

## PCC Faculty Move Forward With CFT Member Support

Since last year, faculty at Pasadena City College (PCC) have been organizing to decertify from their independent association and affiliate with CFT. Part-time, full-time, instructional and non-instructional faculty have held strong in their conviction that they deserve a democratic union with statewide support and solidarity.

In January, the Public Employee Relations Board surprised faculty by ruling to uphold a previous request to reject CFT's original petition. PCC faculty sprang into action



From left to right: PCC faculty Jeff Hupp, Catherine Cheng and Meredith Goldsmith take the stage in a town hall to kick off the next stage of their campaign. At the end of the town hall, full-time, part-time, instructional and non-instructional faculty signed authorization cards to file for another union election under PERB.

to collect more authorization cards than ever, and file a new petition in order to trigger another union election.

CFT community college members circulated an open letter in support of the campaign, letting PCC faculty know what winning a CFT union would look like: joining a strong, active federation of autonomous local unions where members join together to fight for better workplaces and education across California. With over 75 signatures and comments, these members demonstrated the solidarity, strength

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## Members Aspire to Action at the 2022 CFT Classified Conference

Under the theme "Aspiration to Action," CFT classified members joined in an issues-based organizing workshop at the 2022 Classified Conference. The task? Identify a workplace issue and build an organizing plan that not only resolves the issue, but strengthens union participation in the process. Members joined in a mock delegation to their campus president; complete with petition signatures, speakers' roles and a follow up plan.

—By CFT Organizer Jessica Conte



CFT classified members join in a mock delegation. They are listing their demands to CFT Organizer Erin Conley, who played the role of their campus president.

# 2023 CFT Convention Local Membership Growth Awards

## Local 1521: Membership Growth & Building Our Union!

- Successfully organized and negotiated a strong contract in 2020.
  - We identified and trained 34 Contract Action Team members who recruited for and hosted a virtual phone banking program called Faculty Power Fridays (FPF) where our faculty members drove membership growth to build union power by recruiting potential members via phone calls and following up with texts and emails.
  - In 2021 we signed up a total of 112 new members and in 2022 we signed up 113 new members. We provided student debt clinics (SDC) as part of our new members benefit program and not only did we sign up new members, but we had a total of \$1.29 million in student loans forgiven for our members.
  - Our chapter presidents hosted opening day and new employee orientations to make sure faculty heard about our union right away, learned about their contract and joined the union.
  - Additionally, we signed up non-members during the winter intercession by using our bargaining issue survey as a tool to collect information and to connect them with a CAT member on their campus.
- By Local 1521 Organizing Director Seo Yun Son

## Berkeley Council of Classified Employees Builds Union

- During Covid, the newly elected Berkeley Council of Classified Employees, Local 6192 (BCCE) Executive Board successfully negotiated over impacts to staff working conditions.
  - With help from Organizing Department Staff Valarie Bachelor, they developed and implemented an organizing plan that built solidarity amongst their members, increased membership and boosted member participation.
  - BCCE instituted monthly membership meetings, regularly shared information through Hustle (a free peer to peer texting app for AFT locals), and set up Action Network for email communications.
  - Regular site representatives/action team meetings were held and provided additional training to be a site representative. They were provided with bargaining unit lists, talking points, membership forms and bargaining surveys and they went out to their sites and signed people up.
  - The BCCE negotiations team secured a \$200 per month stipend for members who worked in person during Covid, providing much needed financial support to members.
  - BCCE leaders, site representatives and action team members collected data from 95% of the unit's 550 members. This grew awareness of the work the union put in to get this stipend and encouraged 30 non-members to join, bringing the union density up to 84%.
- By CFT Organizer Valarie Bachelor



Valarie Bachelor

## AdFac Has Largest Membership Growth in Part-Time Only Local

- In the past semester, Adjunct Faculty United, Local 6106 (AdFac) recruited 35 new members, 15 new COPE contributors and re-committed three members to their union.
  - Throughout the past two years AdFac has grown their membership from 56% to a super majority of 76%.
- Member Activists participated in weekly phone banks, and on their own time, did outreach via phone calls, emails and texts, identifying issues and creating campaigns to address them and attending membership meetings.
  - The Local has built a contract action team of 80 members who consistently take collective action like phone banking their coworkers, sharing union petitions and asking members to join upcoming rallies.
  - This work is led and supported by member organizers Layal Lebdeh, Marlo Smith and Nora Castro, who supply member volunteers with organizing scripts, walk them through the phone banking process, do in-person outreach to adjunct faculty at the work site and the work of identifying new activists for the union.
  - AdFac won paid office hours and is now organizing around getting full healthcare for adjuncts who work a 40% load.
- AdFac Executive Director Dash Johnson credits this growth to the active participation and leadership the union has cultivated over the past few years, "If we want to improve the working conditions of adjuncts, we need them to join our union, so we need to make sure membership recruitment is a primary focus of our work."
- By CFT Organizer Grant Stover



Dash Johnson

# Election 2022

Overall, 2022 was a great election year in California. All CFT-endorsed statewide constitutional offices were handily elected: Governor Gavin Newsom, Lieutenant Governor Eleni Kounalakis, Secretary of State Shirley Weber, Attorney General Rob Bonta, Treasurer Fiona Ma, Controller Malia Cohen, Insurance Commissioner Ricardo Lara and - last, but not least - Superintendent of Public Instruction Tony Thurmond.

Ballot measures also landed along CFT endorsed lines. Prop 1 passed, meaning that abortion and the right to contraception are now enshrined in our state's constitution. Prop 28 passed, meaning that 1% more of General Fund dollars will be allocated to arts and music education in TK-12 education. And Props 27 and 30, both of which would have robbed money from the General Fund (and therefore from Prop 98), were handily defeated.

In 2022, more than 35

legislators termed out or resigned. Our education and labor allies took the opportunity to elect some fierce labor champions to our state legislature. For example, Alameda Central Labor Council (CLC) Executive Secretary-Treasurer Liz Ortega (AD 20), former San Francisco CLC Political Director and CNA Organizer Pilar Schiavo (AD 40) and State Center Federation of Teachers member Esmeralda Soria (AD 27) were all elected to the Assembly. Founder of the UCLA Black Worker Center Lola Smallwood-Cuevas and Operating Engineers Local 3 member Aisha Wahab were both elected to the State Senate.

CFT had more members run for public office than ever before - 38 CFT members ran for school board, board of trustees, city council and a variety of other local offices in 2022. This is in addition to the two CFT members who ran in June of 2022 and were elected, as well as Los Angeles College Faculty Guild, Local 1521

member Sharon Hendricks, who was elected to the CalSTRS board once again.

Incredibly, 31 CFT

were both elected to the Berkeley School Board; Terri Knudson and Nancy Altman were both elected to the Morgan Hill School



Jessica Ulstad

Palomar Faculty Federation campaigns for AFT Guild member Judy Patacsil, who was elected to the Palomar College Board in November.

members won their elections in 2022, and AFT Guild at the San Diego Community College led the way, with 12 members who appeared on the ballot. In some places, more than one member ran for board seats in a given district and so CFT members were elected alongside each other! This happened in Berkeley, where Jennifer Shanoski and Mike Chang

Board; and Susan Solomon and Anita Martinez both now sit on the City College of San Francisco Board.

Reach out to CFT Political Director Jessica Ulstad at [julstad@cft.org](mailto:julstad@cft.org) for support for your local's political goals. It's never too early to plan a COPE drive!

-By CFT Political Director Jessica Ulstad

## ArtCenter Negotiation Update

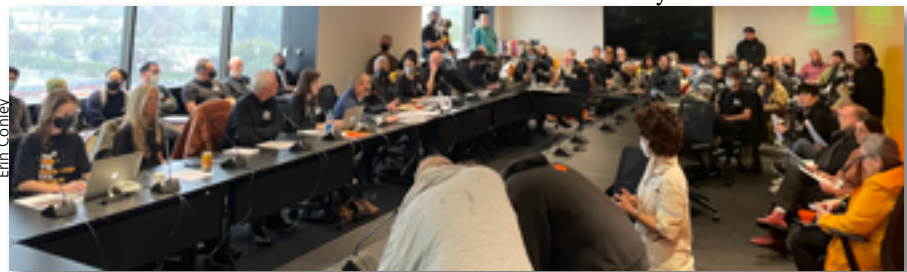
Nearly 150 faculty members, staff and students joined the ArtCenter Faculty Federation, Local 5648 (ACFF) bargaining team in presenting compensation and benefits proposals on March 10. ACFF continues negotiations for their first con-

tract, and leaders and their faculty colleagues are putting the pressure on management to make big improvements

on job security, compensation and ben-

efits.

-By CFT Organizer Erin Conley



Erin Conley



# Leadership Conference Workshops

Hundreds of CFT members from around the state convened in Universal City for the CFT 2023 Leadership Conference. They organized around our union’s work to lift up education workers, students and our communities through the lens of Justice, Equity, Diversity and Inclusion (JEDI). The theme “Unleash your JEDI” was present throughout the different workshops and panels. In a workshop led by the CFT Organizing Department, Jessica Conte, Grant Stover and Dan Martin presented on the strategies, tactics and goals of a successful contract campaign. Discussion ranged from first contract campaigns for new unions, strike-ready campaigns and building



Matthew Hardy

CFT Organizers Annika Mellies (left) and Kimia Yousefpour (right) break down the basics of an organizing conversation.

consistent campaign practices throughout CFT Locals. In another workshop, CFT Organizers Kimia Yousefpour and Annika Mellies led a discussion on how to have effective organizing conversations that build union power and connect all workers to the movement. They facili-

tated a discussion around cultural competency and how to engage workers from all backgrounds in the struggle for improved working conditions.

–By CFT Organizers Jessica Conte, Annika Mellies, Grant Stover and Kimia Yousefpour

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and expertise that could be gained by joining CFT.

In his comments, AFT Guild Adjunct Representative Geoffery Johnson wrote about CFT’s most recent success in its part-time health care campaign: “This was an adjunct-centered effort which was specifically built around the notion of having individual locals organize, advocate and ultimately negotiate quality affordable healthcare for part-time faculty. Being a part of CFT is not about top-down control, but rather member solidarity and a sharing of

resources.”

Geoffrey also joined with other CFT community college members and leaders from across the state and called CFT supporters at PCC to discuss their efforts and show them what being in a truly supportive and democratic union was about.

“Moving to the next phase of our PCC for CFT campaign is very exciting. We have gotten to this point because we faculty want change and are determined to form a better union,” said PCC part-time noncredit fac-

ulty member Catherine Cheng. She continued, “The entire CFT community has been so supportive, the organizing team has helped us every step of the way and we even received the assistance of CFT members from other colleges who volunteered to help in our efforts. I can’t wait to join the CFT family!”

PCC faculty launched an Instagram page to track their efforts and support. Follow them at @pccforcft.

–By CFT Organizer Jessica Conte

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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