

Full-Time Faculty at Dominican University of California Organize to Form a Union

Unionizing in the private sector is not easy, but faculty at Dominican University of California in San Rafael have shown that together, they are ready to take on any challenge. In February, a super majority of full-time faculty at the private liberal arts college signed authorization cards and submitted them for recognition to the National Labor Relations Board (NLRB). Organizers and activists held strong throughout the peti-



Laura Greiss Hess

Organizing committee members and full-time faculty at Dominican University of California (right to left) Laura Greiss Hess, Veronica Fruiht and Thomas Cavanagh celebrate their successful union drive and prepare for the election ahead.

tion process, drawing on months of outreach, conversations and community-building. Now, as an election has been set with ballots mailed on March 16, they are steadfast in their commitment to each other and a better university.

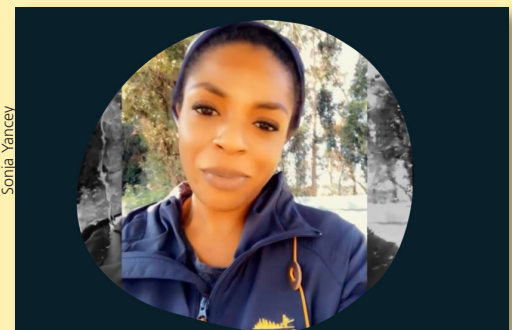
"I'm so moved and proud of our Dominican community," said Associate Professor in Occupational Therapy and a leader in the organizational effort Dr. Laura Greiss Hess. As for what is to come,

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Local 6319 Members Unite For a Living Wage

Members at Treasure Island Job Corps Workers Union, Local 6319 have been negotiating a contract with their new employers MINACT and ETR for nearly a year, and their sticking point in the new year has been a living wage increase for 2022. Management initially proposed a 0% increase for Treasure Island workers in 2022, which members knew was unacceptable given the extremely high cost of living in San Francisco. Last month, after months of persistent pressure from members and leaders, management finally moved and a tentative agreement on wages was reached with a 1.5% wage increase for 2022. Treasure Island members and organizers accomplished this win through two tactics: consistently showing up to open bargaining in large numbers, and a member photo and quote campaign. Their bargaining agreement caps observers present for opening bargaining at 15, but Treasure Island organizing committee members mobilized the membership and brought 20 to 25 observers to every bargaining session of 2022. Members also took photos of themselves and provided quotes about why they deserve a living wage and distributed the photos and quotes on flyers to the membership on the Treasure Island campus. Together the members and leaders of Local 6319 showed MINACT and ETR that they are stronger together, and that when they fight, they win!

—By CFT Organizer Annika Mellies



Sonia Yancey

**SONJA YANCEY,
ADMISSIONS COUNSELOR**

"..it's just the right thing to do. Your employees should be able to afford necessities like food, water, housing, education, healthcare, transportation, in addition to a small amount to be saved for unexpected events and as the cost of living increases, so should our wages."

Local 6319 member describes why they deserve a living wage increase for 2022.

Librarians and Library Staff at The Claremont Colleges Services (TCCS) Organize to Form a Union

Through their determination and commitment, the Claremont Colleges Services (TCCS)'s organizers and activists overcame the many challenges of organizing under the restrictions of the pandemic and in a private institution. By building a community committed to the improvement of their working conditions, transparency and respect, TCCS's fearless leaders got a supermajority of their colleagues to sign authorization cards in January, only four months after they started organizing. They are now prepared for their election. On March 7, ballots were mailed to TCCS Librarians and Library Staff and the ballots will be counted on March 21.

Reflecting on her commitment to her job



Kimberly Jackson



Adam Rosenkranz

TCCS librarians and organizers Jennifer Beamer (left) and Kirsten Hansen (right) showing their support for the union by contributing to their #SelfiesforSolidarity campaign.

and the importance of a union, TCCS Librarian and organizer Jennifer Beamer shared, "I'm a librarian at a private college consortium, and every day I'm inspired by the people I work with. All of us in the library are contributors to educational content and make decisions that impact our students' and faculty's capacity to

access and create scholarly work that involves academic freedom. My colleagues and I are forming a union because we want pathways to promotion, transparency and a voice in our organization. Unionization is a lawful and constructive way to give us that agency, effort and advocacy in our roles."

After winning their

union, Jennifer and her colleagues hope to utilize the power that their union gives them to negotiate for a contract that promotes equity and inclusion and upholds transparency and consistency across TCCS.

-By CFT Organizer Kimia Yousefpour

Local 6319 Members Unite For a Living Wage

Angela Persaud



ANGELA PERSAUD, CORE INSTRUCTOR

"How I attend to the educational, professional and social needs of my students is worth a raise."

Sonja Lemons



SONJA LEMONS, CORE INSTRUCTOR

"The cost of living here in the SF Bay is unjustly expensive, and I work 2 jobs. I'm a native and shouldn't have to move away. I wear more than one hat at my job and pour into my students daily academically, emotionally and socially."

Colleen Jeffers



COLLEEN JEFFERS, TEAP SPECIALIST

"I've been here for 12 years and I've always fought for the quality of service that we offer our students. Please take care of the employees, we truly need a living wage"

USF Part-Time Faculty Demand Respect!

Valarie Bachelor



San Francisco Supervisor Connie Chan speaks in support of a fair contract for part-time faculty at a rally in front of Gleeson Library.

“What do we want?”
 “Fair contract!”
 “When do we want it?”
 “NOW!”

That was the call-and-response led by San Francisco Supervisor Connie Chan at the March 2 demonstration organized by University of San Francisco Part Time Faculty Association, Local 6590 (PTFA). An eager crowd of PTFA members, students, full-time faculty, librarians

and administrative staff cheered as speakers called on the USF administration to come back to the table and negotiate in good faith. Among the speakers were members of other campus unions: University of San Francisco Faculty Association, Local 4269 representing full-time faculty and Office and Professional Employees International Union (OPEIU) representing administrative

Valarie Bachelor



Students, faculty, staff and community members gather at Lone Mountain in support of part-time faculty getting a fair contract.

staff. The last year has seen increasing cooperation and solidarity among campus unions.

PTFA has been bargaining since July 2021. On January 12, 2022, the administration walked away, without indicating any intention of returning. They have failed to respond to the union’s most recent comprehensive proposal. So, PTFA filed an Unfair Labor Practice (ULP) charge with the National Labor Relations Board (NLRB). Then, the night before

“The point isn’t just to re-start negotiations. The point is to get a fair contract for all of us.”

After a rally in front of the university library, demonstrators marched several blocks to the building housing the president’s and provost’s offices, carrying a symbolic table and placards bearing the union’s key demands. “If they won’t come to the table,” organizers said, “we’ll bring the table to them.” A delegation of students

Valarie Bachelor



Students, faculty, staff and community members bring the negotiations table to management as they call for a fair contract for part-time faculty.

the planned rally and march the administration finally surfaced indicating that they would resume negotiations.

PTFA Member-Organizer Rebecca Gordon says, “I can’t prove it was the demonstration, or the 770 letters supporters have sent to the USF president and provost, but it sure looks like our organizing and pressure campaign are paying off.” However, Gordon added,

and teachers attempted to deliver the union’s demands, but found the office doors locked. “So, we pushed them under the door,” reported delegation member and associate professor of sociology Hwaji Shin. PTFA hopes the administration reads them and responds in good faith.

–By PTFA Member-Organizer Rebecca Gordon

Wellness Event Brings “Something Fun” to SCFT’s Part-Time Faculty Healthcare Fight

State Center Federation of Teachers, Local 1533 (SCFT)’s Bernadette Moordigian, who has been a member organizer at Fresno City College for four years and an active executive council member for six, knows how important it is to celebrate your wins and cultivate a positive sense of community even in the midst of a tough fight. Since January, SCFT has recruited an impressive 28 new members thanks in no small part to Moordigian and other leaders’ positive approach to organizing, which includes thorough member-to-member outreach, a regular “News Bites” member newsletter, member workshops and even a bell in the office that they ring every time a new mem-

ber is recruited. So, when SCFT joined the part-time faculty healthcare campaign this year, they brought their culture of positivity with them and have planned an exciting community wellness event this April to raise awareness, build community and show support for the initiative. The event will take place on Saturday, April 2 at Fresno City College and will feature booths and workshops from local leaders on yoga, self-defense, HIV, asthma and other health topics, as well as panel discussions and member speakers highlight-



SCFT Member Organizer Bernadette Moordigian’s community-focused organizing efforts have recruited 28 new members since January 2022.

ing the importance of the CFT Part-Time Faculty Health Care Campaign’s core issue: access to quality, affordable health care. Moordigian says she hopes the event brings “something fun” to the serious issue of healthcare.

-By CFT Organizer Annika Mellies

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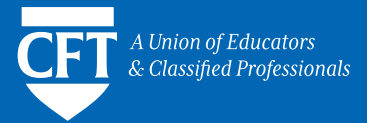
she said: “Collaboration and communication have been priorities and will continue to be essential. I believe that we can come together, self-advocate, have the challenging conversations and in respectful partnership with administration, we can all move forward together. We are a community of dedicated and in-

credibly hard-working people, including our administration. We have shared values that anchor us all here, and we want to work hard for the faculty and university to thrive. I’m incredibly hopeful that we can succeed while prioritizing our values and showing up for each other.”

When recognized, the

Dominican University of California Faculty Federation of Teachers would represent over 100 full-time faculty, joining thousands of higher education faculty across the state working towards a better higher education system for themselves and their students.

-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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