

**United Educators of San Francisco
Executive Board**
Wednesday, August 24, 2005, 1:00 p.m.
Minutes

Call to order at 1:10PM

1. Roll Call Roberto Michel, Sergeant at Arms
2. Minutes..... Susan Solomon, Secretary

The minutes of the June 1, 2005 Executive Board meeting were accepted as presented.

Financial Report..... Elaine Merriweather

The UESF 2005 – 2006 Proposed Budget was circulated. A new dues chart will be distributed at the September 7 Executive Board meeting. New line items (such as payments to SFUSD) have been added. UESF will pay its affiliates less during the year in order to build up funds to pay the District. Through use of *The Educator* and e-mail blasts, the membership needs to be reminded of the reasons that the Union owes the District money and the reasons for the increase in affiliate dues.

M/S/C to adopt budget.

Special Order of Business

1. SEIU Actions..... David Canham

David Canham and Karen Bishop were at the meeting as special guests.

SEIU Local 790 has been in negotiations with SFUSD since last October without any progress. SFUSD has forwarded a single proposal and SEIU has forwarded approximately 40. There has been no salary increase in over 3 years, but proposals are around many issues, not just salary. (The whole contract is open.) The district has passed memos related to take-aways without any formal proposals (increase medical contributions, take away retirement benefits). SFUSD said it would not participate in Proposition F, despite the fact that the ballot measure specifically included SFUSD civil service employees. Local 790 sued, and the court ruled that SFUSD must participate. Members are angry and agitated by the fact that the district is not offering anything. The only agreement reached is regarding the duration of contract, 2 years. Members want to fight for a decent contract.

Meetings have been held with membership throughout the summer. There will probably be a strike vote during the second week of September. There are no specific strategies yet, though Sister Bishop feels every site will be struck. (There will not just be picketing at 555 Franklin.) Local 790 has 13,000 members in SF alone, and there is an expectation that members in other city departments will join in the effort. At this point, it looks as though a strike is inevitable. They want the public to see that SEIU is very serious.

Whatever action is taken, what will help most will be for UESF members to refuse to do Local 790's work. SEIU members may make individual decisions not to be at school on Monday, August 29. UESF asked our members not to do the work of SEIU members -- do not be insubordinate, but if directed by an administrator, get the orders in writing.

Lapel stickers and leaflets are being distributed by area reps. Distribution should reach schools by Friday morning. Please make sure that this reaches our members.

There will be an update on this subject at our September 7 Executive Board meeting.

2. Calendar-Tentative Agreement Dennis Kelly

The 2005-2006 school year calendar was ratified by the Board of Education last night. There were no professional development days added for paraprofessionals or Child Development Program workers. Three professional development days for K-12 certificated

personnel have been reinstated, and an extension of the Thanksgiving recess by one day, Wednesday, November 23, has been added. Child Development Centers will be open on 11/23. Substitute and paraprofessional issues remain. The issue was raised regarding who controls the content of the professional development sessions. Contractually, we do not have the authority to control the content, but staffs can try to do so at the site level with the administrator. Article 25 can be cited as support. Sister Plack said that administrators are very interested in the first PD being site-based.

M/S/C to ratify calendar.

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

- 1. SF Labor Council's Pre-Labor Day Breakfast 10@\$40.00=\$400.00
- 2. College Not Combat\$100.00
- 3. Database Update Consultations (Ken Wilkinson)\$420.00
- 4. Database upgrade (Must purchase by 8/31)\$3,048.52
- 5. Montgomery County Schools (Malcolm X) and Broad Awards up to \$500.00

The Broad Awards expects that the Superintendent, President of the Board, and Union President attend the award ceremonies in Washington, DC. Montgomery County Schools have reformed without reconstitution and UESF would like to see the school. Monies will be utilized to rent a car and pay for a motel to see the Montgomery County effort.

- 6. Retainer for Real Estate Legal Work.....\$2,000.00

This is related to UESF's building ownership issues.

- 7. SPUR Membership.....\$65.00

Is this an individual or corporate membership? The exact cost needs to be verified.

Resolutions

- 1. M/S/C Chronicle Workers Linda Plack
Whereas, the union workforce at the San Francisco Chronicle has been hit by union busting demands from the Chronicle's parent Hearst Corporation, and

Whereas, the San Francisco Chronicle is no longer locally owned, but merely another investment property in the privately held Hearst corporate empire, and

Whereas, Hearst has demanded huge concessions in jurisdiction, just cause, staffing levels, shift language, overtime, vacation, sick leave, and wage cuts up to 60%, and

Whereas, despite its claims of losing money, Hearst has failed to show records that are independently audited fiduciary documents admissible in any legal proceeding to establish the validity of the claimed losses, and

Whereas, many of the concessions demanded would not reduce the claimed "losses" but are obvious attempts to break the strength of the union and force many workers to quit in disgust,

Therefore, Be It Resolved, that, in solidarity with the workers still bargaining at the San Francisco Chronicle, the United Educators urges our affiliates and the public to pledge to cancel their subscriptions to the Chronicle if the Hearst/Chronicle locks any of its employees out of work, or imposes conditions upon any of them, or any union is forced to strike to win a contract, and to that end, the union will make available a "Pledge to Cancel" petition for members and

Be it Further Resolved that UESF will forward copies of this resolution and petition to the San Francisco Labor Council affiliates.

2. Black Caucus Jeremiah Jeffries

Whereas, our partner union AFT has an established Black caucus as well as numerous locals of various teacher unions also have a Black caucus that contributes to the voice of Black teachers in their districts and nationally, and

Whereas, UESF recognizes the necessity to support and retain quality Black educators at all levels of staffing within the district, and

Whereas, over the last five years SFUSD has lost at least 32% of its Black teachers and 32% of its Black classified staff,

Therefore Be it resolved that today UESF establishes a permanent Black Caucus Committee (BCC) until such time that the committee itself feels that it is no longer needed, and

Be it Further Resolved that UESF's Black Caucus Committee shall work to:

- Foster leadership development and empower Blacks to become active participants and leaders in UESF and in the larger education community;
- To assist Black school workers who have discrimination complaints;
- To promote, support and assist the organizing of Blacks within UESF;
- To encourage Blacks to be greater activists in community and political affairs, and

Be it Further Resolved that the BCC serve as a support and networking opportunity for black educators, and to provide education and training for its members, and

Be it Further resolved that the membership of the BCC shall be open to any dedicated UESF men and women, classified and certificated who self-identify as Black who will work within UESF to forge changes that will benefit Blacks and the entire UESF membership, and

Be it Further Resolved that the BCC will determine any additional goals, structures and leadership for the caucus, and

Be it Further Resolved that staff will be given time to do work for the BCC as long as such work does not interfere with staff ability to carry out their duties in a timely fashion, and

Be it Further Resolved that a minimum of 4 organizing release days, for two designees of the caucus (one classified and one certificated) to fulfill record keeping, organizing and administrative duties for the BCC, will be provided, and

Be it finally resolved that UESF will establish a separate voice & written mail box for the BCC and establish a linked page for the BCC on the front page of the UESF website, to be monitored and maintained by a designee of the BCC.

M/S/C to defer the resolution to the September 7 meeting of the Executive Board so that it will be forwarded to the Assembly. (The August meeting of the Executive Board is a special meeting.)

3. M/S/C Resolution Regarding Outreach at Back to School NightLita Blanc
Whereas we have been in negotiations since February of this year;

Whereas we need to increase pressure on the district for our contract demands;

Whereas BACK to SCHOOL night is usually the best attended event at most school sites,

Be it resolved that UESF organize the distribution of an outreach letter at school sites at BACK TO SCHOOL NIGHT.

Be it further resolved that school sites "partner up" so that UESF members distribute fliers at sites other than their own. (i.e. Mission teachers could flier Bryant, Moscone, Flynn and vice-versa).

This resolution is by an individual member of the Executive Board, not by the Contract Organizing Team. A proposed letter was printed on the back of the page on which the resolution was printed. This could be an opportunity for us to partner with other groups (e.g., No on 75, Alliance for a Better California). The letter should reflect all members of the union, and would be produced centrally, with the signatory being the Union President. A succinct, passionate letter is needed, as this is a political message for which we are looking for public support. Translation of the letter into different languages is needed. Members were asked to e-mail dates of Back-to-School Nights at each site to the Union office.

Reports

1. President Dennis Kelly

- a. AFL-CIO Report

Susan Solomon, currently on vacation, was at the AFL-CIO convention and observed what happened. SEIU and the Teamsters withdrew from AFL-CIO prior to the start of the convention; in addition, Unite HERE and the United Food and Commercial Workers chose not to participate in the convention. A lot of acrimony and dismay were observed. SEIU, Teamsters, UFCW, Unite HERE and the United Farm Workers want more monies to go to organizing rather than political action. SEIU is an organizing union. Teamsters do not have a large organizing arm. AFT was one of the strong advocates for keeping the Federation together. A bridging effort has been made by Sweeney (although unsuccessful at this time). In California, an unstated understanding exists that status quo will remain until the November election.

- b. Negotiations

The last negotiations session was 8/17; the calendar took up the entire session. The next session will be Friday, September 2. It is hard to get the District to move on anything. The district claims that they have put forward every proposal that they have. There are four negotiation dates scheduled in September, and nothing beyond. The majority of the conditions of the old contract still apply. UESF has asserted that the old contract still applies.

- c. Grievance Committee Chair: Stan deBella is now Grievance Committee Chair.

2. Executive Vice-President Linda Plack

- a. NEA-RA – printed report available
b. Quest – printed report available

- c. ULI MSS – printed report available
- d. ER&D – printed report available
- e. Summer Institute
- f. Staff Retreat –Many issues were raised. There is more work to be done.
- g. Personnel Committee Report – The committee has been acting on behalf of the Executive Board over the summer. Matthew Hardy has been hired as Communications Director. Mandy Lee has found that her private legal practice representing students has expanded, and she will not be continuing as a Field Representative. She will be separating from UESF as a regular employee. Jocelyn Won is on FMLA due to a family illness. (Eric Hall and Mary Anne Ahtye will be covering for her). Dennis Gregg has been hired as an Area Representative for Area 2. Mary Lavalais and Jeff Pulvirenti were hired as Membership Service Specialists. Hirings and actions taken by Personnel Committee were approved by the Executive Board. Area meetings will be held in the local areas next month, to get Building Reps and UBCs up and running, as a Union presence is needed at each school. Executive Board members are encouraged to attend. Area Reps will meet on the first Thursday of each month, MSSs will meet second Thursday of the month, Personnel Committee will meet on the third Thursday, and ER&D will meet on the fourth Thursday.

3. Vice-President (Paraprofessionals)Bradley Reeves

One C10 (CDP Paraprofessionals) meeting was held over the summer, run by AFT National Staff; 2 Steering Committee meetings; and 1 large planning meeting, held at CTA headquarters last week. Many paras are concerned about losing hours, job security, and retirement benefits. Paraprofessionals have committed to reinvigorating their committees (including 8 members to join the Contract Organizing Team). The first paraprofessional meeting of the year will be held on September 28 at SOTA. Paraprofessional Building Reps will be contacted by Area Reps for training. Paras cannot be laid off after April 29. Brother Reeves is looking into filing grievances around this, as well as around issues of summer pay.

4. Vice-President (Substitutes)Sandra Mack

Unemployment insurance remains a big issue for substitutes during the summer. Last summer, the Appeals Board supported unemployment benefits for subs. An appeal by SFUSD was heard; results are pending. This year, the District has decided to enforce the 1-day-per-week work clause; through discussion, it will now be 36 days over the course of a school year. SFUSD claims not to be hiring, but they are. When this issue was raised at a CAC meeting, it was acknowledged as true by the District.

5. Retired Division Gerry Meister

There are 600 members of the Retired Division. Among the UESF retirees, there continues to be interest in the Health Service System. There is a new HSS director and a hoped-for increase in customer service. The Retired Division will continue with its Oral History project.

President Kelly noted that there was no COPE report because Brother Tray’s mother has had quadruple bypass and he is with her.

6. Staff Reports

a. Contract Organizing Team.....Eric Hall

Data collected by site activists needs updating. The COT is seeking to involve more people. The COT also looked at how to motivate members who currently feel secure about the real

threats to all of us from the state ballot propositions, especially the propositions related to tenure and union political spending, Propositions 74 and 75.

7. Committee Reports

a. Social Committee.....Dennis Kelly

Fliers for the September 10 UESF barbeque are available and will be part of the first distribution to sites.

b. Communications Committee.....Robin Brasso

Sister Brasso thanked all recipients for taking her emails. She encouraged members to get ready to write letters to the editor regarding the November ballot propositions.

11.Divisional Committee Reports

President Kelly notes this new hoped-for schedule of reports from the Divisional Committees:

- a) Middle School (reporting in Sept., Nov. , Feb., and April) Marilee Hearn
- b) Child Dev.(reporting in Sept, Nov , Feb, and April) Betty Robinson-Harris
- c) High School (reporting in Oct., Jan., March and May)..... Derrlyn Tom
- d) Elementary School (reporting in Oct., Jan., March and May) Susan Solomon

New Business

Sister Hearn raised the issue of extended hour pay, and the possibility of more direct payment. Sister Mack raised the issue of pay impacting STRS contributions.

Good of the Order / Announcements

Sister Mack suggested that members wear “Students are Our Special Interest” buttons at Back to School Nights while our fellow union members are outside handing out information.

Sister Luisa Ezquerro: The Bilingual Community Council reported at the last school board meeting on the conditions of English Language Learners. The status of these students and those who teach them could have employment ramifications important to UESF and members.

Sister Plack: Regular Executive Board meetings will resume at Sanchez Elementary Schools, with the meetings beginning at 4:15 p.m. because of other activities at Sanchez.

Mark Murray requested of leadership a report on the Dream Schools and our efforts at Malcolm X Elementary School. President Kelly reported that the school board is considering the impact of the proposed extension of the Consent Decree or not—and its impact on us, including whether or not reconstitution is integral to the Consent Decree mandate.

There was a suggestion to include a mobilizing component into the October 1 UESF Fall Conference to support the negotiating team.

People from the No on Proposition 75 organization were at the meeting to photograph some of our members for anti-Prop. 75 literature.

Katherine Tobie had a massive heart attack. She is in Peninsula Hospital. We wish her a full and speedy recovery.

Roberto Michel and Aracelly Martinez lost parents this summer. Sister Gerry Meister noted the passing of another member. The meeting was closed with a moment of silence in their honor.

Adjournment

Respectfully submitted,
Susan Kitchell, Tom Edminster and Secretary Susan Solomon