

2020 CCA Fall Conference

Workshop Descriptions – Subject to Change

Bargaining Working Conditions in an Online Environment

This session is for experienced bargainers and current bargaining team members, though all are welcome. The time will be dedicated to facilitated discussion of the current issues and trends in our online environment that chapters are experiencing at bargaining tables. This is an opportunity to discuss challenges, share solutions and best practices used throughout the state.

Date and Time: Friday, October 9; 4:30 p.m.-6:00 p.m.
Presenter(s): Brian McNally, CTA Regional UniServ Staff
Karmen Lee Ortloff, CTA Regional UniServ Staff

Canva: Basics and Helpful Hints

Canva is a free graphic design platform that allows you to create social media graphics, presentations, posters, visuals, and other visual content for online and offline. This session will walk you through creating social media posts for Instagram, Facebook, and Twitter. Participants should be prepared to have two screens open at one time: one for Canva.com and the other to watch the demonstration. It is recommended participants explore Canva.com before this session.

Date and Time: Friday, October 9; 4:30 p.m.-6:00 p.m.
Presenter(s): Cynthia Menzel, CTA Communications Consultant

Chapter Treasurers Training

This workshop is designed to provide essential information about the financial and reporting responsibilities of a chapter treasurer.

Date and Time: Wednesday, October 7; 4:30 p.m.-6:00 p.m.
Presenter(s): Scott Postel, CTA Emeritus Staff

Digital Strategy for Strengthening Locals: Tools & Tactics to Translate Online Activism into Offline Power

In an era of mass online activism, how can we use digital organizing, tools, and tactics to harness the power of energized allies and members to build power for our movement? Join this training for an overview of tools, apps, and strategies as well as best practices and tips for helping actions cut through the noise on social media to build power for your local.

Date and Time: Thursday, October 8; 4:30 p.m.-6:00 p.m.
Presenter(s): Cynthia Menzel, CTA Communications Consultant

Demystifying and Debunking District Financials to Increase Your Leverage in Bargaining

There are many tools CTA provides for analyzing your District's financials, but data is not what wins strong contracts. The key is making sure your Association understands your district's financial priorities and exposes them in a way that resonates and motivates. In this workshop, you will learn how to personalize your District's financials in a comprehensive, easy to understand way that will not only mobilize your membership but educate your College trustees and galvanize your community allies. With a clear financial message, your Association will be able to organize winning contract campaigns.

Date and Time: Thursday, October 8; 4:30 p.m.-6:00 p.m.
Presenter(s): Karmen Lee Ortloff, CTA Regional UniServ Staff
Robin Devitt, CTA Regional UniServ Staff

Diversity & Equality: Now More Than Ever – Creating a Local Diversity/Equity Team

Now more than ever we call upon you to join members of the CCA/Faculty Equity and Diversity Committee to start the dialogue and process of creating an Equity and Diversity committee for your local union. If you have ever had questions as to why this committee is necessary, we will answer them for you. This brief discussion is the prelude to a more extensive statewide training forum coming in the 2020-21 academic year.

Date and Time: Friday, October 9; 4:30 p.m.-6:00 p.m.
Presenter(s): Tracy Davis-Butros, CCA Faculty Equity and Diversity Committee Member
Ed Gomez, CCA Faculty Equity and Diversity Committee Chair
Steven Estrada, CCA Director – District F-2; CCA Faculty Equity and Diversity Committee Member
Kristie Iwamoto, CCA Women's Director; CCA Faculty Equity and Diversity Committee Member
Dorothy Reina, CCA Director – Ethnic/Racial Minority; CCA Faculty Equity and Diversity Committee Member

Don't talk about it, be about it: How I used Robin DiAngelo's "White Fragility" to help create change

This workshop will provide an overview of how I used this book in a concerted effort to empower others, particularly Whites, to put their money where their mouth is when it comes to addressing and dismantling structural racism, white privilege, and white supremacy in the age of Trump.

Date and Time: Friday, October 9; 4:30 p.m.-6:00 p.m.
Presenter(s): Justin Arnold, CTA Regional UniServ Staff
Dr. Amy Avelar, Associate Professor, SBVC (San Bernardino Valley College) Academic Senate President

Get on the Right Track with CTA/NEA Member Benefits

Hop on the express train to the wide array of benefits available through your union membership! In our informative Member Benefits track, you'll get an overview of the most popular benefits, including Educators Employment Liability (EEL), Disaster Relief Fund, voluntary insurance programs, financial services, shopping and travel discounts, and more!

CTA and NEA Member Benefit programs are designed exclusively for educators and when members learn about these programs, they are excited to discover how the value of membership can help save money and find solutions to their personal and financial needs.

Date and Time: Wednesday, October 7; 4:30 p.m.-6:00 p.m.
Presenter(s): Mindy Bartlett, CTA Member Benefits Consultant
Sean Mabey, NEA Affiliate Relations Specialist

Grievances: The Basics

This session is for local union reps and will focus on the basics of the grievance process. Union reps will receive training on how the grievance process works, determining if an issue is a grievance or another type of conflict, writing up grievances, basics of member representation at grievance meetings with administration, and how to keep track of all the information generated by the process. Cage match techniques will be included if time permits.

Date and Time: Wednesday, October 7; 4:30 p.m.-6:00 p.m.
Presenter(s): Marianne Reynolds, CTA Regional UniServ Staff
Alan Frey, CTA Emeritus Staff

Implementation of Part-time Rehire Rights and Parity During the Pandemic—Where Are We?

This presentation will review original legislation regarding part-time faculty rehire rights, SB 1379. We will take a look at what has been bargained throughout the state and examine best practices the CCA PT Faculty Issues Committee has identified, including:

- Grievability
- “Arbitrary and capricious language”
- Multi-step PT salary schedules
- Preference Forms
- Break in service and preservation of rehire rights
- Voluntary/Involuntary assignments (mileage, correctional facility, dual enrollment)
- Interview rights for tenure-track positions
- Evaluation—the Achilles heel for the reemployment process

We will also discuss some of the issues regarding rehire that have been caused by the COVID-19 pandemic and the shift to distance instruction at most campuses. What happens to faculty who cannot teach because they lack online instruction certification? Are part-time faculty experiencing more course cancellations? If so, what happens to rehire preference?

Lastly, we will examine whether rehire language has moved us closer to pay parity between full-time/part-time faculty. If not, what is needed?

Date and Time: Friday, October 9; 4:30 p.m.-6:00 p.m.
Presenter(s): Josie Meza-Malik, CCA Director – Northern Part-Time, CCA Part-Time Faculty Issues Committee Chair
Susan Midori-Jones, CTA Regional UniServ Staff

My Retirement Benefits

We get it. Planning for retirement is probably not at the top of your to-do list right now. That’s why we created the My Retirement Benefits Workshop – to give you the information and tools you need now. In this interactive workshop, you’ll learn:

- How we calculate your CalSTRS monthly retirement benefit.
- About the gap between your CalSTRS benefit and your retirement income goal, and ways you can bridge it.
- The steps to take now to increase your retirement benefit.
- And more.

For a more personalized understanding of the information covered, you’re encouraged to bring your most recent *Retirement Progress Report*, which you can print from your *myCalSTRS* account. You’re also encouraged to bring your questions.

Date and Time: Thursday, October 8; 4:30 p.m.-6:00 p.m.
Presenter(s): Eva Lau, Manager-Santa Clara Member Service Center; California State Teachers' Retirement System

Strengthen Your Local – A Leader’s Guide to Membership

All local leaders, membership chairs and reps play a crucial part in recruiting, engaging and maintaining membership for your local. Attend this fast-paced session to get familiar with the important roll you fulfill regarding local membership management. Learn how to communicate the value of membership, answer the tough questions, understand your role in member retention and how to easily keep records current. We will discuss strategies to maintain membership for your part-time faculty members and how to easily add new members. You will learn about all the apps and resources available to you locally. We will also introduce you to all the various ways to sign up new members, including the brand-new online enrollment for CCA faculty. Take this session to energize and organize your membership efforts.

Date and Time: Wednesday, October 7; 4:30 p.m.-6:00 p.m.

Presenter(s): Steve Perry, CTA Assistant Executive Director – Business Services
Alec Williams, CTA Supervisor – Membership Accounting Department

Turning Your Ideas into Opportunities for You and Your Students: Learning from Researching (With) Our Communities through Oral Histories

Learn about the IFT grant-funded project Researching (With) Our Communities through Oral Histories and tips for preparing your own grant applications and projects.

Date and Time: Wednesday, October 7; 4:30 p.m.-6:00 p.m.

Presenter(s): Jennifer Escobar, Associate Professor of English, Moreno Valley College

What Presidents Should Know About Employer Bargaining Obligations in Difficult COVID-19 Times

CTA’s Legal Department will provide presidents and chapter leaders with an overview of the key legal issues related to collective bargaining in difficult economic times. Participants will leave this session more familiar with the union’s and the district’s rights and responsibilities and will have an understanding of key legal terms relating to negotiations (i.e., demand to consult/bargain, impact bargaining, mandatory vs. permissive subjects of bargaining, unilateral changes, employer claims of “emergency” and “business necessity” to avoid bargaining), as well as practical pointers regarding bargaining and organizing opportunities.

Date and Time: Thursday, October 8; 4:30 p.m.-6:00 p.m.

Presenter(s): Mandy Hu, CTA Staff Attorney

Working Together While Apart – Organizing Through Technology with CTA's Membership Tools

Get trained on CTA 360Pro and the CTA 360 app, CTA’s Membership tools for Local leaders. Bring your device and follow along to learn to mobilize your membership with the CTA 360 app. In this interactive session we will show you how to more effectively manage your membership data, update contact information, assign chapter and site roles, and have all your membership data at your fingertips as you plan your organizing efforts. You’ll learn how to enroll new members via the app – no paper form required. We will show you how to access detailed membership reports and identify potential members. Upon completion of this class and an online authorization form, you will receive access to both tools.

Date and Time: Thursday, October 8; 4:30 p.m.-6:00 p.m.

Presenter(s): Rosanne Hugo, CTA Data Analyst
Gabrielle Reilly, CTA Data Analyst
