

DRAFT
RESOLUTION TO ESTABLISH A STRIKE FUND OF CFA

ENDORSEMENTS

CFA-Los Angeles EBoard & College Stewards, October 15, 2024
Asian Pacific Islander Desi Americans Caucus, October 16, 2024
LGBTQIA+ Caucus, October 16, 2024
Teacher Education Caucus, October 16, 2024
Native American Indigenous Peoples Caucus, October 17, 2024
Black Caucus, October 18, 2024
Council of Presidents, October 18, 2024
Council of Lecturers, October 18, 2024
Council for Racial and Social Justice, October 18, 2024
Palestine Arab Muslim Caucus, October 18, 2024
Chicanx/Latinx Caucus, October 18, 2024
Counselors Committee, October 18, 2024

WHEREAS, labor unions play a critical role in advocating for the rights and well-being of workers; and

WHEREAS, strikes are an essential tool for unions to exercise our collective power in negotiating for a fair contract; and

WHEREAS, a major deterrent to strike action is management's ability to withhold pay to workers who engage in a strike; and

WHEREAS, a strike fund is a reserve account created to provide financial resources to striking workers who may lose income while withholding their labor; and

WHEREAS, the term "strike fund" v. "hardship fund" implies a form of self empowerment, allowing union dues to support union members when they exercise their collective power; and

WHEREAS, establishing a strike fund is vital for the long-term viability and resilience of CFA; and

WHEREAS, other public sector and education unions, such as SEIU, UC-UAW, and UTLA already have strike funds for their members; and

WHEREAS, the existence of a strike fund presents a creditable strike threat to management, strengthening the power of workers to engage in negotiations for transformative contracts; and

WHEREAS, many CFA members cannot afford to lose income by striking; the threat of loss of pay is a serious limitation to a member's capacity to strike; and

WHEREAS, the next strike could take place in the coming year once the new round of bargaining begins; and

WHEREAS, supporting the maximum number of CFA members to participate in future strikes is essential to the success of a strike and overall power of our union; and

WHEREAS, it is common in other unions to pay out \$100 per day per striking member; and

WHEREAS, CFA filed a PERB charge over in interim TPM that allows a pathway to strike; and

WHEREAS, the majority of public-sector unions in California maintain a strike fund and manage taxes and payouts successfully; and

WHEREAS, the CFA Assembly vote of Spring 2024 on an earlier version of this resolution ended in a 50/50 tie after having received the endorsement of the Council of Lecturers, April 10, 2024, the Council for Racial & Social Justice, April 1, 2024 and the PAM Caucus, April 10, 2024; therefore be it

RESOLVED, that the CFA Board of Directors should consider dedicating a significant percentage of dues and reserves to a dedicated strike fund with the capacity to support CFA workers participating on picket lines and/or strike coordination during a protracted strike; and be it finally

RESOLVED, that the CFA will regularly communicate the existence and scale of the strike fund to members, management and the public to signal our determination to fight for fair contracts.