

# Get Organized!

CALIFORNIA FEDERATION OF TEACHERS

AFT, AFL-CIO

March - April 2019



## UC-AFT Lecturers Bargaining Kick-Off

The non-senate faculty unit of UC-AFT, representing lecturers across the UC system, began contract negotiations this April. In their springtime sunshine, they presented their demands and their campaign slogan: "Faculty equity, student success." Negotiations kicked-off at the University of California, Davis, where member leaders organized together to bring an impressive show of support to back-up their table team at their open bargaining session. UC Davis Lecturers, members of UC-AFT Davis, Local 2023, relied on their strong site representative structure to organize their members to turnout for the bargaining kick-off. Over 70 supporters came to pack the bargaining room, including UC-AFT lecturers and librarians from Davis and Berkeley, CFT President-Elect Jeff



Valarie Bachelor

Over 70 UC-AFT members, and student, labor and community allies supported the table team at the first open bargaining session for UC-AFT lecturer's unit.

Freitas, and student, labor and community allies.

Organizing for the event occurred across platforms, with an emphasis on one-on-one communication. Over spring break and as the spring quarter began, site reps across the campus began to reach out to co-workers in their departments about the upcoming action. Site reps helped distribute over 80 "Faculty

Equity, Student Success" buttons, giving members a way to express their union pride to students and colleagues ahead of bargaining. Button distribution further facilitated one-on-one conversations with members around the rally and contract fight ahead.

Technology also aided in the organizing efforts. The entire membership received two reminder

emails about the event. For the first time at UC Davis, the organizing push around this bargaining date included Hustle, a one-to-one messaging app that CFT organizers have trained many locals on incorporating into their organizing work. Local 2023 President Katie Rodger writes "The response was fantastic with about 40 direct replies to the app, almost all of which were totally supportive." Members had fun using Hustle, and Local 2023 now plans to use Hustle to send quick bargaining updates and invite members to events throughout the campaign. With such a strong show at the first bargaining session, UC-AFT members across the state have a successful example to follow in the organizing efforts at Davis.

-By CFT Project Organizer  
Audrie Francis

## CFE Leaders Come Back from Convention Ready to Inspire



Erin Conley

Leaders of the Compton Federation of Employees, Local 3486 (CFE) classified unit met with CFT organizing staff in April to develop a plan for building up their worksite leadership structure. Four members attended the leadership development workshop at CFT Convention and returned home inspired to get their members activated! Pictured from left to right are: Naim Williams, Mac McKinzie, Travis Martin, Alice Hawkins, Cliff Seymour and Felecia Hatten.

-By CFT Organizer Erin Conley

# CFT Honors Organizing at Annual Convention

Last year, many CFT staff and local leaders continued their efforts to implement the Statewide Structural Organizing Plan adopted by the executive council in January 2017. This organizing initiative, and shifting of resources, have made it possible for the CFT and our locals to engage and activate members in response to the attacks we continue to endure. Because of these efforts, we have not seen devastating losses in members and revenue from the *Janus* Supreme Court decision from last June. However, many challenges remain, particularly on the legal front. The *Janus* decision has resulted in many lawsuits being filed regarding everything from the opt out period to retroactive dues rebates, including against the CFT and some of our locals.

The threat of the loss of fair share fees has been realized and there are many other anti-union cases waiting in the Supreme Court queue. We will have to continue to organize members, their families and our communities if we are going to make our unions strong so we can win the fight to preserve and fund quality education for all.

To aide that effort we have been utilizing new technologies, setting up locals with electronic membership forms that can be filled out and signed on a computer

or smart phone. To date, almost 2000 e-membership forms have been submitted for 45 locals. ABC Federation of Teachers, Local 2317 gets a big shout out for using their e-membership form to re-commit almost 700 of their existing members and their site reps got the rest of their members re-committed on paper applications. We have also created accounts for and



Members of UC-AFT accept their organizing award. The locals increased their membership through one-on-one classroom visits, events and actions resulting in 647 new members.



Leaders from Ventura County Federation of Paraeducators, Local 4434A accept their award for membership growth. The local increased its membership by 23% through worksite visits at several locations across Ventura county.



Leaders from the Antelope Valley College Federation of Classified Employees, Local 4683 increased their membership by 26% through an extensive organizing drive. They also recommitted nearly 80% of their local on new membership forms.

trained approximately 25 locals on Hustle, a peer-to-peer texting platform that allows quick and easy texting to multiple people. Locals have used Hustle successfully to engage and activate in so many ways, including texting out links to their e-membership forms and signing up non-members; turning out for meetings, actions and events; election cycle volunteer recruitment and outreach; sending out links to contract surveys;

and the list goes on.

Organizers have been providing information and support for members that demonstrates added value for being a union member. They facilitated Student Debt Clinics designed to help members understand their options for reducing loan payments and qualifying for debt forgiveness, as well as unemployment workshops that provided guidance for contingent workers, like part-time faculty, on how to navigate

the Employment Development Department application process successfully. Still, most of our organizing focus continues to be on helping CFT locals plan and execute member-to-member outreach. The results of all this work helped the locals below win recognition for their outstanding organizing at the CFT Convention in March.

• Third Honor, largest growth in members with  
See CFT Honors, page 3

# A Day in The Life of Changing Public Schools

Locals in northern and southern California are activated and ready to engage in support of legislation to reform charter schools. There are currently over 1300 charter schools in California, leading the nation in amount of charters. These schools have over 660,000 students enrolled and each year the struggle for local school districts to maintain an even playing field with enrollment has been deteriorating quickly. CFT members have had enough of these schools solely existing to profit from students' education instead of being stewards of using public dollars in a transparent way.

So, what happens to a CFT member who came to Sacramento to take action? Look at what happened on April 10.

Members got to Sacramento bright and early to strategize our game plan needed to tackle charter school legislation. Some folks drove together with other members from their local, or locals nearby, and others took a morning flight into Sacramento to start the day together near the capitol building.

After introductions and packets were reviewed, our members were assigned into groups that reflected their geographic areas. Ready with their list of visits and the schedule for the day. ABC Federation of Teachers, Local 2317 (ABCFT) Rachael Smith said "It was empowering to see democracy in action and know that challenges we face in the classroom are being heard by our lawmakers."

CFT members dropped

in on lawmakers to advocate for proposed bills AB 1505, 1506 and 1507. These are essential and vital to changing the structure of our charter schools. When making visits, often our members speak to staff in the office of the elected official. When people visit these offices, the staff keeps track of the information of who visits to inform the official. April 10 was a busy day filled with hearings, and our members were not shy to talk to staffers about issues facing public education.

During the middle of the day, members participated in a press conference. The press conference was held on the first floor of the capitol, and featured members of our locals, CFT President-Elect Jeff Freitas and Early Childhood Education Council

President Rico Tamayo.

Josh Austin said "I went to lobby day in order to learn more about the charter school and education funding legislation, to do my part in making a difference by lobbying and to network with other CFT members as part of an effort to build a statewide movement. The most striking thing I saw was the high number of charter school supporters and how aggressive a few of them were in physically blocking my small group from entering the committee hearing meeting. This reinforced in me how this is a real fight for public education and we need to stay on the offensive."

Lilia Hernandez, Tanya Golden and Ingrid Gunnell were happy to be in the hearing on the charter school legislation after

## CFT Honors continued from page 2

a 123-member increase, El Camino Federation of Teachers, Local 1388. Between March 2017 and December 2018 full-time membership increased from 78% to 90%, part-time membership from 45% to 74%, for a total membership increase from 61% to 80%.

•Second Honor, largest growth in members with a 305-member increase, UC-AFT. Between February 1, 2018 and January 31, 2019, 647 new union members were signed up.

•First Honor, largest growth in members with a

305-member increase, Los Angeles College Faculty Guild, Local 1521. From February 2018 to February 2019, 270 new members were recruited for a total membership of 80.1%.

•Third Honor, largest growth in percentage with a 23% increase, Ventura County Federation of Paraeducators, Local 4434A increased their membership by 23% last year by doing a series of visits to the sites that had the largest numbers of non-members and signed them up in person during the workday. Non-mem-

bers were also signed up at membership meetings, where drawings were held and prizes awarded to folks who brought a non-member with them to the meeting.

•Second Honor, largest growth in percentage with a 26% increase, Antelope Valley College Federation of Classified Employees, Local 4683. They ran a membership drive in January and successfully recruited 25 new members, increasing membership by 9% in four days. They also got 70% of existing members re-committed on new

cards and turned out 58 to a membership meeting. The organizing continued through the year resulting in a 26% membership increase overall.

•First Honor, largest growth in percentage with a 124% increase, Solvang Federation of Teachers, Local 6790. In the Spring of last year, they implemented agency shop and then signed everyone up for the union. Local 6790 went from just over 50% membership to 100% membership!

-By CFT Organizing Director Sandra Weese

# SVFT Board Action

Salinas Valley Federation of Teachers, Local 1020 (SVFT) contract includes a fair share salary formula since 2011 that has secured nearly 20% increase to on-going salary. This salary formula includes protective language for both the district and SVFT to ensure financial security while continuing to increase salaries, in one of the most expensive places

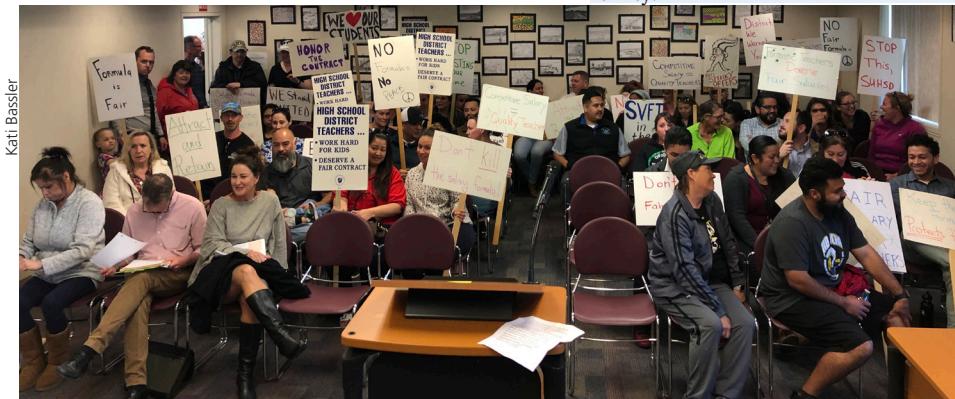
to live in California. The district has proposed to eliminate the salary formula, returning to the dark days of battle for increases. SVFT stands united against this proposal and will fight to maintain this fair share calculation.

-By SVFT Building Representative Kati Bassler

Kati Bassler



Members picket outside the school board chanting and marching in strong unity!



SVFT local 1020 members sit in unity in protest of the district's proposal to eliminate the existing fair share Salary Formula.

## A Day continued from page 2

waiting in line for hours. The competition for seats in the chamber was stiff - with charter school advocates out in full force - but our CFT members stood united to get seats in the chamber so they could be visible to the assembly members holding the hearing on the legislation. Tanya Golden (ABCFT) said that this was important because "Our voices were united and clear [and] we need to continue sharing our message with our legislators, community members, parents, students and our own rank and file."

After a long day of lobbying, David Mussaw, member of El Camino Classified Employees, Local 6142, said that AB 1507 was particularly important to him because "It is only fair that if you get approval from one school district you should operate there and nowhere else." With the bills having broad support across education sectors, each member who attended lobby day reflected the wider values of their local in support of fair and transparent funding of locally controlled public schools.

April 10 turned out to be

about more than new legislation. It was about solidarity, empowerment, and action. Our local members remain ready and willing to continue fighting for whatever change is needed in whatever form they can. CFT was heard and seen this lobby day and through the support of our members, the bills are now moving beyond the education committee, and will eventually be heard on the floor to be voted on by the wider body.

-By CFT Project  
Organizers Lyndsey Lefebvre and Laila Molina

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.

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