

CCFF Organizes for a Fair Contract

In the face of an entrenched administration, Cerritos College Faculty Federation, Local 6215 (CCFF) is organizing for a fair contract. Led by President Dr. Lynn Wang, CCFF has been organizing new and experienced members of their union that encapsulates both part-time and full-time faculty. This culminated in a rally for a fair contract that brought out union members, other CFT members, union allies in CSEA, students and concerned community members to the local board of trustees meeting.

Rallying outside on a beautiful day in Cerritos, union members marched, chanted and held rousing speeches led by CFT President Jeff Freitas, CCFF President Dr. Lynn



Grant Stover

CFT President Jeff Freitas addresses CCFF union members.

Wang, board member Stephanie Rosenblatt, activists from Adjunct Faculty United, Local 6106 (ADFAC) and a few

other impromptu speakers. You probably read in the recent CFT media advisory that “faculty are extremely frustrated

with the administration’s hardball stance at the bargaining table, especially their continued insistence on offering \$0 in ongoing raises. Instead the college is offering what amounts to one-time bonuses for three years,” said Dr. Wang.

This frustration convinced over 70 faculty to stay for the entire board of trustees meeting. Because the rally was organized, union members were able to gain time to speak directly on their struggle to the board of trustees. The board acknowledged the presence of union faculty, and doubled-down on their stance of not providing for the faculty, staff and students who make Cerritos College successful. Dr. Wang

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Full-Time Faculty at Dominican University Form First Bargaining Team



Jessica Conte

After winning their union election in April of this year, Dominican University of California Faculty Federation of Teachers, Local 6604 formed their first ever bargaining team. Bargaining team members Laura Stivers, Patti Culross, Thomas Cavanagh, Ethan Annis, Rafael Romo and Zoe Bartholomew were joined by activists and leaders for a mini-bargaining retreat on June 3, where they trained on bargaining and organizing frameworks and practices.

—By CFT Organizer Jessica Conte

TCCS Workers Take Action to Expand Union Power

In March 2022, The Claremont College Services (TCCS) library staff decided to take their working conditions into their own hands and organize their unit of forty people. The librarians wanted more transparency and open communication from their employer as well as clear pathways to promotion and better pay. Before unionizing, TCCS conducted multiple surveys pertaining to salaries and job titles over four years without implementing any of their findings. Job titles were unclear and had no meaning outside the institution. Basic things like agendas and meeting minutes were not

shared or communicated openly.

The momentum of labor rights rattling the country combined with agitation from TCCS library staff after many years of empty promises and measures was a perfect storm to organize and fight for better working conditions. Now, through a bargaining survey sent to the unit by their new union higher compensation, benefits and a more equitable hiring process are top priorities for The Claremont Colleges Services Library Staff Federation, Local 6735 as they prepare to negotiate their new contract.

Although bargaining

has not begun yet, these new CFT members are already experiencing the increased transparency, communication and democracy that inspired them to unionize in the first place. By choosing their bargaining team, communicating with their membership and making sure their voices are heard throughout the entire bargaining process, they are experiencing the realization of their demands in action.

TCCS library staff are finally preparing to negotiate their first bargaining agreement, but the organizing does not stop here. While some library staff focus on their con-

tract campaign, others focus on spreading union power to the rest of their TCCS colleagues in order to achieve the same stability and strength the library has now. As the library staff has experienced firsthand, unionizing is a hard but rewarding battle, and the challenges are worth the collective power that workers build and gain in the process. The library staff understand that they will be stronger together if they are all in the union and that is why they are now supporting the effort to organize their co-workers under TCCS.

—By CFT Organizers
Laila Molina and Kimia Yousefpour

ArtCenter Faculty Get Out the Vote for a Union

Nearly 700 part-time and full-time faculty at ArtCenter College of Design in Pasadena could soon be CFT's newest local union. Get Out the Vote efforts are underway to ensure that hundreds of supporters received a union recognition ballot from the National Labor Relations Board (NLRB) and mailed it in by the deadline.

Faculty first contacted CFT in November 2020 to learn more about how affiliating with a statewide union could bring more power, resources and training to their efforts. Over the last two years, leaders developed an organizing committee of more than 60 faculty members who held in depth one-on-one organizing conversations. Support for the ArtCenter Faculty Federation is widespread with leaders and supporters emerging in every department. Earlier in 2022, the committee reached their benchmarks for assessments and then collected hundreds of union authorization cards. CFT filed a union recognition petition at the NLRB with more than supermajority support from the workers.

In response to the union campaign, the ArtCenter administration instigated a widespread anti-union effort designed to confuse faculty and third party the burgeoning union. They claimed it was not faculty who initiated the unionizing efforts, but an outside organization: the CFT. Administrators sent campus wide emails with aggressive missives coming from a few department chairs who also held department meetings to share the administration's perspective on unionizing.

Organizing committee members and supporters, however, maintained a unified voice in response to the attacks and focused on the method that works: one-on-one conversations. "A public forum [like a department chair run meeting] is a great place to sow confusion and bad feelings about unionization," noted Arden Stern, a faculty member in the Humanities and Sciences department. "There are major limits to the number of questions we can answer. In one-on-one colleague-to-colleague conversations, we can answer all the questions people have."

The organizing committee approached GOTV efforts with the same focus and discipline. Three subcommittees oversaw coordinating organizing, community outreach and communications. The organizing subcommittee scheduled and facilitated near daily phonebanks for the ballot chase and kept the whole OC updated on campaign numbers. The outreach committee worked with student, community and other labor groups to solicit messages of support for social media. The communications subcommittee used Action Network, Instagram and Facebook to

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Primary Election in California

California's primary election was held June 7, 2022. Despite a number of high-profile and hotly-contested races on the ballot, turnout was historically low, and the final tally will likely show that only about 20% of eligible voters cast a ballot.

But, as always, CFT members turned out and showed up, participating in Central Labor Council phone banks and canvasses and letting members know about CFT's endorsed candidates.

This year, all of the statewide constitutional officers are on the ballot. Even as the primary election results are being finalized, it seems clear that every CFT-endorsed candidate will be advancing to the general election, including attorney general Rob Bonta, who handily came in first place despite a number of challengers; insurance commissioner Ricardo Lara, who faced a threat from a sitting Democratic Assembly-member; and Malia Cohen, the only non-incumbent on the ballot, who rose above several other Democrats

to advance to the general election.

CFT's top priority race, re-electing state superintendent of public instruction Tony Thurmond, also fared well. Thurmond earned 45% of the vote on June 7 and is well positioned for November's contest. CFT turned out strong for SPI Thurmond, and we held three member-to-member phone banks in early June, reminding members to vote for him. Over three nights, we called over 15,000 CFT members! But this race isn't over, and we all have to do our part to re-elect

Thurmond this fall.

There were many other great wins up and down the ballot, and several labor champions will continue to the general election: Liz Ortega in AD 20, Pilar Schiavo in AD 40 and Tim Robertson in SD 4 are all candidates that come directly from the labor movement and have served as leaders in their Central Labor Councils. In addition to these warriors for working families, there are many excellent candidates on the ballot in November that share CFT's values.

The fall will also bring

many school board and board of trustee elections, where CFT members will have the important job of electing the local officials that make important decisions about their worksites and - critically - their collective bargaining agreements. If you need help preparing and planning for the fall elections in your district, please contact CFT Political Director Jessica Ulstad at julstad@cft.org.

On to November!

-By CFT Political Director Jessica Ulstad



CFT Members from UTLA, Local 1521 and Local 1521A turnout for the kickoff canvass for Pilar Schiavo for Assembly. Pilar served as the political director for the San Francisco Labor Council and as an organizer for the California Nurses Association(CNA).

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share messages addressing frequently asked questions and misinformation. They also worked with a pair of ArtCenter alumni to create a popular video of ballot instructions for the election.

The NLRB will hold a ballot count on June 21 and leaders will be able to observe via livestream. Leaders remain optimistic about their chances of winning. Cole Case, a part-time faculty member in Integrated Studies, noted a week before ballots are due, "The vibe is definitely strong today, and so are the results!" To view the ArtCenter Faculty Federation communications materials visit their website at <http://artcenterfacultyfederation.com> or their Instagram account at <https://www.instagram.com/accd.faculty.federation>.

-By CFT Organizer Erin Conley

Member Organizers Strategize at Part-Time Faculty Conference



Grant Stover

CFT Union Leaders prepare for their organizing conversations.

Mobilizing with the theme of “Equity for Contingent Faculty” CFT’s first-ever Part-Time Faculty Conference kicked off with valuable workshops and strategy sessions dedicated to workplace issues and legislative campaigns. The conference held May 1 through 2 featured two robust organizing workshop sessions highlighting the work of our CFT Member Organizers from across the state.

Member Organizers Iris Zelaya, Adjunct Faculty United, Local 6106 (ADFAC) and Monique Segura, Part-Time Faculty Association of Allan Han-

cock College, Local 6185 lead workshops joined by Mariam Youssef, Cerritos College Faculty Federation, Local 6215 (CCFF) and Bernadette Moordigian, State Center Federation of Teachers, Local 1533 (SCFT). Together, they shared their strategies and experiences organizing part-time faculty, discussing the importance of one-on-one conversations with potential members, building community and, most importantly, how to increase union membership and power among part-time faculty.

In this past year, member organizers have been

the key to building union strength. ADFAC and Local 6185 boosted membership by 20-30%, and recruited activists, site reps and new leaders. SCFT has made huge gains in membership numbers and created a true community of part-time faculty through a series of wellness events.

CCFF’s increased membership led to a successful bargaining action, attended by over 70 part-time faculty demanding fair treatment.

The CFT Member Organizer Grant Program equips members with a stipend and ongoing organizing support and training for a range of campaigns. If your local is interested in participating in the Member Organizer Grant Program, contact CFT Organizing Director Sandra Weese at sweese@cft.org.

–By CFT Organizers Jessica Conte and Grant Stover

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said “the information rally was a way for CCFF to increase awareness of the bargaining challenges we are experiencing at the table. We collaborated with allies, such as our classified union, students and community mem-

bers to raise awareness of the lack of willingness to release COLA provided by the state. We were able to turnout 70 faculty members, and a total of 100 activists to the rally.” Faculty debriefed their rally and made plans to

continue organizing over the summer. CCFF is currently in mediation with the college, and members are building power for a fair contract.

–By CFT Organizer Grant Stover



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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