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





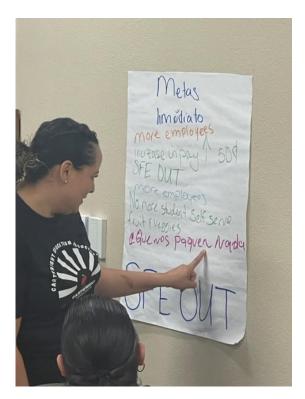
CEA secured freezer jackets for all the cafeterias through Union Advocacy

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.

What is next?



Cartwright Cafeteria Workers Petition

We, the union members, call on the Cartwright School District to end all union busting activity that has been occurring since the November school board meeting.

- Cartwright Education Association (CEA) and Arizona Education Association representatives and members shall continue site visits in the same manner that they have done so since the beginning of the school year.
- Meet and Confer shall resume on 1/25/23.
- No working conditions will be modified or negotiated without union representation.
- CEA shall continue to appoint member representatives to all committees.
- Dr. Lawlor resumes weekly communication with President Melanie Cobos.
- Dr. Lawlor begins weekly meetings with ESP Director Valeria Espinoza and a CEA ESP Member.

| Printed Name/Nombre | Signature/Firma School or Site/Escu | |
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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?