

CFT Union 
Summer **School**
Teaching powerful skills to build strong unions



June 27-July 1, 2022

Kellogg West Conference Center & Hotel @ Cal Poly

3801 W. Temple Avenue, Building 76, Pomona, CA 91768

Program Overview

Five-Day Event Schedule

The Union Summer School program is geared for emerging and veteran local leaders who want to take their skills to the next level. The week-long event is filled with rigorous workshops, motivated and skilled trainers, and applied learning.

COVID Safety Protocols

Attendees will be required to show proof of vaccination in advance of the event. Rapid COVID tests will also be administered on-site. Masks must be worn at all times unless actively eating or drinking.

Opening Guest Speaker

Dr. Reyna Garcia Ramos, *Professor of Education at the Pepperdine University Graduate School of Education and Psychology (GSEP)*

Dr. García Ramos teaches in the MAT and doctoral programs at GSEP and leads the university chapter of the California Association for Bilingual Education (CABE). Her focus is on addressing the widening academic gap of English learners in California's public school system, in part by establishing university-school partnerships that allow future teachers extensive learning experiences with English learner youth in communities.

Dr. García Ramos worked in bilingual classrooms in the Los Angeles Unified School District and Goleta Unified School District. As a community educator/organizer, she helped design culturally relevant curricula for Spanish-speaking immigrants and supervised instructors to deliver ESL, literacy, and civics instruction. She was Director of Legislative Affairs for CABE and Secretary for two Special Interest Groups in the American Educational Research Association.

Join us on Social

Make sure to post on social media throughout the CFT Union Summer School, tagging CFT – **@cftunion** – and using the hashtags **#CFTsummerschool**, **#CFTleaders** and **#IamCFT**.

Schedule-At-A-Glance

Monday, June 27

10:00am Registration

11:30am Lunch & Registration

1:00pm Opening Session

2:00pm

- Course 1: Winning the Best Contract
- Course 2: Crash Course for New Presidents
- Course 3: Cultural Proficiency

5:00pm Dinner

Tuesday, June 28 – Thursday, June 30th

8:00am Breakfast

9:00am

- Course 1: Winning the Best Contract
- Course 2: Crash Course for New Presidents
- Course 3: Cultural Proficiency

12:00pm Lunch

1:00pm Class continues

5:00pm Dinner

Evening Workshops

Tuesday & Thursday Evening

7:00pm Workshops

Friday, July 1

8:00am Breakfast

9:00am

- Course 1: Winning the Best Contract
- Course 2: Crash Course for New Presidents
- Course 3: Cultural Proficiency

12:00pm Program Concludes

12:00pm Lunch Available

Schedule

Monday	June 27, 2022	
10:00am – 12:30pm	Registration	Reception Desk
11:30am - 12:30pm	Lunch	Dining Room
1:00pm – 2:00pm	Opening General Session	Auditorium
	Introduction & Land Acknowledgement <i>Christopher Arellano, Training Director</i>	
	Conference Welcome <i>Jeffery Freitas, President</i>	
	Code of Conduct <i>Liz Soto, Controller</i>	
	CFT Racial & Social Justice Goals <i>Lacy Barnes, Senior Vice President</i>	
	Opening Guest Speaker <i>Dr. Reyna Garcia Ramos, Professor of Education at the Pepperdine University Graduate School of Education and Psychology (GSEP)</i>	
2:00 - 5:00pm	Courses <ul style="list-style-type: none">Winning the Best Contract — Contract Negotiations and CampaignsCrash Course for New PresidentsCultural Proficiency	Mountain Vista Campus Vista Valley Vista
5:00pm	Dinner and Free Time	Dining Room
Tuesday	June 28, 2022	
8:00am - 9:00am	Breakfast	Dining Room
9:00am - 12:00pm	Courses <ul style="list-style-type: none">Winning the Best Contract — Contract Negotiations and CampaignsCrash Course for New PresidentsCultural Proficiency	Mountain Vista Campus Vista Valley Vista
12:00pm - 1:00pm	Lunch	Dining Room
1:00pm - 5:00pm	Courses Continue <ul style="list-style-type: none">Winning the Best Contract — Contract Negotiations and CampaignsCrash Course for New PresidentsCultural Proficiency	Mountain Vista Campus Vista Valley Vista

5:00pm - 7:00pm	Dinner and Free Time	Dining Room
7:00pm – 8:15pm	Evening Workshops	
	<ul style="list-style-type: none"> Member Engagement: canvassing, mail, and phones 	Valley Vista
	<ul style="list-style-type: none"> Messaging from our place of power 	Campus Vista

Wednesday June 29, 2022

8:00am - 9:00am	Breakfast	Dining Room
9:00am - 12:00pm	Courses	
	<ul style="list-style-type: none"> Winning the Best Contract — Contract Negotiations and Campaigns 	Mountain Vista
	<ul style="list-style-type: none"> Crash Course for New Presidents 	Campus Vista
	<ul style="list-style-type: none"> Cultural Proficiency 	Valley Vista
12:00pm - 1:00pm	Lunch	Dining Room
1:00pm - 5:00pm	Courses Continue	
	<ul style="list-style-type: none"> Winning the Best Contract — Contract Negotiations and Campaigns 	Mountain Vista
	<ul style="list-style-type: none"> Crash Course for New Presidents 	Campus Vista
	<ul style="list-style-type: none"> Cultural Proficiency 	Valley Vista
6:00pm	Dinner & Social Event	Auditorium & Hillside Terrace

Thursday June 30, 2022

8:00am - 9:00am	Breakfast	Dining Room
9:00am - 12:00pm	Courses	
	<ul style="list-style-type: none"> Winning the Best Contract — Contract Negotiations and Campaigns 	Mountain Vista
	<ul style="list-style-type: none"> Crash Course for New Presidents 	Campus Vista
	<ul style="list-style-type: none"> Cultural Proficiency 	Valley Vista
12:00pm - 1:00pm	Lunch	Dining Room
1:00pm - 5:00pm	Courses Continue	
	<ul style="list-style-type: none"> Winning the Best Contract — Contract Negotiations and Campaigns 	Mountain Vista
	<ul style="list-style-type: none"> Crash Course for New Presidents 	Campus Vista
	<ul style="list-style-type: none"> Cultural Proficiency 	Valley Vista
5:00pm - 7:00pm	Dinner and Free Time	Dining Room
7:00pm - 8:15pm	Evening Workshops	
	<ul style="list-style-type: none"> Making Digital Work For You 	Valley Vista
	<ul style="list-style-type: none"> Recruiting and Engaging Members: One on One Conversations 	Campus Vista

Friday

July 1, 2022

8:00am - 9:00am

Breakfast & Check-out

Dining Room

9:00am - 12:00pm

Courses

- Winning the Best Contract — Contract Negotiations and Campaigns
- Crash Course for New Presidents
- Cultural Proficiency

Mountain Vista

Campus Vista

Valley Vista

12:00pm

Program Concludes

12:00pm - 1:00pm

Lunch Available

Dining Room

Courses

Winning the Best Contract — Contract Negotiations and Campaigns

Collective bargaining is at the heart of union organizing. When workers act together, we have a better chance of achieving gains for our families and our students. This simulation-based course will focus on the basic strategies, best practices, and skills necessary to ensure that your local union is in a good position to negotiate the best contract possible.

Who should attend? New chief negotiators and new bargaining team members, or those with just a few years of experience. Veteran bargaining team members who want to refresh their basic skills and expand member involvement in their union's effort to win a great contract are also welcome.

Trainers:

Anthony Solis, *CFT Field Representative*

Ed Wang, *CFT Field Representative*

Erica Williams, *CFT Field Representative*

Jefferson Kemp, *AFT Representative*

Crash Course for New Presidents

This course is designed for local presidents elected within the last two years, and those wanting a refresher course. We will cover the basic knowledge you need as an AFT local president, provide participatory training on useful leadership skills, and allow you to share best practices and challenges leader-to-leader.

Who should attend? Current local union presidents and those who will be seated as presidents during 2022. This course is also open to new executive board members and new executive directors.

Trainers:

Jason Elias, *CFT Field Representative*

Kassi Harris, *CFT Field Representative*

Bryan Perreira, *CFT Field Representative*

Cultural Proficiency

This course is based on the Cultural Proficiency Framework and will allow you to put the framework into practice at your worksite. Cultural Proficiency is the policies and practices in an organization, or the values and behavior of an individual, that enable the person or institution to engage effectively with people and groups who are different from them. Cultural Proficiency is an inside out approach that influences how people relate to their colleagues, clients, and community. Cultural Proficiency is a lens for examining one's work and one's relationships in schools and worksites.

Who should attend? Any members who would like to learn about cultural proficiency and how to implement the practices at their worksite.

Trainers:

Christopher Arellano, *CFT Training Director*

Dr. Reyna Garcia Ramos, *Professor of Education at the Pepperdine University Graduate School of Education and Psychology (GSEP)*

Evening Workshops

Member Engagement: Canvassing, Mail, and Phones

As the midterm election quickly approaches, we need to prepare to engage our members in key races. This session will provide an overview of ways you can communicate to members and offer opportunities to engage. We'll review a few important campaign tactics you can use: canvassing, direct mail and phones/SMS. Join us to learn how to better engage your members this election cycle.

Trainers:

Martín Diego Garcia, *The Campaign Workshop, Vice President of Training and Strategic Planning*

Communicating from our place of power

Learn how to develop winning messages by communicating from our place of power – our connection with the students. Discuss and practice using this framework to communicate through social media, public speaking, earned media, and through one-on-one conversations.

Trainers:

Matthew Hardy, *CFT Communications Director*

Making Digital Work for You

Everything is online these days, even elections! This session will walk you through some best practices in engaging your membership and voters with digital tools. We'll review how to use the Educators Choice online voter guide, how to get engagement on social media, and how to get your members to talk to their networks. Join us if you want to get a little more digitally savvy this election cycle.

Trainers:

Martín Diego Garcia, *The Campaign Workshop, Vice President of Training and Strategic Planning*

Recruiting and Engaging Members: One on One Conversations

Are you confused by how to talk to your coworkers about your union? Are you struggling to bring new members into your local? Have you ever wondered why existing members aren't participating in events? One-on-one organizing conversations are the backbone of every successful union. Learn how to hold intentional conversations that produce real results at the bargaining table and beyond. This workshop and practicum will prepare leaders to recruit new members to your local and activate existing members to build union power!

Trainers:

Jessica Conte, *Organizer*

Grant Stover, *Project Organizer*