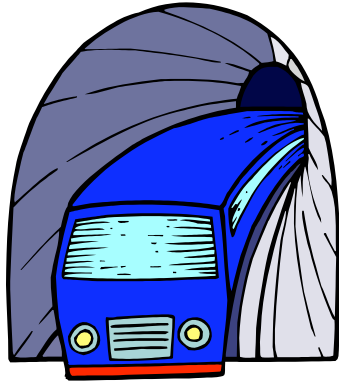


## UNITED EDUCATORS OF SAN FRANCISCO

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

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



### THE SubWay October 2005

Sandra Mack, Vice President, Substitutes

### Negotiations Update

The recent issue of *Table Talk* makes the key point that the district will have a 15% increase in funds in the three years beginning 2004 through 2006. Yet the district's current offer to you is a 0% salary increase. (Past issues of Table Talk are available at [uesf.org](http://uesf.org).)

In addition to salary issues, we continue to push for re-appointment rights for site substitutes, probationary or permanent status for core substitutes, removing the current cap on the number of 160-day substitutes who receive fringe benefits.

The district's current position remains largely a list of take-aways. On October 13<sup>th</sup> they reasserted their list of proposed take-aways, including their desire to take away your right to refuse specific assignments.

### Successful UESF/SEIU Demonstration October 11<sup>th</sup>

Hundreds of union members marched at 555 Franklin to let the district know we insist on a decent salary and good working conditions. Among substitutes demonstrating were retired Core Sub Carol Mauro, Assembly members Dennis MacKenzie and Vincent Quackenbush. Executive Board members Lisa Lee and Sandra Mack also made their voices heard.

### Time Sheets

UESF understands that the district may require that a substitute submit a time sheet by the 20<sup>th</sup> of the month in order to be paid by the end of the month.

However, UESF decries the unilateral change in rules that the district has imposed, namely, that the time sheet will be considered late even if it is handed to a school secretary on the 20<sup>th</sup>. The union notified the district that if the new policy is not rescinded by October 18<sup>th</sup> we will move to file unfair labor charges.

In the meantime UESF is recommending that for each pay period substitutes submit two time sheets. •Submit one time sheet from the beginning of the pay period through the 18<sup>th</sup> or 19<sup>th</sup>. •Submit a separate time sheet for the 18<sup>th</sup> and or 19<sup>th</sup> only. The first pay period you do this you will be one or two days short, but after the first time you will receive all monies due you. It will be a minor hassle for each substitute to process two times sheets each month, but it will be a major self-inflicted headache for the payroll department because they will now have to process two time sheets for each substitute each month.

## **Check District's Salary Notification Letter.**

In September substitutes received a Salary Notification letter from Tom Ruiz, Executive Director, Labor Relations. Some of those who received the Salary Notification letter had previously been dropped from the substitute list because they had worked fewer than 36 days last year. UESF views the Salary Notification letter as a welcome acknowledgement by the district that the services of these substitutes are too valuable to lose and they remain district employees.

Note that the Salary Notification letter gives the number of hours/days you subbed in 2004-2005 and your 2005-2006 rating. A number of substitutes found that the number of days accredited to them were incorrect. Several Site Support substitutes, for example, did not have the days they served as Site Support credited to them. Since this was substitute service it should be a part of their total number of days served. If the information given in your Salary Notification is incorrect, please follow the letter's instructions. Contact their office *immediately* •By phone at 415-241-6230 •In writing to Tom Ruiz, Human Resources, 555 Franklin Street, San Francisco, CA 94102 •Or by email ([mchwang@sfusd.edu](mailto:mchwang@sfusd.edu)).

## **Key Grievance Moves Forward**

A Level 2 grievance has been filed in the case of a substitute who did not receive keys. Two separate principals were responsible for the contract violations.

## **Substitute Phone Bank Night, Wednesday, October 26.**

The Substitute Phone Bank Night will be Wednesday, October 26<sup>th</sup>, 5 to 8 p.m. Dinner will be served. CALL UESF (415-956-8373) or JUST SHOW UP at 2310 Mason Street (between Bay and Francisco Streets). Join with other teachers and paras and work against Three Bad Ideas.

*Proposition 74's Bad Idea, the Blame the Teacher Act.* Currently probationary teachers serve a period of two years during which they may be let go without a reason and without procedural rights. Prop 74 would extend the period to five years and also remove some protections for permanent teachers.

*Proposition 75's Bad Idea, the Silence Our Voices Act.* Currently there is a simple process by which members who do not want to contribute to political campaigns can opt out. Prop 75 would create a burdensome process aimed at making it impossible for us to respond to attacks against teachers or our students. We responded to attacks on our pensions last spring

*Proposition 76's Bad Idea, the Education and Health Services Cuts Act.* Currently there is a constitutional requirement of minimum funding provided by Proposition 98. Prop 76 would cut education by 4 billion dollars, allow deep cuts in health care, including cuts to some of the services that substitutes depend on and it also would permit mid-year budget cuts by the governor after the budget had been voted on and approved by the governor and the legislature.