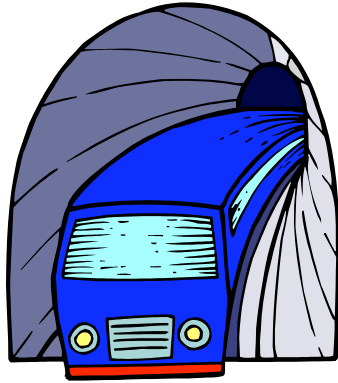


## UNITED EDUCATORS OF SAN FRANCISCO

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### THE SUBWAY

February 2006

Sandra Mack, Vice President, Substitutes

**All-Substitutes Meeting on February 9<sup>th</sup>.** The meeting began and ended with half hour Open Forums for member concerns not related to negotiations. (See below, 40-day substitutes and Article 29.) The central items on the agenda were negotiations and strike preparations.

**Mediation Update at John Swett School, Tuesday February 28. 5:30 pm – 6:45 pm.** Come to the auditorium of Swett ES on February 28<sup>th</sup> to hear your bargaining team report on the progress of state mediation. The February 24th mediation session will have been the first time an outside party heard both sides of the negotiations controversy. Substitutes should be there to stay informed on sub-specific issues.

(Review Actual Contract Proposal Language at [www.UESF.org](http://www.UESF.org). Click on the Substitute button on the left.)

**March and Demonstration at the School Board, Tuesday February 28. 6:45 pm – 7:30 pm.** Immediately following the review and assessment of the mediation session we will march one block from John Swett to SFUSD Headquarters at 555 Franklin. Come to the demonstration to show the district that we will all stand strong for fair pay, safer schools and equal protection. Make sure that those you meet at the demonstration understand that you are a substitute, there in solidarity with them.

Email [action@uesf.org](mailto:action@uesf.org) or phone 250-7448 to indicate you'll come or to get more information.

**Strike Preparations.** At the February 9<sup>th</sup> meeting Bob Jensen of the AFT asked the question, "Why prepare for a strike that has not been declared?" The answer was simply that the best way to avoid a strike was to be prepared to win one. At that meeting a number of substitutes did up to help. One of our first activities was community leafleting. Substitutes also signed up to work on one of the strike preparation committees. (See flyer)

**Substitutes Participate in Community Leafleting.** We are getting out our message to parents and the community: "Help keep us on the job, tell the school district to settle the contract." On February 18<sup>th</sup> UESF members leafleted high-traffic spots throughout the city. Substitutes were prominent among the pamphleteers. For example, seven teachers were stationed at the four busy corners of the 24<sup>th</sup> and Mission Streets intersection – and three of the seven were substitute teachers! Braving the

intermittent showers, from 10:30 am to 2:00 pm the volunteers spoke in English and Spanish with passersby and distributed bilingual flyers asking for public support. The response to our message was extremely positive. We are puncturing the wild claims the district has made that the difference between our proposal and theirs was \$30 – 40 million. In fact, the difference is closer to \$5 million. SFUSD made similar claims during the SEIU negotiations, alleging that SEIU’s proposal would bankrupt the district. An impartial fact-finder agreed with SEIU. Unfortunately, it took the threat of a strike to make district negotiators come to their senses.

**AFT Interest-Free Loans for Strikers and the AFT Mastercard.**

Remember that that the best way to avoid a strike is to be prepared to win it. Consider two programs of which everyone should be aware.

AFT Interest-Free Loans are available for all strikers, regardless of membership status. Usually the loans go through a credit union. The repayment provisions are generous and the AFT picks up the interest.

If you do not have an AFT Mastercard, now is a good time to apply for one. There is a provision in the card to skip payments when on strike. You might want to transfer a current balance to the AFT card. The interest rate on the AFT Mastercard is competitively low and there are special discounts.

For brochures on the AFT Mastercard program call the Union’s membership secretary, Meg Kimura, at (415) 956-8373.

**40-Day Substitute Issues**

**The union will soon be surveying teachers on the issue of 40-day eligibility and history.**

*Article 28.7.* Those teachers who have been in the same position – working with the same students, replacing the same absent teacher--for more than 40 days are entitled to be classified as 40-day substitutes if they have no more than two authorized absences. The substitutes are then put on the regular teachers’ salary schedule and receive benefits for the semester.

The union survey will ask teachers whether they are eligible for the classification and, if so, whether the classification has been made.

**Watch for the union survey. It will ask questions related to priority hiring**

*Article 29. Upon request,* teachers who have two or more terms of service as 40-day substitutes have the right to be placed on an eligibility list for priority hiring in open positions. In fact, article 29.1.3 says, “Except in unusual circumstances the District will not refer other applicants for interviews before teachers on this eligibility list have had this opportunity.”

