

**United Educators of San Francisco  
Executive Board**  
Wednesday, February 6, 2008, 4:15 p.m.  
**Minutes**

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**Agenda**

1. Roll Call.....Roberto Michel, Sergeant at Arms
2. Minutes..... Susan Solomon, Secretary  
M/S/C to accept the minutes of the January 2, 2008 Executive Board meeting as presented.

**Financial Report** .....Elaine Merriweather  
M/S/C to accept the January 31, 2008 Financial Report as presented.  
Correction to typographical error: The Financial Report was titled 'UESF Financial Report for seven months ending 1/31/06,' when it should have said '1/31/08.'

**COPE Financial Report**.....Ken Tray  
M/S/C to accept the January 31, 2008 COPE Financial Report as presented. \$12,000 was spent on polling for the parcel tax, as noted in the January Executive Board minutes.  
Brother Tray reminded the Executive Board members that they need to take the lead in the 'COPE Victory Club' by signing up. Extra revenue is needed for the parcel tax campaign. UESF split the cost of the polling with the San Francisco Alliance.  
M/S/C to accept the January 31, 2008 COPE Financial Report as presented.

M/S/C **President's Recommendations for Expenditures** ..... Dennis Kelly

1. PSRP Conference (AFT) ..... 2@up to \$1,000.00ea. =\$2,000.00  
(April 24 - 27 - Washington DC)
2. Cal. Labor Fed. Pre-Primary COPE Convention... 2@up to \$250.00=\$500.00  
(April 8, Los Angeles)

**Special Order of Business:**

1. Parcel Tax Report ..... Dennis Kelly  
Armen Sedrakian presented the financial information about the parcel tax. The district's initial proposal was to put most of the money up front for the recruitment component, with a jump at step 27. Brother Sedrakian spent hours reworking the numbers so that the pay increases would be distributed more equitably throughout the salary schedule. The explanation and discussion focused first on the B8 salary schedule. After 4 years of working for the district, there will be a \$2500 retention bonus. After 8 years, there will be a \$3000 retention bonus. B5 Salary schedule is similar to the B8, percentage-wise. (Note that this salary schedule was titled B9 in the handout.)  
CDP: The pilot program will provide substantial salary increases for CDP teachers. Therefore, the parcel tax acknowledges the pilot program.

After discussing the above, numbered copies of the Tentative Agreement regarding the details of the parcel tax were distributed for review. Brother Kelly reviewed the Tentative Agreement step-by-step and answered questions from members.

M/S/C 22 yes, 7 no, 1 abstention to approve the Tentative Agreement of the parcel tax.

2. Grievance Committee Report..... Stan DeBella  
M/S/C not to take case 0708-14 to arbitration.

M/S/C to take case 0708-15 to arbitration.

M/S/C take case 0708-18 to arbitration.

**Resolutions**

1. M/S/C USLAW Re-Affiliation..... PJHR Committee

Whereas UESF has acted in concert with USLAW since its inception in the Spring of 2003; and

Whereas UESF has encouraged the affiliation of CFT and CTA to USLAW (E Board 12/3/03; Assembly 12/17/03); and

Whereas UESF affirms its intention to continue to be a part of and help in organizing anti-war voices and sentiment in the US labor movement, and

Whereas our sister local (of both the CTA and the CFT), the United Teachers of Los Angeles, have affiliated with USLAW [UTLA House of Reps 12/03/03];

Therefore be it resolved that UESF declare its intention to re-affiliate with USLAW for the calendar year 2008; and

Be it further resolved that UESF will seek to strengthen USLAW among labor and educator organizations locally and nationally; and

Be it finally resolved that UESF will make an annual affiliation contribution for the year 2007 of AT LEAST \$250 to USLAW.

2. M/S/C w/6 abstentions: In Support of the Freightliner Five....Adrienne Johnstone, et al.

Whereas, as a result of a strike by UAW 3520 Freightliner members in April 2007 over health and safety and other conditions and benefits, the management of Freightliner in Cleveland, North Carolina has fired 5 UAW strike leaders and members of the Bargaining Committee and Executive Board; and

Whereas, the struggle to prevent retaliation is important not only to defend the local but also to show workers throughout the country, and especially the "right-to-work" South, that the labor movement believes an injury to one is an injury to all; and

Whereas, the company with the support of the arbitrator is seeking to obstruct the union arbitration by insisting on 5 separate arbitrations; and

Whereas, these brothers and sisters have exhausted their unemployment benefits (they have been unemployed since April 5, 2007) and are fighting for funding to continue their struggle for justice; and

Whereas, it is critical that the labor movement support those trade unionists who are organizing the labor movement in the South and protect them from union busting, retaliation and the anti-labor onslaught;

Therefore, Be it Resolved, that United Educators San Francisco call for the re-employment by Freightliner of fired UAW 3520 union leaders and members Robert Whiteside, Allen Bradley, Franklin Torrence, Glenna Swinford, and David Crisco and encourages members to contribute to their hardship fund; and

Be it further resolved that the union will send a letter calling for re-employment and full back-pay to:

Freightliner  
P.O. Box 4750  
Portland, Oregon 97208-4750; and

Be it further resolved, that UESF will donate \$100 to the hardship fund by sending a donation to

Justice 4 Five Solidarity Fund  
P.O. Box 5144  
Statesville, N.C. 28687; and

Be it finally resolved that information about this solidarity struggle, as well as a request for donations and letters of support will be published to the membership as soon as feasible.

**Committee Report**

1. M/S/C with 1 abstention: Personnel Committee Recommendations.....Linda Plack  
The Personnel Committee recommended to the Executive Board the following change in compensation: Membership Services Specialists (3) and Educational Research and Dissemination Coordinator , ER&D, (1) will be paid at the same rate of pay as the Area Reps(5) and Election Committee Chair (1). That rate is \$20 an hour with a maximum service of 21 hours per month.  
History: MSSs started at \$15 an hour, the amount set by AFT. During the first year, AFT paid the entire amount. During the second year, AFT paid half and UESF paid half. Starting in the third year, UESF began paying the entire amount.

**Announcement** Bart Duncan has resigned from the HSS Board, which is a real loss to our members.

**Adjournment** at 6:23 p.m. in memory Jeannette Adams and Ann Bagdonas, Roberto Michel's mentor from St. Anne's.

Some members adjourned to the Board of Education Committee of the Whole Meeting, 555 Franklin Street, where a vote was taking place on the parcel tax.

Respectfully submitted,  
Susan Solomon, Secretary

