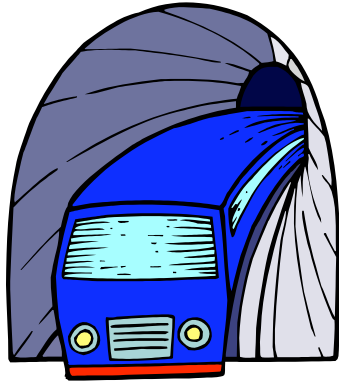


UNITED EDUCATORS OF SAN FRANCISCO

2310 Mason Street, San Francisco, CA 94133
Dennis Kelly, President

(415) 956-8373 fax (415) 956-8374
Linda Plack, Executive Vice President



THE SUBWAY March 2005

Sandra Mack, Vice President, Substitutes

Substitute Memberships Restored

For many years UESF dropped the membership of substitutes who did not pay dues in any month during the school year. Membership was restored only when they had achieved three consecutive months of dues payments. The disruptions of Thanksgiving, Winter and Spring Breaks frequently resulted in substitutes losing membership in the union. A dedicated substitute member protested this policy.

Dennis Kelly, UESF president, examined the constitution and bylaws and found there was no requirement to drop substitutes during the school year; it was simply the practice of past union administrations. President Kelly

immediately revoked the policy and ordered the reinstatement of those whose membership had been dropped because of it.

March Substitute Meeting a Success!

In March the meeting of the substitute representatives to the Assembly was replaced by a general meeting of substitutes, as announced in the last issue of *The SubWay*. Sandra Mack, Vice President-Substitutes, and Pamela Routh, member of the Executive Board, reported on priority substitutes, grievances, layoffs, summer schools and “dream schools” as they affected substitutes.

Negotiations Report

At the membership meeting Bradley Reeves, Vice President-Paraprofessionals, reported on negotiations on behalf of the Bargaining Team. Reeves has always shown solidarity with substitutes; he came to the school board meeting when we made our presentation and is vocal in supporting us during negotiations.

The March 21st edition of *Table Talk* summarized substitute issues and was distributed to all building reps. A copy is enclosed.

Layoffs

The law does not require the district to send layoff notices to substitutes. However, Core and Site Support substitutes usually do receive such notices when layoffs occur. This is because all substitute positions must be vacated during layoffs so that the district may offer those positions to laid off tenure tract teachers. (Although hundreds of tenure tract teachers received layoff notices in the last round, only one was willing to accept a Core substitute position and two were willing to accept Site Support positions.)

Field Rep Mandy Leigh is coordinating the union's response to layoffs; she is working in conjunction with UESF legal counsel. UESF has extended an offer of representation to all who received layoff notices, including substitute teachers.

SFUSD Appeals EDD's award of Unemployment Benefits to Subs

Substitutes are refused unemployment benefits because the district offers in June "reasonable assurance" of employment for August. Last year, however, the Appeals Board of the EDD found that substitutes who were denied work in summer session had a right to

unemployment benefits. The school district has now filed an appeal in superior court.

The district is the plaintiff in the case. The EDD is the defendant. Several substitutes are named as "real parties of interest", meaning that they have an interest in the outcome of the appeal and have the right to appear in the case. UESF is working with its attorneys to investigate ways in which the union can be of service to the defendant—and, therefore, to our members.

Time Sheets

Alert! Be sure to submit your timesheets by the official deadline printed on your timesheet, usually the 20th of the month. UESF has been informed that any late timesheets may not be processed until the following month.

April Meeting of Substitute Representatives

The regular meeting of substitute members of the Assembly will be April 14th (the week preceding the April 20th Assembly meeting). Sub reps will meet at 4:15 p.m. in room 105 of Everett Middle School. Everett is at 450 Church Street, two blocks from Market Street. The 22 Fillmore and J Church pass within one block of Everett.