



Adjunct Faculty Organize in Orange County

Adjunct Faculty United, Local 6106 (ADFAC) in North Orange County, held two successful member-to-member outreach drives in May. The first outreach drive was at Fullerton College on April 30 to May 3, and the second was at Cypress College on May 7 to May 10.

Despite some rain during the first week and extreme winds during the second, drive volunteers held over 200 organizing conversations with adjunct faculty. At first, the leaders from ADFAC were skeptical about visiting adjunct faculty on campus after their classes. Tonya Cobb,



Erin Conley

ADFAC members and leaders deeply believe in their “Stronger Together” motto. Pictured from left to right: Martha Strey, Tonya Cobb, CFT Organizing Director Sandra Weese, Manjit Grewel and CFT Project Organizer Emily Rose.

ADFAC Vice President from Cypress College, noted “The thought of attempting to have one-on-one discussions with

mostly ‘freeway flyers’ at two different campuses over an eight-day period seemed daunting at best!” However, drive volunteers

persevered and recruited almost 100 new members to the union and recommended 62 existing members. Every member of the executive board participated in the drive along with eight additional activists.

Leaders worked with CFT organizing staff to develop a rap addressing issues that their members are facing. While ADFAC won a 3.25% raise for credit and non-credit faculty along with a 5.6% bonus in 2017, they went to fact finding with the North Orange County Community College District over how to implement new legislation on rehire rights for part-time workers.

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Play the Game “Adjunct Life”



Valarie Bachelor

Part-time faculty tabling on campus to prepare for negotiations.

University of San Francisco Faculty Association Part-Time, Local 6590 (USFFA-PT) tabled at the heart of the University of San Francisco campus April 24 through 26. We drew people in by playing a spin the wheel game we dubbed “Adjunct Life.” The game showcases the challenges of life as a part-time faculty, and how those might be addressed in contract bargaining in June 2018. Full-time and part-time faculty, staff, administrators and students played the game; many students showed their support by signing up on our community email list. Adjuncts who came by were encouraged to fill out the contract survey, received information about benefits available under the existing contract and gains we hoped to secure in the new contract. USFFA-PT members across disciplines volunteered their time and told their stories. The April 2018 contract survey and tabling were combined efforts of the union’s Contract Action Team and outreach committees.

We’ve laid the foundation of a successful contract campaign and will continue to work over the summer to reach out to the campus community for support. Because as we all know, faculty working conditions are student learning conditions and we believe our students deserve better. -By Local 6590 President John Higgins

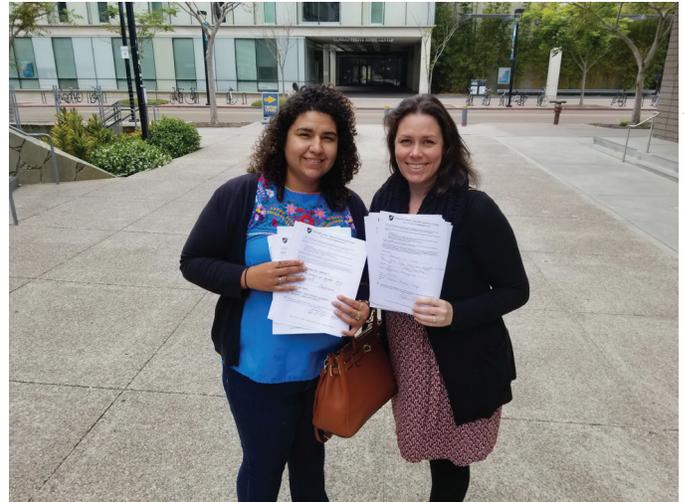
UC-AFT San Diego Building Relationships with Members

UC-AFT San Diego, Local 2034 has embarked on an extensive membership recruitment campaign to connect and build relationships with their members. Historically, University of California, San Diego has been one of the hardest campuses statewide to organize. I was able to have successful conversations with lecturers where we discussed potential improvements for the next negotiations and how a collective force can improve their working conditions.

UC-AFT Field Representative Larissa Dorman and UC-AFT SD leaders, have been hard at work building lasting relationships that has increased the lecturers' unit membership from 32% to 60% and librarians' unit from 60% to 85%. Not only did

they bring in the Preuss School as a new bargaining unit but also recruited 99% membership in their unit. It doesn't come as a surprise that they have one of the strongest charter school contracts in the state.

They tried different recruitment tactics, such as social events, 30-minute meet ups at a café on campus, workshops and drives. However, one-on-one conversations yielded substantial results; talking about the value of their union, learning more about their members goals and creating an active unit. This allowed for a personal connection and an opportunity to build rapport to gain commitment. Some conversations took multiple attempts, as it was important not to get discouraged and continue



Lucy Langworthy (CFT) and Larissa Dorman (UC-AFT) organizing at UCSD.

Lucy Langworthy

following up.

Even though Local 2034 faces some bad churning practices, high turnover and lack of communication amongst colleagues, with the input from the membership they are building bridges and connections. It took Local 2034 a lot of effort, consis-

tency, planning, strategizing and organizing to not only see the numbers increase but to hold those numbers.

-By Project Organizer Lucy Langworthy

El Camino Federation of Teachers Member-to-Member Outreach Drive



Kelsey Lino (ECFT) and Cindy Lopez (ECCE) take a break from outreach to show their Union and Woman Power!

Erin Conley

The first week of April, the El Camino Federation of Teachers, Local 1388 leaders, members and CFT staff spent the week reaching out to ECFT members and non-members alike. The primary goals of the member-to-member drive were 1) to connect with faculty to get a sense of what the ECFT is doing right and what the ECFT can do better, 2) to educate our bargaining unit members about Janus vs. AF-SCME, 3) to update our member's contact information, 4) to recommit our current members to the union by signing new membership forms and 5) to sign up new members.

During the week, our team made 316 attempted visits with faculty, successfully contacted 183 members, recommitted 124 current members, signed up 31 new members and had 21 members sign up to make new donations to our COPE fund. Almost doubling our current donations!

Our outreach efforts did not stop after the drive. Member organizer Kelsey Lino, CFT Project Organizer Frida Caro and other ECFT leaders continuing to contact faculty. Through these efforts we had 22 current members recommit and nine new members sign up. We now have 86% membership of our full-time faculty up from 78% and 67% membership of our part-time faculty up from 45%.

-By Local 1388 Executive Director Carolee Vakil-Jessop



ECFT members enjoy a cookout and receive contract updates at the member lunch. Pictured from left to right: Chris Hurd, Valencia Rayford, Sabra Sabio and Margaret Miranda.

Erin Conley

Jefferson Federation of Teachers Demands the District Value their Students, Work and Voices

For the first time ever, Jefferson AFT Federation of Teachers, Local 1481 has all six of its bargaining units' contracts set to expire on June 30. Currently, Jefferson Union High School District employees are among the lowest paid on the San Francisco Peninsula, and JUHSD is yet again ill-prepared to improve compensation to remain competitive in the region. With the possibility of a significant raise unlikely, the JFT negotiating team has chosen to focus bargaining on improving working conditions for their classified and certificated members, which are affecting their ability to provide the highest quality education to their students.

Most importantly, the negotiating team has demanded language creating Labor-Management Committees at the district and site levels for the purpose of addressing issues and bringing positive change to the workplace. Serving as a valuable tool to address concerns in a timely fashion, improve com-

munications and working relations between the union and management. JUHSD has challenged this demand, continuing a pattern of dismissal and inability to value its employees.

JUHSD's staunch refusal to engage its employees in good faith is sadly commonplace, but JFT's members are not taking it anymore. They have been organizing, increasing union membership and fighting back. They started in April by creating a Contract Action Team and developing an escalating campaign.

They began with lunch-time union meetings across all of their sites. Then came a button day starting on International Workers Day, May 1, with members wearing buttons in solidarity that read "To Value Our Students, Value Our Work & Value Our Voices." Next came the beginning of t-shirt Tuesdays and board actions on May 8 and May 15, where members spoke about the need for employees to have a voice in the work-



Alayna Fredricks

JFT members at Westmoor and Oceana High Schools during the campaign's "T-Shirt Tuesdays."



JFT's t-shirt artwork, which captures the local's message of classified and certificated union solidarity.

place and improved benefits. Over 30 members attended the action, sending

a powerful message to the JUHSD that JFT members are willing to stand up and fight for their students and the ability to provide them with the highest quality education possible.

As we head into the summer, JFT members remain vigilant and confident that they will achieve their goals of much needed LMC language and other important improvements to their working conditions.

-By Organizer Seneca Scott



Alayna Fredricks

JFT President Sergio Robledo-Maderazo speaks to members at the May 15 board action.

“Librarians Will Not Be Silent”

UC-AFT Librarians Begin Contract Negotiations

On April 17, the University of California librarians opened this round of contract negotiations with their first bargaining session at Doe Library on the UC Berkeley campus. Wearing t-shirts and buttons made specially for the occasion that read “Librarians Will Not Be Silent,” the representatives of UC-AFT filed into the room followed by other UC librarians and lecturers who had come from all over the state to give support to the table team and demonstrate union strength to the negotiators on the opposite side of the table. The first agenda item was introductions, and the librarians took this opportunity to explain the academic and educational value of their work. One by one, the members of the negotiating team described the world-renowned collections they curate and maintain, the scholars who come from far and wide to use these resources, the students who rely on the guidance of librarians as they learn to conduct specialized research, the professional development



UC librarians and allies gather in front of Doe Library on the first day of bargaining.

librarians pursue without funding and how their workloads continue to grow as layoffs and attrition steadily reduce the staff. After the table team had finished, the extended introductions continued through the group of supporters, each one taking the time they needed to describe the work they do and how heavily the UC relies on it. This simple action had a powerful effect. It became clear just how much experience and expertise filled the room and the long descriptions highlighted the absurdity of the UC’s poor compensation of its librarians. By opening in this way, UC-AFT negotiators gained a clear edge as they put forth propos-

als on three articles of the contract.

During the lunch break, the group of UC-AFT negotiators and allies were met outside by a group of additional supporters rallying on the steps of the library. They rolled out banners, passed out zines, and held up signs with personalized messages to the UC librarians. In attendance were members of UC-AFT, members of UAW Local 2865, UC students, and union staff.

-By Project Organizer Emily Rose

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In addition to local issues, outreach drive participants spoke with bargaining unit members about Janus vs. AFSCME and stressed the importance of sticking together. “It’s not just about our issues, it’s also about the quality of education our

students receive,” said ADFAC Secretary Miriam Henan.

After two long weeks of recruitment and engagement, ADFAC celebrated their success at Out of the Park Pizza in Buena Park. New and returning members enjoyed good conver-

sation over pizza, wings and salad. The event even inspired a series of Employment Development Department workshops to be held in June.

-By Organizer Erin Conley

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.

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