

Proposal Summary for Member Organizer Grant for the
2022-2023 Academic Year.

Prepared by Union Vice President Josh Brahinsky and Executive
Director Bill Quirk presented on December 9th, 2022.

To whom it may concern,

UC-AFT is seeking funding to start a member organizer program funded by an organizing grant from CFT. UC-AFT is in the midst of a membership expansion. After winning a new contract with tremendous CFT support, our new job security agreements provide an opportunity for unprecedented membership growth. We believe we can stabilize our membership at 60% over the next 2 years. This would be a stable increase of 10-11%.

We have established an active Statewide Organizing Committee of 15 members who meet regularly to set goals and coordinate chapter organizing with statewide objectives. This body is a residual feature of our last contract campaign. It is an important leadership cultivator for campus activists and space to develop outreach and activation plans.

Our staff also are now expected to spend at least one full day on campus holding one on one meetings and doing class visits or other outreach conversations with Contract Action Team members (site reps). As we increase membership, we are building a sustained Contract Action Team (CAT). an organizing structure based on personal and professional relationships.

Over the last 6 months, we have met our goal for increased membership from 49% to 54% by recruiting 265 new members. Given that we generally lose 3-4% at the start of January, our goal for the rest of the academic year is to reach a sustained 55%, which we can build upon the following year.

Despite the formation of the SOC and refocusing of staff time on internal organizing, we need additional support. Our contingent workforce still presents significant challenges to organizing, including a lack of existing relationships between co-workers, online teaching, and turnover. The one year anniversary of our historic contract just passed. We still have many non-members who witnessed that struggle and are now reaping the benefits of it. We expect to be able to convert a higher percentage of non-members now than we've been able to for the last several years. The closer we are to the contract fight, the higher the chance we can recruit a new member.

We are now seeking funding for two member organizers who will work a minimum of 10 hours each per week from February 2023 through June 2023.

These organizers will focus entirely on our campaign to stabilize our membership at 55% by July 1, 2023, and on identification and development of contract action team members (CATs), which will be the basis of further expansion of membership goals in 23-24.

The member organizers will both work 10 hours a week. We will hire one each for the UC Berkeley and UC Los Angeles campuses. These two campuses hover around 50% membership while the rest of the state (other than UCSD) sits between 60-70%. They currently have 1064 nonmembers between them (see the more detailed plan for thinking about non-members on each campus [here](#)).

In the process of non-member outreach, we plan to focus also on leadership development. We began to develop a CAT network during last year's contract campaign, but it is uneven and UCB and UCLA are in particular need of expansion. Our 5 year plan is to develop a CAT network of one leader for every 10 members, which would mean 257 today and 286 when we reach 60% membership. Our goal for spring is to move from the 123 Active Leaders in our database to 160 Active Leaders and to clearly define those who are CATs and those who are not. This means defining turf and developing responsive relationships with their turf. For LA and Berkeley, our goal is to develop 30 confirmed CATs on each campus by the end of this academic year.

Our Vice President for Organizing, executive board and executive director will work closely with our SOC, staff and CFT funded member organizers to help ensure this goal is met.

UC-AFT will put out the call for two candidates and has a list of prospects that will be encouraged to apply for the position. UC-AFT's president, executive board, Statewide Organizing Committee and executive director are in full support of this plan. Our planned success will improve the lives of our members, make our union stronger and inspire other unions to get organized.

Thank you very much for your consideration!

In unity,

Josh Brahinsky and Bill Quirk