



UC Librarians Successfully Execute Contract Campaign

UC librarians continue their negotiations with a steady dose of visibility actions and consistent organizing. Like any good contract campaign, the work doesn't stop when we leave the table. Across the nine UCs, librarians sport the union blue on weekly T-shirt Thursdays. Additionally, member leaders at the Berkeley and Los Angeles campuses have been working with CFT Project Organizers to complement bargaining with strategic organizing opportunities. Besides maintaining a conversation around librarians' rights and the pitfalls of being denied academic freedom as an academic resource, the UC librarians' contract campaign



UCLA librarians host solidarity picnic during negotiations at UCSD.

has also served as an opportunity to ensure membership stays strong and grows stronger, a necessary focus in our current labor climate.

Negotiations were hosted at UCLA in July. A session which served as the terminus of weeks

of collecting signatures on the temporary librarians' petition. The petition outlined the harm of having temporary employees hired for permanent work, imploring the UC to discontinue the practice and recognize the value of these archivists as they

perform core duties and functions essential to the operation of the UC libraries and the academic institution as a whole. The petition collected over 790 signatures. The bargaining session opened with the temporary archivists reciting the letter to the UC's negotiations team, the room filled with union blue. When negotiations adjourned for lunch a delegation of UC librarians, lecturers, students and fellow union members marched across campus to the chancellor's office to deliver the petition. This action was followed by a rally that drew over 100 people and filled the plaza in front of the Young Research Library. Turnout for this event was achieved

See **UC Librarians**, page 4

LATTC Launches Opening Day Organizing Drive



Pictured from left to right: Joe Guerrieri, Armine Javadyan (signing up a member) and Kathleen Yasuda helping at Faculty Convocation.

The Los Angeles Trade Technical College chapter of Los Angeles College Faculty Guild, Local 1521 (LACFG) led an organizing drive during the college's Faculty Convocation. This is the first day back to campus after the summer break and organizers at the college saw this as an excellent opportunity to reconnect with members and encourage them to recommit to their union. With the help of CFT Project Organizer Lucy Langworthy, the team at LATTC setup a table at the front entrance of the event to greet faculty as they kicked off the new academic year. Local 1521 provided the team with AFT branded markers, folders and first aid kits to give out to members. The team also developed "Count on Me" sheets to help identify members who would be interested in taking part in union activities. In just a few hours, the team collected over 44 "Count on Me" sheets, 43 recommit cards and signed up 10 new members. The team at LATTC plans to use this momentum to continue reaching out to faculty to increase membership and activism throughout the academic year.

-By Local 1521 LATTC Chapter President Joe Guerrieri

House Visits Are Fun!

The Supreme Court's ruling on *Janus v. AFSCME* means that non-members will no longer have to pay their fair share for union representation, but our union will still be legally obligated to represent them. It does not mean that we will stop our hard work to continue strengthening our union!

We know this is a critical window to connect with our colleagues before they hear from anti-union interests. Last month, San Francisco Community College District Federation of Teachers, Local 2121 was thrilled to team up with our fellow union members from Peralta Federation of Teachers, Local 1603 (PFT) to sign up new members for

both of our unions and educate folks about how sticking together helps us protect education quality in the current political climate. Dozens of people volunteered, and we all had a great time. Many of our colleagues who were home when we stopped by shared how much they were impressed by and appreciative of the time and effort our unions were taking to connect with them. Working together with PFT faculty right after the *Janus* decision lifted our spirits. Our solidarity with each other really gave us a morale boost!

We have been combining face-to-face outreach with messaging about *Janus* in other ways too. Including tactics like send-

ing multiple mass emails and paper letters to everyone in our bargaining unit and asking our rank-and-file leaders to help us reach out to colleagues they know in their departments. Our efforts have been successful. Since the *Janus* decision, we had a rush of faculty filling out our new Local 2121 membership form and our union has reached its highest membership ever — 88% of City College of San Francisco faculty are members! We will keep talking with each other face-to-face. We have to keep sticking together to protect education quality and our students' learning conditions. We will keep the momentum going. Thanks to CFT Lead



Valarie Bachelor

Dan Lawson (PFT) with new PFT member Susan Vaughn.

Organizer Valarie Bachelor for the joint drive idea and for helping us organize it, and for all of her ongoing support!

-By Local 2121 Organizer Athena Waid

LRCFT Members Turned out in Support of No Confidence Vote



Brian Ha

In June, over 40 members from Los Rios College Federation of Teachers, Local 2279 (LRCFT) attended the Los Rios Board of Trustees meeting to deliver a No Confidence Vote in the State Chancellor's Office for ongoing and systematic lack of transparency and collegial consultations. LRCFT Secretary-Treasurer Bill Miller led the organizing and outreach. Union members spoke passionately about the need for faculty input on major changes currently ongoing in California Community Colleges, including the creation of a new all online community college. See lrcft.org for full details.

CFT Bay Area Locals Organize Labor Day Solidarity Cookout

Union members from BFT, BCCE, PFT, OEA, and Local 2121 gathered together on Labor Day to celebrate and stand in solidarity!



Valarie Bachelor

The Peralta Federation of Teachers, Local 1603 (PFT) celebrated Labor Day on the grounds of Laney College with over 200 labor activists, educators, community members, elected officials, family and friends. PFT gathered with members of the Oakland Education Association, Berkeley Federation of Teachers, Berkeley Council of Classified Employees, California Federation of Teachers and San Francisco Community College District Federation of Teachers. Over a delicious barbecue lunch, we celebrated the many battles that we have fought for and won through our unions and we also discussed the many challenges that are in front of us. We hope to do many more of these events to build solidarity across unions and education workers in the Bay Area.

-By PFT President Jennifer Shanoski

Southern California Locals Train and Plan for Fall 2018

With the *Janus v. AF-SCME* decision behind them and the fall semester ahead, CFT locals across southern California committed to building union power this summer through training and strategic planning. From CFT Union Summer School to local retreats, union members bolstered their organizing skills and drew up exciting plans to win!

Here are some highlights from the summer trainings and strategic planning meetings. Newport Mesa Federation of Teachers, Local 1794 (NMFT) held three site representative trainings for new and returning stewards. Thirty-three site representatives from 24 worksites took part in workshops where they learned the basics of building visible people power through robust worksite leadership structures. Participants discussed how to identify and activate new leaders, and everyone left with a personal outreach plan for their worksite. The trainings also provided information for new site representatives explaining their rights and responsibilities and included a discussion about NMFT's COPE

priorities for the upcoming election season. NMFT President Britt Dowdy explains, "This is the best turn-out we've ever had for a site training. It was a matter of doing follow up calls to people who had not RSVP'd. It was also easy for us to coordinate with pre-packed training materials from CFT. Thanks, CFT!"

Palomar College Council of Classified Employees, Local 4522 (PCCCE) held its annual executive board retreat on August 6. The event started with a team-building exercise led by Local 4522 Senior Vice President Carmelino Cruz. Participants were given a long length of yarn and instructed to make shapes with it — but they could not talk to each other to complete the challenge! The exercise was a fun way to demonstrate how clear communication and a shared vision can improve our efforts to build power through organizing. Local 4522 President Anel Gonzalez and CFT Organizer Erin Conley facilitated trainings on building a site representative structure with an eye toward helping members see their union as a movement for



NMFT members take a break from training to show they're sticking with their union! Back row from left to right: Jane Hartley, Tim McCadden, Aimee Gealer, Kristen Gilbert, Tamara Fairbanks, Jenni Taylor, Noelle Milton, Patrick DeVusser and Shannon Seaton. Middle row from left to right: Jaymi Ropp, CFT Organizer Erin Conley and Sarah Auwater. Front row from left to right: Missy Taravella, CFT Field Representative Frank Oppedisano and Britt Dowdy.

quality working conditions and education.

Los Angeles College Faculty Guild, Local 1521 (LACFG) hosts an annual retreat for leaders to reconnect before the school year starts, and to hear from a variety of political and community leaders on urgent issues impacting the Los Angeles Community College District.

This year the retreat focused on pragmatic steps to building power. Kent Wong set the tone and offered a rousing call to action. While Local 1521 Recording Secretary Mindy Chen coordinated

a training on how to hold 1:1 organizing conversations. Leaders then broke into campus groups to start developing a local plan for recruiting new members and increasing member engagement. For example, leaders from East Los Angeles College spent the breakout session identifying potential activists and charting them out by department. ELAC leaders will use the chart to recruit participants for a house-visit campaign later in the semester.

-By CFT Organizer Erin Conley

Helping Contingent Faculty: EDD Workshops for Organizing Adjuncts

CFT Organizers in southern California have been organizing and training locals in providing EDD workshops for faculty who are eligible to apply for unemployment benefits. Recently, we hosted workshops for Adjunct Faculty United, Local 6106 and Cerritos College Faculty Federation, Local 6215 which have resulted in faculty realizing that Christmas breaks spent holding their breath between checks is not a fair way to be treated. Having the floor drop from under a faculty member who is counting on classes is a stress-inducing event. Providing members with the access to information to a state benefit is an essential organizing tool.

-By CFT Project Organizer Lyndsey Lefebvre

ECFT Organizes on Opening Day

El Camino Federation of Teachers, Local 1388 (ECFT) started the fall semester strong by organizing before classes even began. ECFT has been working with CFT Organizing Department since their member-to-member drive in spring 2018. Visibility at the new faculty orientation and opening day ensured that new faculty were welcomed to their positions by colleagues in their union. Union leaders hosting their own booth were able to provide all attendees with, among other resources, a calendar of events for the coming semester. These events are essential opportunities for engaging with the contract and with their union as a whole before negotiations begin in 2019.

ECFT presence at opening day allowed them a



Kelsey Lino

El Camino faculty and classified leaders organize during opening day activities.

jumpstart on their recruitment and recommitment goals for the coming semester. This attention to organizing has brought ECFT membership up 15% in the past year. This is particularly impressive in light of the *Janus* decision that continues to motivate their leaders and member organizers to keep that upward trend strong. ECFT looks to the fall with

confidence and another member-to-member outreach drive already on the calendar as well as their second annual Adjunct Equity Week and a myriad of other exciting member engagement opportunities!

-By CFT Project Organizer Frida Caro

UC Librarians continued from page 1

through traditional organizing in-person conversations as well as Hustle, a new mass texting outreach tool provided by AFT. Similar passion was felt at the Berkeley bargaining session on August 8. Once again, librarians, lecturers, students and community members gathered in a rally during the lunch break, this time joined by CFT President Josh Pechthalt.

The latest bargaining session was hosted at

UCSD with a strong turnout of dozens of observers. Other campuses continue to stand in solidarity throughout the process, hosting visibility actions in support of their sister campuses negotiations. UCLA librarians hosted a picnic on the lawn of the sculpture garden, strategically visible to library administrators, as well as students and community members.

Negotiations move forward, strong and steady

in a post-*Janus* world that has left many locals concerned with the kind of visible people power they will be able to yield. A consistent commitment to organizing and belief in the virtue of their cause will lead UC librarians forward into a contract agreement with respect, dignity and working conditions they deserve.

-By CFT Project Organizer Frida Caro

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.

PRESIDENT
Josh Pechthalt

SECRETARY TREASURER
Jeff Freitas

ORGANIZING DIRECTOR
Sandra Weese

ORGANIZING TEAM
Valarie Bachelor
Frida Caro
Erin Conley
Lucy Langworthy
Lyndsey Lefebvre
Seneca Scott

LAYOUT
Leslye Osegueda

EDITORIAL OFFICE
Get Organized!
2001 Center Street, Suite 600
Berkeley, CA 94704
510-523-5238
510-523-5262 fax
www.cft.org

Get Organized! is produced by union workers in the CFT Field Representatives Union and the Office and Professional Employees International Union.

All story ideas and submissions should be emailed to Sandra Weese at sweese@cft.org.

