



ECCE Night Shift Petition for Better Working Conditions

Night-shift custodians at El Camino Classified Employees, Local 6142 (ECCE) make up a little more than 30 workers out of about 380 classified employees. While most people are winding down at home, night custodians are preparing to start their shifts. Work that has become increasingly stressful due to many years of short-staffing.

Previously, ECCE Building Power set a goal to have 1:1 conversations with everyone on the bargaining unit. Determined to reach that goal, two nights were dedicated to having these organizing conversations with night-shift custodians. Next we had an issue-organizing training where we prioritized the issues at hand, and made a plan to tackle these concerns. In that same training, work-



Sasha Mobley

ECCE night-shift workers gather after presenting a petition to their director expressing their frustration with being understaffed.

ers voted on their number one issue, which was short staffing. This was something that affected everyone and that also caused more problems such as favoritism, division and even health issues.

On December 8, 2016 at 6:30 AM about 28 night shift custodians gathered around their clock-out station and waited anxiously for the signal to start;

something they had never done before. Many times before, those same workers had individually voiced their concerns about short staffing, but never before had they banded together to walk into the director's office with a petition requesting this issue be addressed. ECCE President Luukia Smith explained to management that this was an attempt to start

working in collaboration to address short staffing. As we gathered outside the parking lot to debrief, there were many smiles exchanged that indicated a sense of accomplishment and empowerment.

After a lot of follow-up and persistence, management agreed to have a meeting with all of the night-shift custodians to begin the conversation to address poor morale. In January, workers set the precedent of sitting down with management in partnership to identify challenges and brainstorm potential solutions. This could not have been done without the recruitment of five new organizing committee members who were willing to organize their fellow co-workers and follow through with their plan.

- By Project Organizer Lucy Langworthy

EBI Teachers & Staff Display Union Stickers with Pride During Their Negotiations



Valarie Bachelor

Newly organized Escuela Bilingue Internacional (EBI) is now at the bargaining table with management after mobilizing a majority of their members to fill out and submit bargaining surveys. Teachers and staff are so excited that during the last two bargaining sessions members wore buttons throughout the day showing their support, and even turned out to cheer on the bargaining team as they went into negotiations.

As the newest unit of the Bay Area French-American Federation of Teachers, Local 6563 they are negotiating for better wages, support for foreign teachers and job security. EBI will be continuing to organize and mobilize their members in support of these issues until a contract is finalized. -By Project Organizer Valarie Bachelor

CFT Leadership Conference 2017 Focuses on Organizing

Jessica Beard



Elaine Merriweather (UESF) and Joe Boyd (CFT) introduce Assemblymember Tony Thurmond.

Leaders from locals across the state convened in Sacramento on February 1-2 to participate in a politics and policy organizing summit. The two-day conference was filled with workshops, legislative visits and invigorating conversations about the fight public education faces in the next four years. Participants were introduced to CFT priorities in the face of funding cuts, attacks on immigrant students, teachers, and staff, and other looming threats. They were also given opportunities to meet with their state representatives and deliver strong messages of support for issues in their local communities, as well as crucial protections and gains they'd like to see applied state wide.

While the conference was in many ways a reminder of all the work we need to do to defend public education, there was also an emphasis on the important work locals have already done.

Berkeley Council of Classified Employees (BCCE) and Federation of Teachers (BFT) presented their work on a policy to protect undocumented students. Paula Phillips and Cathy Campbell, the union presidents for BCCE and BFT respectively, emphasized the power of the policy, which puts into place roles, plans and responsibilities for employees in the district when confronted by federal immigration officials. They also discussed strategies for supporting students if their family is detained or deported. Phillips' and Campbell's inspiring presentation at the beginning of the first day's activities set a tone of resistance for the rest of the conference.

The Los Rios Community College Federation of Teachers also presented their work to make their campuses have sanctuary status. President Dean Murakami outlined the steps he took to work with the board of trustees to

get the resolution passed, while newly-elected Secretary Treasurer and Building Power Organizer Bill Miller emphasized the power of organizing when faced with the challenge of getting faculty support at the board of trustees meeting. Both leaders provided great examples of how locals can work with their boards to ensure that their campuses remain safe.

In an afternoon workshop, leaders from AFT 2121 led a workshop on how a local can work to promote tuition-free community college. Tim Killikelly, Alisa Messer and CFT Research Director Emily Gordon outlined the steps they took to get

the funding, backing and votes to pass Proposition W in San Francisco. Killikelly also emphasized the power of organizing, as he described his successes turning out 200 members, coalition partners and community members for support rallies leading up to the fall election.

At the end of the packed two days, participants left invigorated and informed by the organizing that their colleagues across the state have done in the name of defending accessible public education for all, and inspired to do more in the upcoming year.

- By Project Organizer Jessica Beard



Kati Bassler

On Wednesday, January 25, 2017, the Salinas Valley Federation of Teachers coordinated a "WEAR RED FOR ED" campaign in public support of public education and in opposition to the prospective appointment of Betsy DeVos as Secretary of Education. On less than a day's notice, many members wore red to draw attention to the potential risks and attacks to public education. Plans to continue this sign of solidarity are in place for as long as it is needed.
- By Kati Bassler, president, Salinas Valley Federation of Teachers.

Worksite Leadership Train-the-Trainer

For two days in November, 20 CFT union members and staff met in Oakland for CFT's Worksite Leadership Train-the-Trainer workshop. Participants learned the curriculum and how to teach it so they could begin developing leaders at their locals.

The training was led by CFT's Training Director, Laura Kurre, with the help of Liz Moore, a training consultant and executive director of the Peace and Justice Action League in Spokane, Washington.

The first day, participants talked about their own good and bad learning experiences in order to develop ideas of what great (and terrible) trainings look and feel like. They also watched Kurre

and Moore model teaching parts of the curriculum.

At the end of the first day, workshop participants were paired and assigned a segment to teach the following day. Teams practiced modifying lessons to meet the needs of an audience, and also to fit the time allotted.

On the second day of the training, the group was split in half for teaching demonstrations. Through these demonstrations, attendees got to see a wide variety of teaching styles and learned how to give and receive constructive feedback on their own teaching.

The worksite leadership curriculum was developed to help local union



Laura Kurre

Workshop participants teach a segment they were assigned to practice modifying lessons to meet the needs of their audience.

members train their colleagues to be effective and confident leaders. Every lesson contains activities that allow participants the chance to practice skills in pairs or small groups and provides time for union members to share their experiences and expertise. The collaborative nature

of the work helps create a sense of community among the members being trained, and helps locals better define and recognize the shared values that brought them together to do this work in the first place.

- By SCI Organizer, Local 6215, Stephanie Rosenblatt

CFT Members Turn out En Masse for Women's Marches around CA

Los Angeles College Faculty Guild, Local 1521



Courtesy of Local 1521

Los Rios College Federation of Teachers, Local 2279



Courtesy of Local 2279

Pajaro Valley Federation of Teachers, 1936



Courtesy of Local 1936

Salinas Valley Federation of Teachers, Local 1020



Courtesy of Local 1020



Courtesy of Local 1078

Berkeley Federation of Teachers, Local 1078



Courtesy of Local 6161

Palomar Faculty Federation, Local 6161



Courtesy of Local 1493

San Mateo Community College Federation of Teachers, Local 1493



Courtesy of Local 61

United Educators of San Francisco, Local 61

Rallies for Sanctuary Campuses & Health Benefits at LA Valley College



Alex Castillo-Kesper

Los Angeles Faculty Guild, Local 1521 hold signs in solidarity with fellow LACCD unions at their BOT meeting demanding the board re-open negotiations for their health benefits.

Los Angeles Community College District (LACCD) students came out on December 7 to demand that the board of trustees declare LACCD schools sanctuary campuses. They joined supporters at LA Valley College and sang

chants in solidarity, and carried signs reading supportive statements such as, “Doors for Education not Deportation.”

Trustees heard personal stories from students and allies about the threat of raids by the U.S. Immigra-

tion and Customs Enforcement on campus and at home. Subsequently, the board passed a resolution in support of the students. However, the students wanted a firmer commitment. The board agreed to set up a task force to look further into this critical issue.

Also at this board of trustees meeting, the Los Angeles Faculty Guild, Local 1521 came out in solidarity with fellow LACCD unions to demand the board re-open negotiations for their health benefits. Their strong voices were heard, and the board agreed to their demand of

- By Project Organizer Alex Castillo-Kesper

Building Power Fall 2016 Update

Five locals participated in the Building Power Program last fall. Member organizers worked with leaders, activists and CFT staff to develop organizing plans focused on increasing membership and engagement.

The Coast Federation of Classified Employees increased their membership to 79% and increased their COPE income to \$207.50 per month. They also developed a schedule for mini-trainings with the executive council and conducted “Walk with Me” worksite visits to recruit new site representatives.

El Camino College Federation of Classified Employees increased mem-

bership to 78% and had 1:1 organizing conversations with nearly the entire bargaining unit. They also developed a strong plan to win better conditions for nightshift custodians who have been having problems with short-staffing and safety.

The Glendale Community College Faculty Guild increased membership to 91% and activated new members through their Membership and Mobilization Task Force. They recruited members to phone bank for Glendale’s Measure M and Prop 55, and welcomed over 100 people at their annual meeting this fall.

The Lawndale Federa-

tion of Classified Employees added 34 new members to their local. Winning a great contract for noon duty employees has been a huge focus of this year’s BP plan, including recruiting new worksite reps and tabling at each worksite.

The Los Rios College Federation of Teachers added 24 new members last fall and conducted 109 organizing conversations across four campuses. The local also mobilized faculty to attend board of trustees meetings to win sanctuary status for students, faculty and staff.

- By Project Organizer Erin Conley with reporting from Project Organizers Lucy Langworthy and Jessica Beard

California Federation
of Teachers 
AFT, AFL-CIO
A Union of Professionals

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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