Panel: Community Colleges, Collective Bargaining, and "Right to Work"

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Tallahassee Community College—creating a new chapter in a right to work state

Dr. Martin Balinsky
Vice president and chief negotiator
United Faculty of Florida-Tallahassee Chapter
History of UFF at TCC (2016-2019…but earlier roots)
Finding out what can happen in a right to work state without a union

• “Stopping the train” (April 2016)
• Overcoming the shock
• “Frenetic swarming”
• Status quo: a temporary stop gap
Unification for a common purpose (May-July 2016)

• Selling union in a RTW state
• Getting to know our colleagues
• People join people, not ideas
• “Right to work” specific inoculation points
Organizing around Board of Trustees meetings

• Attending
• Speaking
So we won...now the real union busting begins

• “This is not 2009”: Inclusiveness is key!
• Denial of our legitimacy and how we reacted
• It all begins with density
September 2017-February 2018 impasse action when BOT holds all the cards
Organizing around attending negotiation sessions—changing the outlook
Monthly themes, sign parties, and a rally
Media activity (Fall 2017)

Impasse declared: TCC, faculty union remain far apart on key issues

Byron Dobson, Democrat senior writer  Published 10:00 a.m. ET Oct. 15, 2017 | Updated 5:13 p.m. ET Oct. 15, 2017

Tallahassee Community College faculty union representatives claim the administration is ignoring their proposals and making heavy-handed demands that will hurt teaching and students.

But a veteran labor attorney for the firm representing TCC trustees says nearly a year of talks with little progress has given the administration no choice but to declare an impasse, which it did in September.
Socials: incidental, and scheduled
Organizing around ratification—piecing together what we can

The deal is done: TCC faculty vote 137-14 in favor of ratifying employment contract

Byron Dobson, Tallahassee Democrat  Published 8:18 p.m. ET Sept. 13, 2018 | Updated 5:50 p.m. ET Sept. 14, 2018
Right to know lessons now for all 50 states—going forward

• Lack of “agency fee”—how to use it to your advantage
• Public record requests are crucial
• They notice the people in the room
• Media/image matters
• Take what you can get
• Relationship—going forward (the long game)