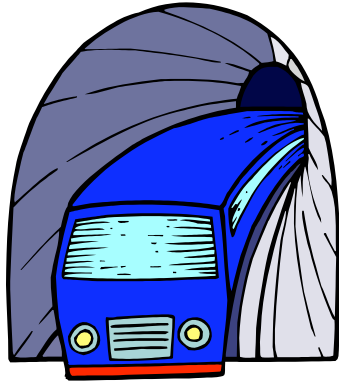


## UNITED EDUCATORS OF SAN FRANCISCO

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### THE SUB WAY November 2005

Sandra Mack, Vice President, Substitutes

#### **Substitutes Participate in November 10<sup>th</sup> Special Election Victory.**

Substitute teachers contributed to the defeat of Propositions 74, 75 and 76. Substitute teachers such as Dennis McKenzie, Pamela Routh, Ron Trapp, and Vince Quackenbush were very visible at UESF's phone bank nights in the weeks leading up to the election.

By defeating propositions 74, 75 and 76 we protected tenure, maintained our ability to defend against future attacks and denied the governor the ability to unilaterally cut funding for schools, safety services and pensions. Thanks to all who helped achieve this victory.

**SEIU Strike Avoided. Tentative Agreement Reached 4:00 a.m. Weds., November 16, 2005.** Contradicting the district's oft-stated position that there was no money available, secretaries, custodians, cafeteria workers and others received the health care improvements that were their prime objectives. The district will work toward permanent status for those workers who have been

frozen as temporaries for many years. The district also agreed to pay the SEIU workers who participated in the sick-out at the beginning of the school year.

**Substitute Teachers Crucial Part of SEIU's Victory.** The amazing turnout of 1400 UESF members on November 10<sup>th</sup> sent a clear message to the district. More than 1200 members voted to authorize a strike vote meeting. Substitute teachers were prominent among the speakers on November 10th.

At a special school board meeting the following Tuesday the District announced that 70% to 100% of regularly assigned teachers and paraprofessionals were going to honor the SEIU picket line. The district also announced that calls to retired administrators, retired teachers and to substitutes had produced only 127 people willing to cross the picket line. Thanks to this solidarity the district agreed to settle the contract.

**District Attempt to Harass Substitutes Backfired.** All employees have an individual constitutional right to honor a strike—this is “a protected activity”.

In addition to the legal problems the District was inviting for itself when it called substitutes and asked if they would cross the picket lines, it was put in its place by you—the substitute teachers and paraprofessionals.

Most substitutes either refused to answer at all or hung up and called the Union. Such a professional response made the District understand that you knew your rights and were ready to demand they be respected.

**District Attacks on SEIU Linked to Attacks on Substitutes.** Substitute teachers and paras knew that if something went wrong in a classroom, a hallway or a cafeteria and they were present, the substitutes might be blamed unjustly. Therefore, if there was to be turmoil at a school, substitutes were better off NOT being at the scene.

Health care was an issue for both SEIU and UESF. The District's position from the beginning of negotiations has been to ELIMINATE medical benefits for the few substitutes who have benefits while the union has pressed for improvements.

UESF negotiators continued to demand salary improvements, while the district's position was to DECREASE the salaries of all substitutes. The District proposes to eliminate Cores, 40-days and Site Supports; to change the day-to-day formula so that substitutes stay in the same salary range for 90 days before moving; and to eliminate retroactivity so that all substitutes would start each year as if they had never subbed in the district.

Add to the above insults the District's proposal to eliminate each substitute's right to accept or reject an assignment without penalty and it is clear why substitutes felt solidarity with school workers represented by SEIU.

(Actual Contract Proposal Language is at [www.UESF.org](http://www.UESF.org). Check the bottom of the home page. Many substitute issues are addressed in Articles 28, 30 and Appendix B12.)

**Substitutes Asked How to Honor SEIU's Picket Line, Not Whether to Honor It.** Substitutes would not have cancelled a job because only when one arrived and found a picket-line at a site would a decision have been necessary. At that time a teacher or paraprofes-

sional might have, as a courtesy, called the site and advised it that since there was a picket-line outside he or she could not cross it.

In the event a specific teacher had requested a substitute in advance, the substitute might have talked with the requesting teacher and advised that teacher of the substitute's policy. At that point the requesting teacher might have decided to let things ride.

**Unemployment Appeals Hearings.** On November 1<sup>st</sup> and 2<sup>nd</sup> UESF represented those members who had returned our "Request for Representation" by September 15<sup>th</sup>. The basic issue, for those represented by UESF and for those who represented themselves, is that summer session is not a recess period and school employees should not be barred from unemployment benefits if they are not called and school is in session. The judge stated he would need about three months to render a decision.

### **Result of Elections for Substitute Assembly Reps and State Council.**

The newly elected Vice Chairperson of the Substitute Division is Vince Quackenbush. Vince was also elected alternate to CTA State Council \* and Representative to the UESF Assembly. Others newly elected to the Assembly are Dante Gutierrez, Daniel Markarian, and Tay McArthur. The position of Secretary remains vacant.

There is no Assembly meeting in December. The Substitute Standing Committee will have its first meeting on January 12<sup>th</sup>, the Thursday before the January 18<sup>th</sup> Assembly Meeting.

*\*The complete list of those elected to State Council is available from The San Francisco Educator and uesf.org.*