

August 18, 2017

# Organizing in the Era of Trump

## What is Fair Share – and why are unions under threat?

Currently all faculty pay their fair share, whether they are members or feepayers. But under the anti-union, anti-worker Trump administration, labor is under attack. We know that the increasingly conservative Supreme Court, with newly appointed Justice Gorsuch, will move to end the fair share fees that we count on to keep up the struggle for better wages and working conditions. Known as agency fee, these provisions ensure that we have the bargaining power, resources and organizational capacity to keep workers' priorities at the forefront. The Janus vs. AFSCME case will be on the 2017-18 Supreme Court docket, posing a risk to public sector unions in their ability to collect agency fee from everyone represented.

The gains we've made in our contract campaign, our fight against the ACCJC, and for Free City were made possible by collectively pooling our resources, including Union dues. We know that right-wing groups will be running campaigns to push Union members to drop memberships. In other states that lost agency fee, the Koch brothers sent letters to union members telling them they'd be better off financially if they cancelled their union membership.

Outcomes from these so-called Right to Work states show otherwise. The Economic Policy Institute pointed out that wages for union and nonunion workers alike are 3.1 percent lower in Right to Work states, with Missouri becoming the 28th state to adopt such laws in February. These numbers are significant after accounting for cost of living, labor market conditions, and demographics in a region. Researchers point to the decline in union membership since the 1970s as a critical factor in the stagnation of wages and growing inequality. (Reports posted at *epi.org*).

We need a stronger — not weaker — union to withstand the austerity measures that harm our students and faculty. This fall, we will ask all faculty to sign a new membership form to ensure that our documentation is current. We will have discussions about adopting a "maintenance of membership" policy that other locals have utilized to maintain a fair distribution of costs.

Your voice matters in these discussions; start by coming to our flex day meeting, Aug. 18th, 2:30 to 4pm in Conlan 101.

## Charlottesville and the "Many Sides" of Donald Trump

We condemn the violence and hatred that the white supremacists and neo-Nazis stand for and Trump's wink and a nod to these forces of hate. Now what can we do?

We can support non-violent rallies and vigils protesting the ugly resurgence of this hatred. Go to: [goo.gl/HDahr9](http://goo.gl/HDahr9)

As educators we can teach! Silence is not an option. Educators are committed to the idea that understanding our history is a liberating act. We urge you to find ways to engage students with these issues. Search for: *#CharlottesvilleCurriculum* to find many teaching resources for educators.

## New contract campaign – defending, maintaining, building on our gains

Our last contract campaign produced several wins: much-needed raises, an additional top step, and load improvements. We achieved these gains through organizing our members and calling out the district on their unfair labor practices. Our historic one-day strike on April 27, 2016 demonstrated faculty power in a climate racked by crisis and focused on austerity. We've learned how to organize effectively and talk about critical issues with our members; the power we have built together through collective action is a springboard for achieving future gains.

## Spring 2017 contract gains

*Faculty get 1.56% COLA increase for 2017/18. "Lookback" Agreement includes: 1) continuation of 2.68% beyond 2017-18. 2) 2% one-time bonus*

Faculty are seeing a 1.56% on-schedule salary increase per the State COLA for 2017/18. Faculty working full-time saw the increase beginning with July paychecks, while faculty working part-time should see the COLA in August pay. Check [www.aft2121.org](http://www.aft2121.org) (under Resources) for new pay scales.

Under a tentative "lookback" agreement reached in July, the District agrees as follows:

\* One-time bonus payment equal to 2% of 2016/17 earnings tentatively to be paid on August paychecks

\* 2.68% increase, that was going to be eliminated after June 2018, will continue as part of our ongoing base salary.



## Upcoming contract campaign

AFT's newly-elected bargaining team met over the summer to begin preparations for our upcoming contract campaign and negotiations for a new contract, which commence this Fall in advance of the June 30, 2018 expiration date. Precinct reps will be your primary contacts throughout this contract campaign and will be setting up "listening sessions" at various sites to discuss contract issues and priorities. We urge you to participate and make your voices heard. All faculty can fill out the new contract surveys available today and be on the lookout for the sunshining of AFT 2121's bargaining platform in October.

## AFT meets with new Chancellor Rocha

In July, AFT leaders met with CCSF Chancellor Mark Rocha. Dr. Rocha thanked the Union for taking on the fight for fair accreditation and for winning Free City. We alerted the new Chancellor to key issues facing faculty, eg. the need to restore classes and faculty wages, hire more faculty to work full-time while maintaining the full-time faculty core, and embracing equity for faculty working part-time. We also asked him to fix the dysfunctional faculty payroll system and shared our expectation that he address these issues by re-establishing good faith bargaining with our Union.

## Free City becomes real with AFT 2121, Free City coalition's work

On August 3rd, CCSF Jazz band played joyfully while AFT 2121 gathered at the Civic Center campus with SF Supervisor Jane Kim, other elected leaders, community allies, students, col-



(Above, August 3, 2017) Kathe Burick leads a song at the Free City Victory Party.

## AFT 2121 fall 2017 meetings

### AFT 2121 FLEX Meeting, August 18

Ocean, Conlan 101, 2:30-4:00 pm

### Part-timers FLEX Meeting, August 18

Ocean, Conlan 101, 4:10-5:30 pm

### Delegate Assembly, August 29

Ocean, MUB 140, 3:00-5:00 pm

### Delegate Assembly, September 26

Evans, Room 220D, 3:00-5:00 pm

### General Membership, October 17

Ocean, MUB 140, 3:00-5:00 pm

### Delegate Assembly, November 21

John Adams, Room 139, 3:00-5:00 pm

### Delegate Assembly, December 12

Ocean, MUB 140, 3:00-5:00 pm

lege trustees, and staff to celebrate the advent of Free City College.

Last November, SF voters made history when they passed Prop W, a tax on luxury property sales, to make City College free again. Behind the scenes, AFT 2121 and allies from the Free City Coalition worked in the streets, at the ballot box, and in the offices of City Hall to make Free City real and ensure the program would make it through the city's budget process. We won!

Over the summer, our coalition has worked tirelessly to reach out to neighborhoods all over San Francisco with Free City materials. So far, Free City is a tremendous success. Last month's data on full-time equivalent student (FTES) units shows an estimated 17% increase in year-over-year combined credit and non-credit FTES, with a 25.5% increase in credit-only FTES.

With the start of our fall semester on August 19th, the Free City Program will be the first of its kind offering universal free higher education for City residents. This is distinct from other free community college initiatives tied to students' academic background or GPA. Free City is a huge boon to our students and also to our college and its budget. And Free City is part of the larger vision of what our Union stands for – increased access to quality higher education. Free City serves a diverse range of students with more educational access—from traditional college-age students to immigrants, people of color, low income folks, their neighbors, parents, and grandparents!

More Free City info: [ccsf.edu/freecity](http://ccsf.edu/freecity)