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## Nominating Statement

Brothers and Sisters,

I am running for a second one-year term as Vice-President for Organizing. My first year was harder than I expected it would be. In part, because of one-time internal organizational issues that were very complicated and difficult, but also because the learning curve was steeper than I expected. While I have a rich background in organizing, there is more to this position than that. There is a great deal of work by the statewide e-board I did not know about, in areas such as labor law around grievances and other things, personnel management, and specific issues with our allies, our mother union, and the UC administration. Between these two factors I have not pushed forward the organizing as much as I had planned.

This next year, now that I'm up to speed on everything, I promise to help create the environment we need to grow this union in power, focus, and numbers so that we can accomplish what we need to-- not just a great new contract for our lecturers and stopping the deprofessionalization of our librarians, but build a union that can survive any evil Supreme Court decisions that come down and keep struggling for UC Democracy.

My approach is first, to quote the great Egyptian novelist Al-Aswany, "Democracy is the Answer". Specifically, that means signing up new members, building site rep or other rich networks, better internal communications, growing a strong Green Caucus and supporting other voices within our union, increasing our use of social and other communications and information media in our

organizing, and helping organize the actions we need to build our network and have it thrive.

When I was on the hiring committee for the staff position at UCSD (and we did a great job), we asked all the candidates, “If hired, would you commit to staying on the job until the lecturer contract is won? They all said yes. I could not ask this of them without committing to it myself. But soon after that milestone is achieved, in two or three years, I plan to step away from this position. To that end, if you have any interest in being Vice-President of Organizing down the line, please do ask me about it. It does pay (half or more time, hourly pay up to \$2500 a month, no benefits), it is only for members of UC-AFT, and it is as rewarding as it is difficult. So, really rewarding.

If you don't know me, talk to your colleagues and friends who do through the organizing committee or my visits to the campus. I'll stand by my work and my perspective that UC-AFT can, and should, do better than just struggle for better working conditions or even for a better, a more democratic, UC. By doing this with clarity, we are also doing what we can for a just and sustainable world.