

UC-AFT
January 28, 2017
Burbank Hilton

**Organizing to Win
in the Trump Administration**



10 – 10:30 Welcome and Intros
(Mia McIver & Bill Quirk)
Agenda survey
Sticky notes

**Morning Session:
Strengthening Our Resolve**

10:30 – 11 Introductory Debate
(Keith Danner)
What is the single most important action
we can take in the next 12 months to
respond to the first year of the Trump
administration?

11 – 11:20 Legal Contexts
(Bill Corman)
10 min. presentation
10 min. Q & A

11:20 – 11:35 Coffee Break

11:35 – 12:15 Exercising Our Rights
(John Rundin)
Protecting academic freedom
Preventing churning
#FullFledgedFaculty

12:15 – 1 Expanding Leadership Networks
(Mia McIver)
Examples of current initiatives/projects
2017 national conference
Organizing Fellows: current mandate
Organizing Fellows: future development

1 – 1:30 Lunch

**Afternoon Session:
Extending Our Reach**

1:30 – 2:15 Coalition-Building
(Paul Bissember)
15 min. Goal-setting
30 min. Planning

2:15 – 3:00 Exerting Political Pressure
(Bill Quirk)
15 min. Goal-setting
30 min. Planning

3:00 – 3:15 Coffee Break

3:15 – 4:00 Communication and Media Strategy
(Annapurna Pandey)
15 min. Goal-setting
30 min. Planning

4:00 – 5:00 Committing to Our Plans
(Bill Quirk & Mia McIver)
Sticky notes
Create timelines
Delegate responsibilities
Prepare for follow-up

Dear Local Officers and Collective Members,

The summer is a critical time for planning our organizing and outreach work for the coming academic year. As your V.P. of Organizing, I ask for your feedback on, and eventual adoption of, my 2016-17 Organizing Plan proposal. The plan is intended to coordinate our statewide efforts, but each campus will decide how to implement its elements in ways that make sense for the individual Local. In other words, this is not my plan for what you should do; these are the statewide resources available to support your organizing.

Fall Membership Outreach Campaign

Every campus will plan during the summer for a three-week membership drive at the beginning of the fall term. The common elements of the drive will be:

- Identification of and targeted outreach to new lecturers and librarians,
- Fall 2016 Lecturer Orientation (Welcome to Campus/Welcome to UC-AFT), and
- Door card distribution to lecturers.

A concentrated member recruitment effort at the beginning of the academic year will enable us to focus on leadership development for much of the rest of the year. This intensive member drive may be repeated at the beginning of winter and spring terms.

SCI Funded Leadership Development Program

Our organizing grant from CFT this year funds a leadership development program for both librarians and lecturers, including:

- A workshop to strengthen and energize Local boards and collectives, and
- A workshop to provide union orientation and skill-building to emerging member leaders.

Our grant will fund a statewide team of Organizing Fellows, lecturers and librarians who will facilitate the above workshops on individual campuses (see call for nomination, p. 10). Statewide officers and staff members will also lead:

- Two workshops to introduce members to how we defend the MOUs through the grievance process, and
- Training in issue-based organizing and planning strategic campaigns.

Please see the 2016-2017 SCI Grant Budget Draft (p. 4) and timeline (p. 11) for more details.

Statewide Unit 18 Organizing Campaigns

The following issue-based campaigns are our first steps in organizing toward the next Unit 18 contract. Each of these campaigns is intended to educate members about key issues, elicit their participation and leadership, and enable them to make informed choices about bargaining priorities in 2019.

Lecturers = Faculty

This campaign will begin with a survey of department websites and directories. Departments that include lecturers as faculty without qualification or separation will be highlighted. Departments that do not will be the focus of a very local organizing effort to update their websites. This campaign will escalate from directories to inclusion in departmental governance and other academic opportunities. The goal of this campaign is to enfranchise and empower lecturers within their departments, and to help us connect with our members around a simple but central issue at a very local level.

Best Practices for Class Evaluations

This campaign will educate lecturers about student evaluations, including how to discuss them with students, how to achieve high levels of thoughtful participation, their history, their role in Excellence Reviews, and research that shows their bias against women and people of color. The goals of this campaign are to engage our members on an issue that affects them widely, deeply, and regularly, to build ties with Senate allies, to organize for reform of the evaluation system, and to reduce their weight in Excellence Reviews.

Churning Hurts Education

The new Unit 18 contract includes side letters focused on significant churning problems at UCSD and UCLA. This campaign will begin with a pilot project at UCSD to identify churning departments, educate our members that churning is a prohibited practice, partner with Senate faculty, undergraduate, and graduate student allies, and develop an anti-churning pledge and other tools to stabilize lecturer appointments.

I welcome suggestions for a Unit 17 statewide issue-based organizing campaign.

Educational Program

In addition to the statewide trainings and campaigns above, over the next few months, we will develop and update an online library of training and workshop materials that Locals can customize and use as needed. Many Locals are already conducting some of these trainings and workshops.

Led by UC-AFT members, representatives, and field reps:

Lecturer Orientations (Welcome to Campus/Welcome to UC-AFT)

Demystifying the Third-Year Mentoring Meeting (essential for 2016-2017, since this is a new contractual obligation for departments)

Best Practices for Class Evaluations (key to our organizing campaign)
Know Your Rights: An Introduction to Our Employment Contract (Unit 17/Unit 18)
Know Your Rights: Benefits and Leaves of Absence (Unit 17/Unit 18)
Looking Ahead to the Excellence Review (for lecturers in their first years of teaching)
How to Prepare Your Excellence File (for lecturers nearing their Excellence Review)
How to Prepare Your Merit Review File (for continuing lecturers)
How to Prepare Your Merit Review File (for librarians—I welcome suggestions for how we can host this and other Unit 17 workshops so that we complement LAUC-sponsored offerings)
How to Apply for Unemployment Insurance
Applying for Professional Development Funds
DCP vs UCRP: Choosing the Retirement Plan That Is Best for You

Led by CFT/AFT Staff:

Members-Only Benefits (Joe Hooper)
Student Debt Clinic
How to Represent Your Campus to Your Local Elected Officials (Jessica Ulstad)

Our goal with these programs is to develop a sustainable culture of education and leadership. Ideally, a member who has participated in a workshop in the past will be asked to lead or co-facilitate the workshop the next year.

Ongoing Unit 18 Projects

These are long-term tracking projects to help us collect data and collate member concerns in the time between now and the next Unit 18 contract expiration.

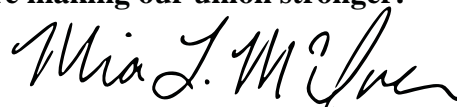
End-of-Term Survey

This online survey tracks who leaves lecturer jobs, when, and why. The goal is to separate legitimate departures from churning practices and collect data to discern the fuzzy line between the two. Ideally, every lecturer who is not reappointed would complete the survey and let us know why they're not returning. Please direct lecturers to www.surveymonkey.com/r/PFQVYRJ

Bargaining Issue Database

This document, which I administer, collects issues that arise so that we can include them on a future bargaining survey to set negotiating priorities. Current entries include summer pay inequities, lack of lecturer orientations, late appointment letters, and lack of precision in salary calculations. Please send me entries for the database as you become aware of them.

Thank you for your feedback! Together we are making our union stronger!



Mia L. McIver, UC-AFT VP for Organizing
mmciver@ucaft.org 949-231-7934

Leader Development Program Overview and Draft Budget (Revisions In Process and Pending Adoption)

Overview

Our SCI grant from CFT provides \$36,000 to fund the development of an in-house training program with emphasis on cultivating, broadening, and sustaining our leadership networks. UC-AFT has committed additional matching funds of \$36,000, for a total budget of \$72,000. We propose a 4-step plan for using the grant:

1. In consultation with Local and statewide leaders, develop a series of workshops that meets the needs of individual campus Locals as identified by member leaders:

a. Building Power Democratically: A Workshop for Local Representatives

- i. Goals: Provide resources and assistance to Local boards and collectives for setting and reaching self-determined goals, engaging members positively, holding productive meetings, making decisions, delegating responsibilities, working with field reps, increasing membership rates, cultivating new elected and unelected leaders, using social media, and coordinating with other campuses and the statewide Council and E-Board.
- ii. Who should attend: Lecturers and librarians who are current, future, or potential elected or appointed officers and representatives of Local boards and collectives. 6-10 participants on each campus.
- iii. Format: Half-day workshop once per year, held mid- to late fall. Conducted on each campus by one co-facilitator from the home campus and one visiting co-facilitator from another campus. Total of nine workshops annually across the state.

b. Communicating Purpose Confidently: A Workshop for Union Members

- i. Goals: Help campus Locals orient new and current leaders to union basics, empower lecturers and librarians to connect with others, broaden and sustain campus communication networks, and amplify member outreach and recruitment efforts.
- ii. Who should attend: Current, future, and potential member activists; both new and returning lecturers and librarians who want to understand who is involved in UC-AFT and what we do; those who want to understand more concretely the union's value and what we have accomplished for our members; those who might serve as department or building reps; those

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seeking more community on their campuses; current and future members of Local boards and collectives. 6-14 participants on each campus.

- iii. Format: Full-day workshop once or twice per year. Held late fall after the Building Power Democratically workshop and possibly again during the second half of the academic year. Conducted by one co-facilitator from the home campus and one visiting co-facilitator from another campus. Total of 9-14 workshops annually across the state.

c. Representing Members Effectively: Two Workshops for Member Advocates

Introduction to Member Advocacy and Representing Members in the Grievance Process

- i. Goals: Support and increase campus Locals' ability to introduce members to the grievance process, orient members to the contract, develop technical expertise of member grievance stewards, facilitate relationships with campus Labor Relations staff, and ultimately enforce the contract.
- ii. Who should attend *Introduction to Member Advocacy*: Lecturers and librarians who want to understand what the Unit 17 and Unit 18 MOUs are and how and why we defend them. 5-7 participants on each campus.
- iii. Who should attend *Representing Members in the Grievance Process*: Lecturers and librarians who have attended *Introduction to Member Advocacy* and other potential grievance stewards who have a basic understanding of the MOUs; those who want to know more about the grievance process and the most common types of grievance cases we handle. 3-5 participants on each campus.
- iv. Format: 1.5-hour workshop once per year for *Introduction to Member Advocacy*; 3-hour workshop once per year for *Representing Members in the Grievance Process*. Ideally scheduled about a month apart. Both will be facilitated by a statewide officer or staff member. Total of 18 workshops annually across the state.

d. Responding to Issues Quickly: Helping Locals Organize Strategic Campaigns

- i. Goal: Develop a team of leaders who are trained in strategic campaigns to travel to campuses where emerging issues present organizing opportunities.
- ii. Who should attend: Experienced lecturers and librarians who have first-hand knowledge of our workplace issues; those who want to teach others how to be organizers, researchers, member leaders, political coordinators, and community liaisons; those who want to increase our ability to defend our contract through organizing. 4-6 participants statewide.

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iii. Format: UC Berkeley Labor Center's week-long Strategic Campaign Workshop, plus a half-day internal workshop once per year, facilitated by statewide officers and staff.

2. Share proposal with Locals in advance of July Council meeting. Ask Locals and Council to adopt the training program as a statewide initiative.
3. Recruit 1-2 Organizing Fellows from every campus for a total of 11-14. Organizing Fellows will attend a full day Train-the-Facilitator workshop in August/September 2016 to learn the Communicating Purpose Confidently and Building Power Democratically workshop curricula.
4. Each campus schedules a series of four workshops, beginning in the mid-fall with Building Power Democratically, continuing with Communicating Purpose Confidently in the late fall or early winter quarter/spring semester, and concluding with two Representing Members Effectively workshops later in the 2016-2017 academic year. (See attached timeline proposal.)

Budget

Preparation and Facilitator Training

This money will be used to cover the cost of developing the plan, presenting the training program to the Council and locals for approval, and training the Organizing Fellows.

July 6: Travel for Mia and Bill to Burbank to discuss details of training program with CFT and presentation for Council. \$450

July 30: Council Meeting. Discussion of plan, endorsement of program, and selection of Organizing Fellows. Materials preparation for presentation. \$100

Aug/Sep 2016 and July 2017: Two annual Train the Facilitators meetings, the first for Organizing Fellows to learn the curricula and the second to debrief 2016-2017 and plan for 2017-2018. Led by Mia McIver and Bill Quirk.

Compensation for OFs.

$\$29 \times 6 \text{ hours} \times 11-14 \text{ OFs} \times 2 \text{ meetings} = \$3,828-\$4,872$

Travel for OFs to full-day Train the Facilitator and debrief meetings.

$\$400 \times 11-14 \times 2 \text{ meetings} = \$8,800-\$11,200$

Food for meetings.

$11-13 \text{ OFs} + 2 \text{ facilitators} \times \$22 \times 2 = \$572-\704

Total = \$13,750-\$17,326

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Building Power Democratically: A Workshop for Local Representatives

This money will be used to cover the cost of curriculum development, reimbursing the visiting OF's travel expenses, compensating OFs, and running the workshop with food and supplies.

Development of workshop curriculum.

40 hours x \$29 = \$1,160

Travel for one OF per workshop.

\$400 x 9 workshops = \$3,600

Food for workshops.

6-10 participants + 2 OFs x \$22 x 9 workshops = \$1,584-\$2,376

Printed materials.

\$100 x 9 = \$900

Compensation for OFs.

\$29 x 2 OFs x 7 hours x 9 workshops = \$3,654

Total = \$10,898-\$11,690

Communicating Purpose Confidently: A Workshop for Union Members

This money will be used to cover the cost of curriculum development, reimbursing participants' travel expenses, compensating OFs, and running the workshop with food and supplies.

Development of workshop curriculum.

60 hours x \$29 = \$1,740

Travel for one OF per workshop.

\$400 x 9-14 workshops = \$3,600-\$5,600

Food for workshops.

6-14 participants + 2 OFs x \$22 x 9-14 workshops = \$1,584-\$4,928

Printed materials for workshop.

100 packets x \$20 = \$2,000

Compensation for OFs.

\$29 x 2 OFs x 10 hours x 9-14 workshops = \$5,220-\$8,120

Total = \$14,144-\$22,388

UC-AFT Strategic Campaign Initiative Organizing Grant 2016-2017

Representing Members Effectively: Workshops for Member Advocates

This money will be used to cover the cost of travel for a statewide officer or staff member and running the *Intro to Member Advocacy* and *Representing Members in the Grievance Process* workshops with food and supplies.

Travel for one facilitator.

$\$400 \times 18 = \$7,200$

Printed materials for workshops.

$100 \text{ packets} \times \$10 = \$1,000$

Food for workshops.

$5-7 \text{ participants} + 1 \text{ facilitator} \times \$10 = \$60-\80

$3-5 \text{ participants} + 1 \text{ facilitator} \times \$10 = \$40-\50

Total = \$8,300-\$8,330

Responding to Local Issues: Helping Locals Organize Strategic Campaigns

This money will be used to send several people to the UC Berkeley Labor Center Strategic Campaign training, reimburse participants' travel expenses to the in-house workshop, and run the in-house workshop with food and supplies.

UCB Labor Center Strategic Campaign Workshop

Tuition and breakfast/lunch - $4 \text{ people} \times \$875 = \$3,500$

Dinners - $\$25 \times 5 \text{ days} \times 4 \text{ people} = \500

Travel- $\$750 \times 4 \text{ people} = \$3,000$

Train the Team internal meeting.

Travel for 6-8 people $\times \$400 = \$2,400-\$3,200$

Food for meeting.

$6-8 \times \$22 = \$132-\$176$

Materials for training.

$10 \text{ packets} \times \$20 = \$200$

Total = \$9,732-\$10,576

UC-AFT Strategic Campaign Initiative Organizing Grant 2016-2017

Organizing and Outreach Materials

In support of local membership recruitment, leadership development and visibility campaigns, the \$5000 will be budgeted for printing outreach materials.

Total = \$5,000

UC Santa Cruz Local Leadership Program

The grant will contribute \$5000 to the UCSC Local to support the leadership program it has developed and proposed to the statewide E-Board.

Total = \$5,000

Developing Leadership Tracking in Database

We need to improve the leadership tracking functions in our database. Specifically, the Note Type feature can be upgraded to allow us to easily track types and levels of participation by leaders in specific locations on a campus.

Total = \$600

Grand Total = \$67,424-\$80,910

Total Grant Funds: \$72,000 (CFT \$36,000 + UC-AFT \$36,000)

UC-AFT 2016-2017 Organizing Fellows Call for Nominations/Applications

UC-AFT is offering up to 14 organizing fellowships for the 2016-2017 academic year. We invite nominations and applications from Unit 17 librarians and Unit 18 lecturers and non-Senate faculty at every UC campus. We plan to appoint at least one Organizing Fellow per campus.

Supported by statewide UC-AFT officers and staff, Organizing Fellows will develop their own pedagogical skills while they train their colleagues to become department and campus leaders. Fellows will receive stipends of \$29/hour to facilitate the following UC-AFT leader development workshops on their own and other UC campuses:

Building Power Democratically: A Workshop for Local Representatives

and

Communicating Purpose Confidently: A Workshop for Union Members

Organizing Fellows will participate in a training meeting in early September 2016 to learn the curricula for the two workshops, then lead the workshops on their own home campuses during the 2016-2017 academic year with help from a visiting co-facilitator. Fellows will also travel to other UC campuses to help guide workshops there.

In June 2017, all fellows will reconvene for a debriefing meeting to discuss the 2016-2017 workshops and plan for 2017-2018.

Expected time commitment:

Early September 2016:

Attend 6-hour training to learn the workshop curricula.

Mid-to-late fall 2016:

Lead two 5-hour Building Power Democratically workshops on the home campus and another campus, plus two hours to prep and debrief with co-facilitator.

Late fall 2016/early winter 2017:

Lead two 8-hour Communicating Purpose Confidently workshops on the home campus and another campus, plus two hours to prep and debrief with co-facilitator.

Winter/Spring 2017 (optional):

Two additional Communicating Purpose Confidently workshops on the home campus and another campus, plus prep and debrief time.

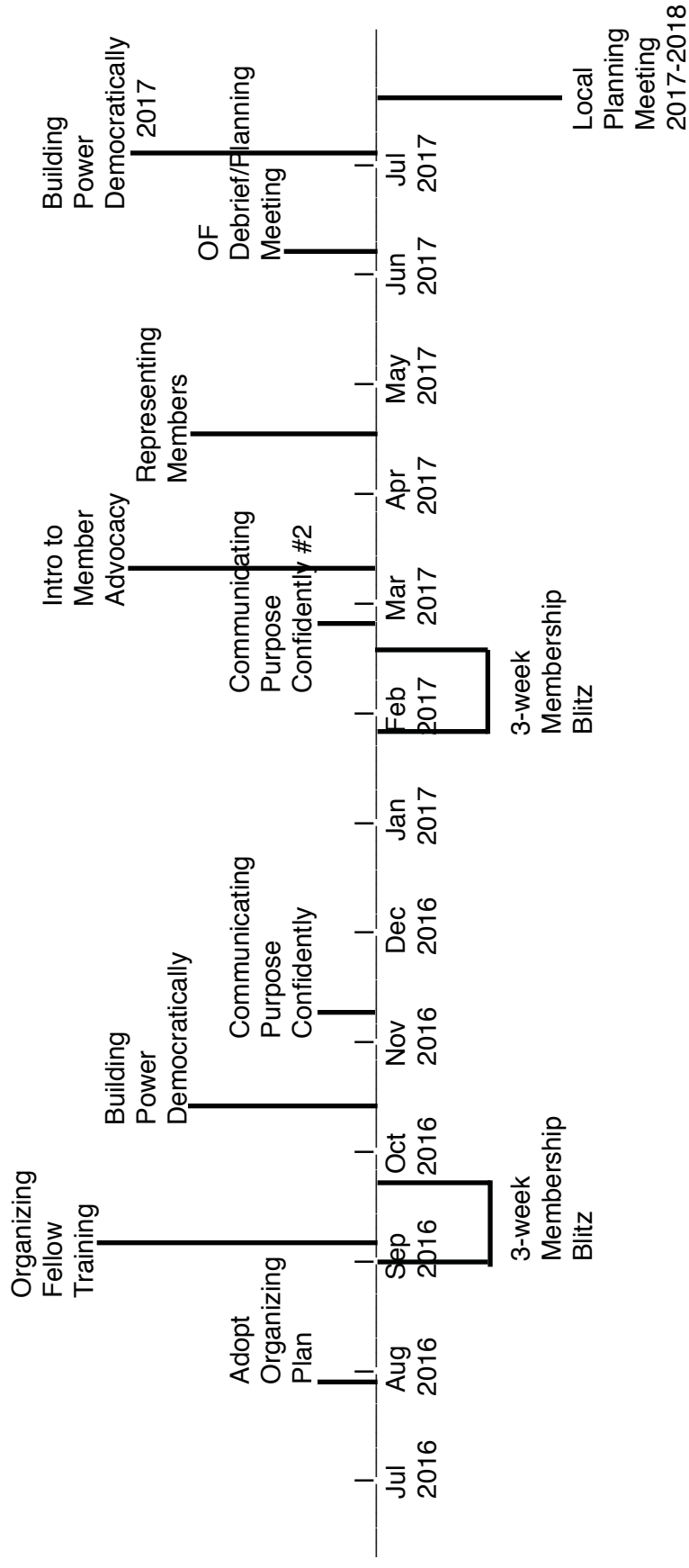
June 2017:

Attend 6-hour meeting to assess 2016-2017 organizing and plan for 2017-2018.

Possible other co-facilitation days as needed statewide.

Compensation for most OFs will probably fall in the \$1000-\$2000 range, depending on number of workshops facilitated. Expenses for travel to training meeting, debrief meeting, and away campuses will be reimbursed according to UC-AFT travel policies. Fellows' salaries are supported by a 2016-2017 Strategic Campaign Initiative Grant from the California Federation of Teachers (CFT).

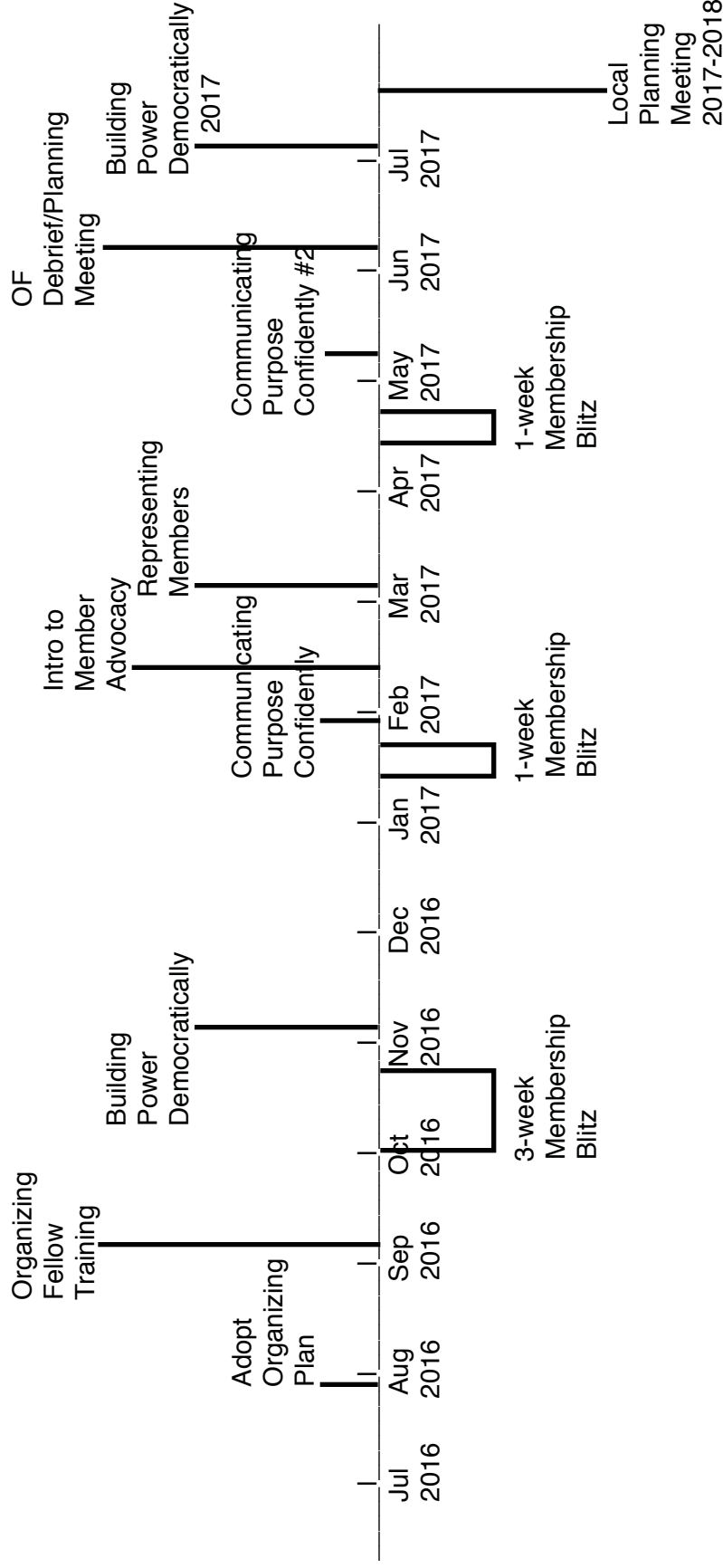
Proposed SCI Grant Organizing Timeline
 2016-2017
 Semester Campuses (Berkeley/Merced)



This timeline offers a suggested sequence of workshops based on the SCI plan. Each campus Local should customize its schedule according to its members' needs and calendars.

Proposed SCI Grant Organizing Timeline
2016-2017

Quarter Campuses (Davis/Irvine/Los Angeles/Riverside/Santa Barbara/Santa Cruz/San Diego)

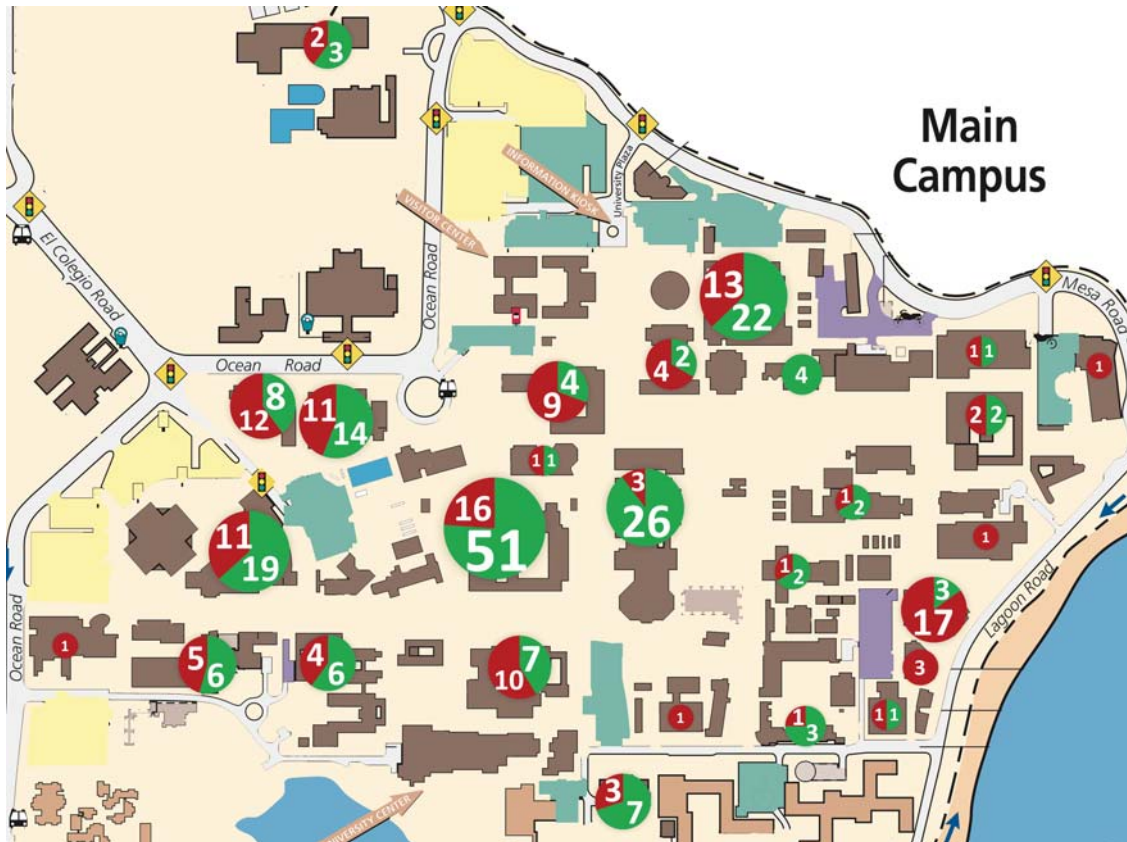


This timeline offers a suggested sequence of workshops based on the SCI plan. Each campus Local should customize its schedule according to its members' needs and calendars.

UCSB Campus Snapshot:

Green = # of members in building

Red = # of non-members in building



UCI Campus Snapshot:

Green = # of members in building

Red = # of non-members in building

