

**We are going to fight.
We are not going to back down.
We are not going to go away.
We are going to fight.**



This document sketches out our proposed strategic goals for the 2018-2019 year. It is intended to define objectives in broad strokes. If we adopt it, we will create detailed plans for achieving each goal.

Bargaining Campaigns

Goal: *Fair contracts that improve working conditions for contingent faculty and librarians.*

Strategy: *Campaign escalations for both Unit 17 and Unit 18 throughout the year.*

Member Engagement

Goal: *Cultivate an active and engaged membership who are meaningfully connected to each other within our union.*

Strategy: *Drive turn-out to fall new employee orientations; contact every new person in the bargaining units to welcome them to campus and ask them to participate in bargaining campaigns.*

Assertive Grievance Handling

Goal: *Approaching grievances from an organizing perspective to improve our chances of favorable settlements and give members a stake in the process.*

Strategy: *Seek out at least one grievance on each campus that is ripe for organizing around.*

Political Action

Goal: *Work with the state legislature to achieve our policy goals.*

Strategy: *Travel to Sacramento for a UC-AFT lobby day with Bryan Ha at the state capitol.*

Leadership Development

Goal: *A clear pipeline for rank and file members to become campus leaders and for campus leaders to become Council leaders.*

Strategy: *Host a leadership conference in early fall to convene leaders and emerging leaders for training and collaborative planning.*

Coalition Building

Goal: *Stronger ties with other UC unions, Senate faculty, unionists and colleagues beyond the UC, community partners, and members of the public.*

Strategy: *Align strategy with UC coalition partners; strengthen relationships with CUCFA and AAUP; engage other unionists, community partners, and members of the public around bargaining campaign.*

Democratic Processes

Goal: *Engage rank and file members by giving them a stake in Council officer elections.*

Strategy: *Revise UC-AFT constitution to give the vote to every member.*

**We are going to fight.
And we are going to win.**

Authored and submitted by Mia McIver to UC-AFT Council 7/7/2018