

## UC Lecturers Claim Historic Contract Victory

The victory calls started before dawn on November 17. While our University Council AFT members waited for word about whether they would start the day in classrooms or on the picket line, our table team continued bargaining through the night. After years of focused organizing and working without a contract, the moment had finally arrived. We had won.

The new UC-AFT contract revolutionizes working conditions for contingent faculty at the University of California and sets a new standard for faculty nationwide. The new agreement includes language about job stability, workload, compensation and leaves of absence. As UC Irvine lecturer and Chapter President Trevor Griffey put it, "I think we

may have won the best contract in the U.S. for non-tenure track faculty."

UC lecturers will now receive opportunities for professional advancement at every stage of their careers with multi-year appointments in the first six years of teaching. The contract also stipulates that contingent faculty must receive performance assessments and merit pay increases of at least 3% with every reappointment. Caroline Luce, a lecturer at UCLA, said "I am immensely proud of what we were able to achieve. This agreement has the potential to resolve long-standing issues around workload, access to healthcare and paid family leave. It provides first-of-their-kind job security protections that can relieve the anxiety and uncertainty that so many lecturers

struggle with."

Historic moments don't happen overnight though, and UC-AFT members won this contract through years of organizing. We won because we had the moral right, but mostly we won because we built a community of solidarity - thanks in large part to the support of our UC-AFT and CFT organizing staff and our relentless union leaders, alongside volunteer rank-and-file activists.

Because of the nature of our jobs, members are spread out and spread thin, which makes consistent engagement tough. So, we devised a strategy to offer multiple entry points into our campaign, for those who might not always be up to date on the status of bargaining or ready for high-risk direct action. Over time, we esca-

lated strategically in terms of agitation and simultaneously worked to increase membership, educate and engage members and build coalition networks.

By the end, we had incredible depth of student and member support, union allyship and even state legislators joining our pressure campaign on UC administration to invest in their educational mission by investing in teaching faculty. We told our very personal stories of suffering, precarity and erasure. Our community responded. Eight hundred-fifty senate faculty supporters agreed to cancel classes in solidarity with our unfair labor practice strike.

Our members were prepared to risk it all, but to get there, we worked our asses off organizing for

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## Local 6185 Gears Up for 2022 Member Recruitment Drive



Monique Segura

Member organizer Monique Segura has big plans for the Part-Time Faculty Association of Allan Hancock College, Local 6185 in the new year. In her term as member organizer last year, she led a substantial member recruitment drive, recruiting and engaging 38 new members. For spring term, she plans to keep up the momentum and strengthen her union through increased membership. On her work as member organizer, Monique said, "I am honored to work with the students and staff at Allan Hancock College! I believe that when we work together for the common good of humankind everybody wins! Mahalo for allowing me to connect with and educate new members of the Part-Time Faculty Association of Allan Hancock College."

—By CFT Organizer Jessica Conte

Local 6185 Member Organizer Monique Segura will continue a robust member recruitment campaign at Allan Hancock College.

# UC-AFT Member Organizers Reflect on Historic Victory

**Amy Kennemore, UC San Diego:**

“Organizing strengthened UC-AFT because it was essential to securing our new contract and job stability. On a deeper level, organizing generated a much-



Larissa Dorman

UC-AFT Member Organizer Amy Kennemore gets on the bullhorn at UC-AFT's ratification rally on November 17, 2021 at UC San Diego.

needed space for us to come together and imagine the type of education system we all want to fight for together. For new members who may not have a lot of experience in unions, the sense of excitement and pride around our victory on campus will encourage them to be more active members, to get involved in organizing for contract

enforcement and in support of other campaigns to better our education system.”

**Rahul Neuman, UCLA:**

“Organizing had everything to do with this victory. The conversations and bonds that lecturer activists formed with other lecturers resulted in a growth of power that was heard and felt by management. The info pickets, the high number of strike pledges and the 96% Strike



Holly Craig Wehrle

UC-AFT Member Organizer Rahul Neuman at UC-AFT's Info Pickets at UCLA on October 13, 2021.

authorization vote showed the overwhelming support of lecturers. All of this is what

forced management to really bargain in good faith with the table team, and this was all a direct result of the organizing. We really showed UC-AFT's commitment to building a community of teachers. and how important it is to connect with colleagues in and across departments and campuses. Not only does this community build power, it improves quality of work life.”

**David Walter, UC Berkeley:**

“We are stronger because we have been through the fire together. All the times we faced adver-

sity and it might have been easier to give up, time after time we overcame our differences and focused on fighting for what we all believed in. A few people working on behalf of 6,000 will never work. The more active voices we have, the more we will be able to advocate for ourselves in future negotiations.”

—By UC-AFT Members Amy Kennemore, Rahul Neuman and David Walter and CFT Organizer Jessica Conte



Magda Campos

From left to right: UC-AFT members Gus Tupper, David Walter and Joanna Reed celebrate on stage at UC-AFT's contract ratification rally at UC Berkeley on November 17, 2021.

## Student Debt Clinics Helps Members Navigate Student Loans Forgiveness

After years of organizing, building political pressure to cancel student debt and lawsuits from AFT and other advocates, the U.S. Department of Education (DOE) recently announced sweeping changes to the Public Service Loan Forgiveness (PSLF) program. These changes will not only make it easier to qualify,

but also easier to achieve forgiveness of remaining student loan debt.

CFT leaders, members and staff helped contribute to this victory by facilitating student debt clinics for hundreds of our members over the last few years, resulting in many people getting the help and support they needed to get on the

right path to PSLF. Through these clinics, the organizing department identified several members in California who ultimately worked with AFT to advocate for the overhaul of PSLF. They participated in critical lawsuits against Navient (resulting in the company no longer servicing student loans due to their predato-

ry practices) and the DOE, visited elected officials, talked with reporters and shared their personal experiences to give a public face to the failed loan program and its profound effect on student borrowers.

Through October 31, 2022, the DOE is offering a “Limited PSLF Waiver”

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# Local 6590 Runs Feisty Contract Campaign!

University of San Francisco Part-Time Faculty Association (PTFA), Local 6590's negotiating team started bargaining with University of San Francisco (USF) administration in July 2021. From the beginning the USF Administration demanded hundreds of thousands of dollars in salary cuts and other give-backs. Last fall PTFA received a member organizer grant and worked with CFT organizers to create a contract campaign plan to push back. Members of the Contract Action Team (CAT) staffed tables and handed out flyers to new and returning students, faculty and staff -- including a rather startled university president. During that week PTFA members signed up hundreds of USF community members to support the fight for a fair contract, mobilized other part-time faculty to get active in the campaign and made connections with all the labor unions on campus.

The CAT then planned PTFA's first-ever speak-out action on campus in November. Over 150 representatives of other campus bargaining units, full-time faculty, admin staff, students and PTFA members called on the administration to settle a fair contract with no cuts to salary and benefits. A week later, the administration took pay cuts off the table but at the same time they announced a multi-million-dollar surplus for the year, and a 5% bonus for many exempt employees. When the negotiations team returned to the table, the administration continued to balk at even a small cost of living increase for part-time faculty.

In December, the administration went to the board of trustees to ask for a tuition hike for students. PTFA isn't invited to board meetings, so we held a virtual alternative board of trustees meeting the day before, partnering with students, staff, donors

and political leaders to discuss the real issues facing students, staff and faculty at USF. Over 100 students, staff, full- and part-time faculty and community supporters gathered online in a virtual demonstration of solidarity. Students spoke about the effects of the 3.9% tuition hike the board would approve the following day. Staff described their own frustrating negotiations for a decent contract. A USF alumna and former donor told of her outrage when she learned that USF had quietly stopped contributing to medical reimbursement accounts for some of its employees. San Francisco Supervisor Connie Chan, in whose district USF lies, offered her support for



PTFA Member Organizer and part-time faculty member Michael Hammond sharing his story at the November 15 campus speak-out.

PTFA's fight for a fair and respectful contract. And University of San Francisco Faculty Association, Local 4269 President Sonja Poole read out the full-time faculty's resolution supporting PTFA.

We plan to keep up the momentum by educating, organizing and mobilizing students, faculty, staff and the community in the spring 2022 semester.

—By PTFA Member Organizer Rebecca Gordon

## ADFAC Plans to Implement Member Organizer Program

Adjunct Faculty United (ADFAC), Local 6106 in North Orange County is the largest part-time only local within CFT. Since the pandemic began the E-Board and membership committee sprang into action by dowing the following: regular bargaining updates, consistent virtual union meetings, taking anti-racist action in their

community college district and developing structures to keep members involved and informed in the tasks of their union.

The foundation of ADFAC's success is member organizing. ADFAC President Seija Rohkea said, "What I have learned from organizing is that it is tough and it takes perseverance but it is so

rewarding! I now pay close attention to the level of 'willingness' that people convey and to capitalize on those moments of engagement by working to further amplify our collective issues."

ADFAC gained 70 new members in the fall based on their organizing work, and made asking for COPE contributions a part of

each organizing conversation. This led to a large increase of members opting in to fund their COPE committee. Rohkea hopes ADFAC member organizers capitalize on this success and more this spring semester, "I am looking forward to having dedicated assistance."

—By CFT Organizer Grant Stover

# CCFF Utilizes Member Organizers to Build Union Relationships and Activism

Throughout fall 2021, Cerritos College Faculty Federation (CCFF), Local 6215 member organizers Anthony Gonzalez and Lisa Blod implemented an inspiring organizing program. Led by their Executive Board, CCFF President Lynn Wang, Lisa, Anthony and the membership committee were able to contact hundreds of members and non-members last fall.

They successfully organized non-members into members, turned out members to make public comments at the board of trustees' meeting, held consistent committee meetings and phone banks. President Wang commented on the benefits of utilizing member organizers, "From the membership grant, our Local has made close to 300 phone calls

and turned out 50 public comments in the past fall semester. Organizing may seem daunting at first, but I learned quickly that organizing is about building relationships." Following the success in the fall, CCFF Member Organizers plan to hit the ground running in spring 2022.

-By CFT Organizer Grant Stover

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to count payments that were previously ineligible because of loan types or repayment plans. This important settlement and limited-time PSLF Waiver will help thousands of borrowers who were denied forgiveness in the past and could now be eligible to have their entire loan balance wiped away. AFT members also now will have FREE access to Summer, an online student loan navigation tool that helps you figure out the best way to reduce your monthly payment AND get your remaining loan balance forgiven.

Armed with all this new information, CFT quickly organized student debt clinics to ensure that

members got the latest information about these changes. After attending a clinic, AFT Guild, Local 1931 member Greg Gjerde said, "Thank you and AFT for the webinar on loan forgiveness. I am well on my way with the process. It will make a big difference." UC-AFT member leader and UC Merced lecturer Frederick Young reported, "The Summer service is amazing. They already sent out my application to my loan servicer and are following up with UC HR about processing my certification."

CFT and AFT are working quickly to provide the most up-to-date information to members through these clinics. For example, AFT

has recently discovered that under the limited-time waiver, borrowers who took out Parent Plus loans and their own student loans could have both pools of loans forgiven if they made ten years of payments and consolidated these loans. This is huge news for borrowers and can mean even more debt forgiveness for loan types that were previously ineligible for forgiveness under PSLF.

If you would like a Student Debt Clinic for your members, please contact CFT Organizing Director Sandra Weese at [sweese@cft.org](mailto:sweese@cft.org).

By CFT Organizer Valarie Bachelor

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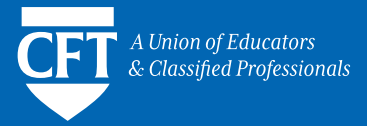
a very long time, during a pandemic - we took no shortcuts, as they say!

For more information about the historic UC-AFT

contract, visit [www.ucaft.org](http://www.ucaft.org).

-By UC-AFT member Ali Black with contributions from UC-AFT Commu-

nications Chair Caroline Luce and CFT Organizer Erin Conley



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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