presidents Collaboration

GLENDALE 6-8

Whether you are a seasoned president, or a brand 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 promote our issues in order to make our council stronger.

7 p.m. – 9 p.m.

Opening Night Reception

GLENDALE 4-5

Welcome from the Council of Classified Employees

Janet Eberhardt, CCE Northern Vice President

For attendees arriving on Friday night, this reception will give you an opportunity to meet fellow unionists. It's a union social with community building activities and networking to kick-start our CCE Conference.

Saturday, October 19

8 a.m. – 9:45 a.m.

Breakfast: General Session I

GLENDALE 4-5

Carl Williams, CCE President

Welcome and State of the Union

Lauren Samet, Director, AFT Paraprofessionals and School-Related Personnel Department

Understanding the role of the CFT Council of Classified Employees within the AFT's Paraprofessional and School-Related Personnel (PSRP) Department

Tristan Brown, CFT Legislative Representative

Learn about CFT priority issues for classified employees in the state Legislature

Jeff Freitas, CFT President

Learn about CFT priorities and the top issues facing our statewide union

10 a.m. – 11:30 a.m. Workshops

☐ Mindfulness

GLENDALE 1-2

Catherine Mastronardi, President, AFT Springfield Federation of Paraprofessionals

While mindfulness is a skill we all naturally possess, it is more readily available to us when we practice mindfulness daily. You are being mindful when you bring a conscious awareness to your direct daily experiences. This means being able to bring a mindful self-awareness of your senses, thoughts and emotions, and state of mind to your everyday experiences. There is growing research that shows that when your brain is trained to be mindful, that you are actually remodeling the physical structure of your brain. This workshop will introduce you to various mindfulness strategies and techniques that can be incorporated into your daily life experiences.

☐ In Trouble with the Boss? Know Your Rights

GLENDALE 6-7

Zev Kvitky, CFT Training Director

Good union representation is often the most critical step members can take to stay out of trouble with the boss. But many members don't know their rights, and many site representatives lack the training and experience to be confident representing them. Come learn the legal rights that every union member needs to know in disciplinary situations, and the best practices for representing them when the boss comes looking for trouble. Build confidence in your ability to defend your rights and protect your co-workers.

☐ A Brief History of Labor for Beginners

BRAND C

Jim Miller, Vice President, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges

This workshop will give an introductory survey of the origins, basic philosophies, and history of organized labor in the United States.

11:30 a.m. – 1 p.m.

Lunch: General Session II

GLENDALE 4-5

Panel Discussion: Classified Employees on the Front Lines of Politics

Learn how classified employees and their unions are successfully engaging in political action.

MODERATOR: Carl Williams, CCE President

Monica Casey: President, Jefferson AFT Federation of Teachers

Anabel Ibañez: Political Director, United Educators of San Francisco

Cindy Lopez: President, El Camino Classified Employees

Jessica Ulstad, CFT Political Director

Learn how CCE members can engage in the AFT presidential endorsement process.

1:15 p.m. – 2:45 p.m.

Workshops

☐ Food Fundamentals: 5 Rules for Improving Weight, Energy, Mood and Memory

GLENDALE 1-2

Kim Jones, Coach, El Camino Classified Employees

The most common frustration many people have with living a healthier life is knowing what to eat. My food fundamentals simplify the rules of basic nutrition concepts into five easy steps. Learn which foods to eat to improve your mood, immune system, digestion, weight, joint pain, skin, hormones and energy. Unlock the endless potential to improve your health!

□ **Beating Apathy**

Zev Kvitky, CFT Training Director
Lyndsey Lefebvre, Organizer, California Organizing Project

GLENDALE 6-7

Do you face problems at work? Are you ready to do something about it, but don't know how to get your co-workers engaged? This workshop will show you how to build power at your worksite so you can fight back and win. It provides insights from generations of organizers, including practical tips and hands-on exercises. You'll learn to identify key issues in your workplace, build campaigns around them, anticipate management's tricks and traps, and inspire others to stand together despite their fear and apathy.

□ **How to Have Difficult Conversations**

Lauren Samet, Director, AFT Paraprofessionals and School-Related Personnel Department
Cathy Mastronardi, President, AFT Springfield Federation of Paraprofessionals

BRAND C

Do you dread having conversations with a difficult person in your life, whether it's a boss, co-worker or family member? Luckily, there are ways to deal with difficult people — you just have to know what makes them tick and how to assertively communicate with them. In this workshop, we'll look at various types of difficult people and sharpen our communication and listening skills.

3 p.m. – 4:30 p.m.

Workshops

□ **AFT+ Member Benefits**

Tina Stewart, AFT+ Member Benefit Affiliated Engagement
Doug Todd, Business Operations Manager, CLC ID Protect

GLENDALE 1-2

AFT+ is a member benefit that consists of an array of programs, discounts, resources, and special services. These benefits are available to AFT members and their families. AFT+ benefits can save members money and help you make smarter professional and personal decisions. A sampling of AFT+ benefits includes discounts on Southwest Airlines, rental cars, and AT&T wireless services. Other AFT+ programs include free identity theft protection, and free online associate degree classes for members and their families. Learn all about everything AFT+ has to offer and start taking advantage of this AFT member benefit for you and your family.

□ **Creating a Positive School Environment: LGBTQ Cultural Sensitivity** **GLENDALE 6-7**

Mike Ai, Program Manager, Equality California Institute

Participants who complete this training will be better equipped to help members of the LGBTQ community and to advocate for better school programs for these at-risk students. The training is designed to empower school staff who serve the LGBTQ community, both on and off campus, with the knowledge to relate to these students in a sensitive and respectful manner. We will discuss LGBTQ concepts, terminology, and experiences in order to achieve an informed understanding and awareness of the community. We will equip participants with the necessary tools and knowledge to build and maintain a positive school environment for LGBTQ students.

☐ Gripes vs. Grievances

Kassandra Hawkins, CFT Field Representative

BRAND C

What do you do when a member, or a group of members, come to you with a complaint? In this situation, it is important to determine if the issues being communicated to you are personal complaints or real violations of the union contract. We will discuss the best ways to solve a wide range of problems that occur in the workplace. Learn about our union's best practices that are used to address both work environment gripes, and potentially more serious union contract grievances. Understanding these practices will help you reach a speedy, orderly, and equitable resolution when confronted with workplace disputes.

7 p.m. – Midnight

Glow Party

BRAND BALLROOM

Join your CCE colleagues and get your GLOW on! We will have a DJ and hors d'oeuvres. Don't miss our signature drink at the no-host bar!

Sunday, October 20

CCE Store 7 a.m.

8 a.m. – Noon

Breakfast: General Session III

GLENDALE 4-5

Luukia A. Smith, CFT Secretary-Treasurer

Hear from the state federation's chief financial officer, who also is the first classified employee elected to this position

Special Presentation: *Scenes and Lessons from CCE History*

Labor historian and retired CFT Communications Director Fred Glass puts our history into perspective

Guest Speaker: Tony Thurmond, State Superintendent of Public Instruction

Hear the latest news from the California Department of Education

Drawings

And the winners are...presented by CCE Southern Vice President Tina Solórzano Fletcher

Raffles and Live Auction

Presented by CCE President Carl Williams and Thomas Hamilton, retired president of the Long Beach Council of Classified Employees

CCE 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

Cindy Lopez CCE Secretary, El Camino Classified Employees

Veronika Huntsberry Before and After School Program Specialist, Berkeley Council of Classified Employees

Lisa Lloyd Clerical Assistant, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges

Rebecca Perez Administrative Assistant, California Federation of Teachers