

CCFF Rallies to Protect Healthcare

After negotiations with the district over healthcare stalled, Cerritos College Faculty Federation (CCFF), Local 6215 continued their organizing efforts by holding a rally and submitting public comment to the board of trustees on October 6, 2021. The issue at hand was the fact that the district had previously covered the complete cost of healthcare premiums for all full-time bargaining unit members but wanted to implement a cap of \$23,500 and anything over that cap would be paid out of pocket. This change would have impacted nearly 50% of the full-time



Henrietta Hurtado

From left to right: CCFF Full Time Vice President April Bracamontes and CCFF member Brooke Hanniff.

bargaining unit and all members decided this was unacceptable.

After holding membership meetings and doing outreach through hustle text messages and phone

calls, CCFF's Negotiations Team and Executive Board heard that members were incredibly distraught over this change and wanted to take action to hold the district ac-

countable. Members decided to hold a rally at the next board of trustees meeting and ask both members and community allies to submit public comment encouraging the trustees to protect employees' healthcare. Around 50 members and community allies showed up to hold signs to not only draw attention from the trustees, but also to notify the public about the problems CCFF members were facing. An additional 45 members/community allies submitted public comment.

Two days later, CCFF and the district met to

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CFT Members and Leaders Stand in Solidarity with UC Lecturers



Valarie Bachelor

CFT Senior Vice President Lacy Barnes speaks at the rally in support of UC lecturers at UC Berkeley.

Berkeley by University of San Francisco Part Time Faculty Association, Local 6590 President Jill Schepmann. In Jill's remarks, she added "I'm here today because what's happening here at UC is happening all across the Bay Area, all across the state. They're turning teachers, the most essential frontline for our students into gig workers. They're creating unnecessary churn in our lives, where we could be stable for our students. But as you're showing us today, and as we're learning when we join together in the streets: we are not alone in this. We are finding one another. When you mess with ONE of us, you mess with ALL of us." CFT members and leaders will continue to support UC lecturers until they get a fair contract.

—By CFT Organizer Valarie Bachelor

Hundreds of CFT members and leaders attended and spoke in support of UC Lecturers during the informational pickets on Wednesday, October 13 and Thursday, October 14. From UC Davis to UC San Diego, K-12 educators, classified professionals and community college faculty stood in solidarity with lecturers as they demanded a fair contract from University California Office of the President (UCOP), the management side of the UC system. The Vice President of the Berkeley Federation of Teachers (BFT), Local 1078 Regina Chagolla said "President Michael Drake the collective excellence in education are your UC lecturers. It has been two years now. You need to REWARD great teaching with basic job stability and fair wages, so outstanding lecturers like the ones here today can continue to grow roots in the campus community, while keeping up with the cost of living in California so they can support their families. Meet lecturers' demands and settle a fair contract now." She was joined at UC

Classified Conference Highlights Local Organizing

The California Federation of Teachers Council of Classified Employees (CCE) annual conference took place in Las Vegas at the Luxor Hotel on October 15-17. The conference was the first in-person event for CFT since the COVID-19 pandemic pushed all engagement to the virtual realm.

The president of the Culinary Workers Union and the head of the Nevada-AFL-CIO welcomed the CFT classified members to Las Vegas on opening night and thanked them for supporting the union workers in Las Vegas by having the conference there.

By all accounts, the conference was a big success and very safe. Attendees were required to send proof of vaccination prior to arriving and masks were required. The many skill building and professional development workshops were well attended and highly evaluated.

There was a special Organizing for Success panel presentation during Saturday's lunch session intended to share how classified unions are successfully engaging in creative organizing techniques. CCE Southern Vice President

Tina Solórzano Fletcher moderated the panel and five classified local representatives were asked to answer these three questions:

1. Did you use any new technologies, like electronic membership forms or Hustle, to increase membership or activism (i.e. turn out to contract negotiations, participation in actions or events and so on) in your Local?

2. What other creative ways (i.e. phone banking) did you use to ask non-members and new hires to join the Union and become active?

3. What else did you do or learn organizing during COVID?

See below for some highlights from the local representatives' remarks.

Lisa Agcaoili, First Vice President, Lawn-dale Federation of Classified Employees (LFCE), Local 4529 - Regularly used Hustle to sign up non-members on their e-form and turn folks out to events and meetings.

Nancy Rolfe Bynum, Bargaining Team, Treasure Island Jobs

Corps Workers Union, Local 6319 - With a new subcontractor taking over, they were forced to re-sign members and negotiate a new contract. They used Hustle and phone banking to sign up over 90 folks, turn them out for Zoom negotiations and sign on to a petition for quality health care.

Gloria Garcia, President, Early Childhood Federation (ECF), Local 1475 - They used Hustle and phone banking to sign up non-members on their e-form, turn folks out to employer board meetings, membership meetings and so on. All of this pressure resulted in keeping Plaza de La Raza from subcontracting its kitchen and saved 10 members' jobs.

Jim Mahler, President, AFT Guild, San

Diego and Grossmont-Cuyamaca Community Colleges, Local 1931 - Their local learned that the tried and true way of communicating with folks works best - 1:1. They don't use a lot of technology but successfully phone banked during COVID to sign up new members

Mildred Scherr, Site Representative, Berkeley Council of Classified Employees (BCCE), Local 6192 - They phone banked and Hustled to sign up over 100 new members since last March and to turn out for membership meetings and actions resulting in the district agreeing to in person work stipends.

-By CFT Organizing Director Sandra Weese



9th Island Photography

Organizing for Success panel participants inspire the conference attendees by sharing accounts of their locals creative organizing efforts over the last 18 months. From left to right: CFT Organizing Director Sandra Weese, CCE Southern Vice President Tina Solórzano Fletcher, LFCE First Vice President Lisa Agcaoili, AFT Guild President Jim Mahler and BCCE Site Representative Mildred Scherr.

UC-AFT Lecturers Lead Informational Pickets across the UC's Demanding Job Security



Laila Molina

From left to right: UC-AFT member Nicholas Jurkowski, Professor Ingrid Banks, Professor Terrance Wooten, UC-AFT member Branden Adams, Professor Vladimir Hamed-Troyanski and UC-AFT member Chase Hobbs-Morgan. All hold picket signs in support of a fair contract for UC lecturers at UCSB.



Valarie Bachelor

UC-AFT lecturers at UC Berkeley march through Sproul Gate demanding job security as part of their informational pickets on October 13.



Inez Zuniga

From left to right: Rigo Garcia, Keith Ford, Bernadette Moordigian and Monique Quintana at UC Merced.



Erin Conley

UC-AFT lecturers and allies gather to hear speakers at UCLA's rally at Bruin Plaza.



Grant Stover

UC-AFT Lecturers and allies march at UC Riverside.



Valarie Bachelor

Students at UC Berkeley posed for "I Love My Lecturer" pictures throughout the informational pickets and posted them on social media, demanding a better UC.



Grant Stover

UC-AFT Riverside lecturers promote their picket line. From left to right: Josh Welchez, Ruth Charloff, Josh Wood, Jeremy Busacca, Stina Atteberry, Kelli King and Madison Brookshire.



Erin Conley

UC-AFT Member Organizer Rahul Neuman holds a picket sign demanding fair rehiring rights at UCLA.



Laila Molina

Postcards from UCSB students demanding a fair contract for UC Lecturers.

Recent PSLF Overhaul Means Your Student Loans May Be Forgiven

After years of organizing, building political pressure to cancel student debt and lawsuits from AFT and other advocates, the U.S. Department of Education 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.

On October 13, 2021 AFT President Randi Weingarten and eight AFT members announced a settlement with the department of education in the groundbreaking case *Weingarten v. DeVos*, filed in July 2019 to hold then-Secretary of Education Betsy DeVos and the education department accountable for failures to manage the federal PSLF program. Since the creation of the program in 2007, 98% of all borrowers who have applied for PSLF have been denied. With this settlement, every one of those PSLF applications will be re-

viewed and processed.

CFT members helped contribute to this victory by facilitating student debt clinics for hundreds of CFT 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 California members who ultimately worked with AFT to advocate for the overhaul of PSLF. They participated in a critical lawsuit against Navient (resulting in the company no longer servicing student loans due to their predatory practices), 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 Department of Education is offering a “Limited PSLF Waiver” to count payments that were previously deemed ineligible because of purpose-

fully confusing criteria regarding mandatory loan types and/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.

As a reminder for locals with part time faculty members, remember that part time faculty are eligible for PSLF thanks to legislation CFT drafted and supported a couple of years ago.

As soon as the news broke regarding the PSLF overhaul, some CFT locals organized Student Debt Clinics to ensure that members got the latest information about these changes. If you would like the Organizing Department to host a Student Debt Clinic for your members, please contact CFT Organizing Director Sandra Weese at sweese@cft.org.

—By CFT Organizer Valarie Bachelor

members and encourage participation; and of our members and community allies for showing up and standing together to support one another.”

—By CFT Organizer Charlotte Bowman

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negotiate and signed an MOU to protect the healthcare of these members. The district will continue to cover all medical premiums for full-time bargaining members and their families for the next three years. As CCFF

President Lynn Wang put it, “We really needed the support of our membership to show up and take action in order to secure these protections. I’m so proud of the work our membership committee did to reach out to our



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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