

AFT 1521 Los Angeles College Faculty Guild 2018-2019 Strategic Goals

In June 2018, the U.S. Supreme Court's Janus v. AFSCME decision overturned a 40-year-old ruling that allows public employee unions to collect "fair share" fees from workers to cover their share of the cost of collective bargaining. The post-Janus political environment presents our Guild not only a resource crisis, but also an opportunity to engage and re-energize LACCD faculty—colleague to colleague. To ensure that our union stays strong so we can continue to advocate for students, improve pay and work conditions, and make our communities better, we focus our work in **organizing, collective bargaining, labor and community, and politics**.

The 2018-2019 Strategic Goals in the following interrelated strategic areas provide guidance for the work ahead as we:

- 1) Strengthen our union by **organizing** our workplaces, increasing membership, supporting existing leaders by developing new leaders, and using concrete assessments of membership engagement.
- 2) Draw on engaged membership as strength for ongoing contract enforcement and leverage for **collective bargaining**.
- 3) Foster **labor and community** solidarity by working with our union and community allies on issues crucial to Guild interests, student well-being, and social and economic justice.
- 4) Advocate for ourselves in **politics** and press elected officials to set policy and budget priorities based on Guild faculty and LACCD student needs.

Priority	Goals
1. Organizing	<ul style="list-style-type: none">• Reach 85% membership on all campuses• Develop 1:20 leadership structure on all campuses• Engage and educate members in all work areas
2. Collective Bargaining	<ul style="list-style-type: none">• Use all available tactics (e.g. meetings, grievances, collective actions) to ensure contract implementation• Engage members for collective bargaining• Develop and maintain strategic partnerships with LACCD unions
3. Labor and Community	<ul style="list-style-type: none">• Develop and maintain meaningful partnership with union and community allies including LACCD unions• Support labor and community interests through Good and Welfare• Award Guild scholarships to diverse LACCD students drawn from wide applicant pool
4. Politics	<ul style="list-style-type: none">• Increase member participation in COPE by 15% per campus• Coordinate strategically with LA County Federation of Labor• Press for accountability of elected officials through developing LACCD BOT score cards and reporting back• Support AFT Faculty Guild Student Internship Program