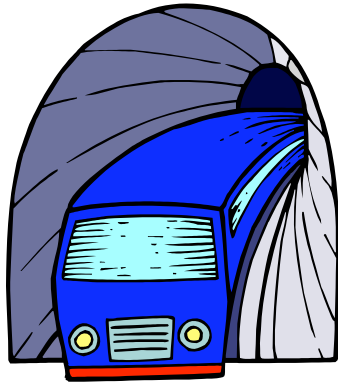


# UNITED EDUCATORS OF SAN FRANCISCO

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## THE SUBWAY September 2005

Sandra Mack, Vice President, Substitutes

### **Your Contractual Rights Remain in Force While Negotiations Continue.**

The union continues to assert our proposals for wage increases, expansion of benefits, and improved working conditions for substitutes. The district's long list of proposed take-aways - from reducing step increases, to eliminating your right to refuse an assignment, to eliminating your right to be paid for assignments cancelled late— remain proposals only. The current contract remains in effect until all steps of the impasse procedure have been exhausted.

(Copies of the current contract, the union's proposal and the district's proposals can all be downloaded from [www.uesf.org](http://www.uesf.org).)

### **November 8 Election and YOU! Make sure that you are registered. Vote NO on propositions 74, 75 and 76.**

Prop 74 is the Blame the Teachers Act-- retroactively expands probationary from two years to five and cancels permanent status for anyone with two unsatisfactory evaluations. Prop 75 is the Paycheck Deception Act-- hamstrings our ability to

respond to attacks on our pensions and students' rights. Prop 76 is the Cut School Funding Act --cuts the Prop 98 guarantee by 40 billion dollars in just the next few years and gives the governor the power to unilaterally cut school, police and fire funding mid-year.

**To volunteer one or more days at the UESF phone bank call or e-mail Ken Tray ( 415-956-8373 or [ktray@uesf.org](mailto:ktray@uesf.org)) The phone bank runs Monday through Thursday from 5:00 p.m to 8:30 p.m.**

**Substitute Division Elections.** In addition to the State Council elections for which all members are eligible, there are two elections coming up for substitutes.

Substitute delegates to the Assembly are the substitute equivalent of UBC members. In October there will be new elections for substitute delegates to the Assembly and we will resume our monthly meetings. The new Substitute Division By-laws will also provide that there be divisional elections for Vice-Chair and other divisional positions. A future mailing to members will provide more detailed information about these opportunities.

### **Fall Membership Conference on Saturday, October 1<sup>st</sup> at Washington High School, 8:30 a.m. to 3:30 p.m.**

Did you know that San Francisco has an income supplement program for those earning less than \$30,000 per year? Are you aware that the city has a program for first-time home buyers? Do you want a detailed update on contract negotiations? Do you have contract enforcement or Financial Planning questions?

If you answer yes to any of the above questions come to the Fall Membership

Conference. RSVP c/o Meg Kimura: 2310 Mason Street, SF, 94133 or [mkimura@uesf.org](mailto:mkimura@uesf.org).

**Update on SFUSD's Suit Attacking Unemployment Benefits.** As most veteran substitutes know (and as was reiterated in the recent mailing that went to substitutes who are UESF members) a substitute teacher or paraprofessional who receives "reasonable assurance" that he or she will be hired the next school session is usually not deemed eligible for unemployment benefits between school sessions. Last year the California Unemployment Insurance Appeals Board (CUIAB) held that, because the district was not *between* sessions *during* summer session, substitutes were eligible for benefits.

The San Francisco Unified School District sued the CUIAB in superior court to have that decision reversed. The California Attorney General's office represented the CUIAB (and the interests of the teachers). Near the end of August the court decided that the CUIAB was correct, that substitutes were eligible for unemployment benefits during a summer session.

**Status Changes and Unemployment Benefits.** A separate issue from unemployment and summer sessions is the issue of unemployment and status changes.

If you have been laid off and you have been offered employment in a position that is substantially inferior to your original position you may be eligible for unemployment benefits even when school is in session. Check directly with the EDD.

If you have been removed from the list of SFUSD substitutes the district has specifically stated that you do not have reasonable assurance of employment. Again, you may be eligible for unemployment benefits even while school is in session. Check directly with EDD.

**Removal from the Substitute List.** The district is now enforcing the 36-day minimum implied in the once-a-week commitment on the Update Form. Initially there was some confusion and the district said it would remove all those who worked fewer than 50 days. If you served at least 36 days in the past school year and have been dropped from the substitute list because you did not serve 50 days, call UESF.

### **Reminders.**

Credential renewal. Credential renewals have been running a four to six month delay. This is a good time to renew your credential even if yours does not expire until February! Keep copies of all forms and your cancelled check. The Commission sometimes cashes your check months before it processes your papers so you may need to show the district your documents while awaiting the credential.

Dream Schools'. Substitutes required to work extended days must have this noted on their time sheets and receive the added \$26 per hour.

### **Is this your first issue of the *SubWay*?**

The *SubWay* is mailed each month to those substitutes who are UESF members. Like most publications the *SubWay* is usually mailed only to members. However, owing to the immense changes of the past months the September issue is being mailed to all substitutes and to all building representatives.

All substitutes pay either agency fees or membership dues because all are represented by UESF in relation to the contract: e.g. in grievances, salary, and working conditions. Although the fees and dues are the same dollar amount, members are eligible for such additional benefits as discounts on dental services, unemployment representation, voting in union elections, and access to the credit union and all publications.

If you are not sure of your membership status, ask UESF's membership secretary, Meg Kimura, to check it for you. (415-956-8373 or [mkimura@uesf.org](mailto:mkimura@uesf.org))