

AEA President's Organizing Council



200 new members & victory over outside vendor

- How did we get there?



Identifying membership opportunities

- Conversations with leaders from the Local
- Membership target identified
- Strategy created and led by the local



ESP workers at school cafeterias

- Site Visits
 - Listening is Key
 - Issue that is deeply and widely felt



Unionizing Cafeterias Timeline

- 08/01/22 Campaign Starts
- 08/18/22 50% of cafeterias unionized
- 08/22/22 SFE & District start union busting
- 08/22/22 CEA wins freezer jackets for workers
- 08/25/22 100% cafeterias unionized

Union Worker Victory



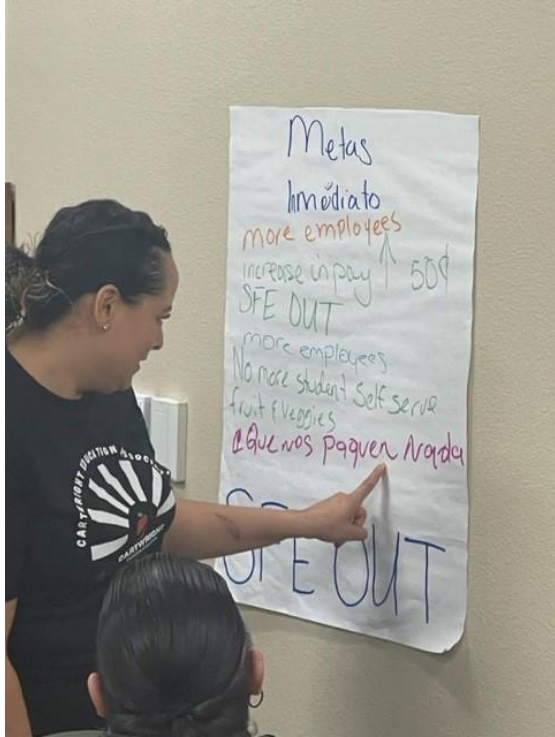
CEA secured freezer jackets for all the cafeterias through Union Advocacy

Workers take the fight to the Superintendent And Governing Board

- First public meeting with Superintendent and workers



Organizing Continues



Workers take the fight to the Superintendent And Governing Board

- Governing Board meeting 11/17/2022



District Retaliation and Union busting continues

- District continues to union bust the workers
- District shuts down negotiations and kicks out the union from site visits
- Divide and Conquer continues

Please be advised that you, the AEA, and the CEA have not been granted permission to visit District sites. If you attempt to do so without applying for and receiving permission in advance through the District office you will be asked to leave and potentially force the District to contact law enforcement to escort you off campus.

Journey to Majority Status

- Why we need Majority Status



Journey to Majority Status



Phoenix Union

Goal	Members	All Employees	Density	How many more to reach Goal# 1	How many more to reach Goal# 2
1/15	469	1,298	36%	180	504
7/10	533	1,298	41%	116	440
8/12	563	1,298	43%	86	410
8/19	558	1,298	43%	91	415
8/26	559	1,298	43%	90	414
10/14	567	1,298	44%	82	406
10/21	574	1,298	44%	75	399
11/4	569	1,298	44%	80	404
12/9	573	1,298	44%	76	400
Goal #1	649	1,298	50%		
Goal #2	973	1,298	75%		

Questions?