

**United Educators of San Francisco
Assembly Meeting
Wednesday, March 15, 2006, 4:15 p.m.
Official Minutes**

The meeting began with viewing the news coverage of March 14's rally and march. Dennis Kelly gave a recap of the events of the evening.

Minutes

Approval of Minutes Susan Solomon

M/S/C to accept the minutes of the February 15, 2006 Assembly meeting as presented.

Financial Report Elaine Merriweather

M/S/C to accept the February 28, 2006 financial report as presented. In response to a question, "other income" includes grants, such as those for the Membership Service Specialists. In response to a question, there are fewer agency fee payers this year than formerly, as some fee payers have become union members. Members who wish to find out the exact percentages can contact Sister Merriweather at the office.

M/S/C to move into COPE. M/S/C to accept the February 28, 2006 COPE financial report as presented. M/S/C to move out of COPE.

Special Order of Business

1. Support for State-Wide Initiative on Eminent Domain .. Judith Christensen

Sister Christensen cautioned that there is one petition of support for an initiative on eminent domain, the Jarvis-McClintock initiative, which is being circulated by paid signature-gatherers that has language about the elimination of rent control and some environmental controls. The petition Sister Christensen presented, which is being circulated by volunteers, and which was endorsed at the January Assembly meeting, is much better. She explained the signature-gathering process. Unfortunately, the names of the two initiatives are the same; there is a difference at the bottom. There were packets of petitions available at the meeting. Sister Christensen offered to speak at any school if asked.

Resolutions

1. Carried: Endorsement of BASE Conference on April 22.....Tom Edminster and Lisa Gutierrez Guzman

WHEREAS, our students are the primary targets of the current war effort, both as military recruits and as recipients of educational cutbacks; and

WHEREAS, educators are deeply concerned and often feel powerless when we see our former students enticed into military service to die or to be otherwise traumatized while serving in the Middle East on behalf of corporate oil interests and military contractors; and

WHEREAS, big, anti-war/peace marches in and of themselves have not stopped the Iraqi war; and

WHEREAS, previous anti-war efforts have not always encouraged the leadership of students and educators; and

WHEREAS, our affiliate, U.S. Labor Against the War [USLAW] was a co-sponsor of the New York Educators to Stop the War Conference in the spring of 2005 and UESF also supported the November 2005 Students and Educators to Stop the War Conference in Los Angeles attended by 500 youth and educators; and

WHEREAS, UESF has financially supported USLAW and helped the Los Angeles conference via a reimbursement for one San Francisco educator's expenses;

THEREFORE BE IT RESOLVED that UESF become an official sponsor of the Bay Area Students and Educators to Stop the War Conference at Mission High School in San Francisco, Saturday, April 22; and

BE IT FURTHER RESOLVED that UESF help to publicize the conference in its e-mail blasts and newspaper; and

BE IT FINALLY RESOLVED that UESF contribute \$200 towards the cost of putting on such a conference that brings together students, educators and other anti-war activists.

Respectfully Submitted by the Peace, Justice, Human Rights Committee to the Delegate Assembly on March 15, 2006

Linda Plack pointed out other activities being held at Mission High School that UESF has endorsed (See pages 16 and 17 of the meeting packet).

M/S/C to change the order of business so that the President's Report would precede the strike authorization meeting resolution.

President's Report

President's Report Dennis Kelly

There have been only 2 mediation meetings since reaching impasse on February 2. The district is not showing any sense of urgency. Discussion of working on a parcel tax was pulled out of negotiations and put into an MOU, as UESF sees it as a long-term solution to a problem. There has been agreement to form several labor-management committees, such as on standards-based evaluations, CDP issues, and the para retired system. When UESF bargaining team members expressed their frustration to the mediator about the slow pace of mediation, more mediation dates were scheduled for March 21, April 4, 10 and 11. "Working committee" dates April 19 and 21 were canceled.

On Read-Aloud Day, Brother Kelly and Sister Plack read *Click Clack Moo* to a class at an elementary school and saw Superintendent Gwen Chan there. When she asked if it

would be helpful for her to be at mediation, they said it would be. She was not ever invited by the district.

There was a conference recently with Stew Weinberg, prominent labor lawyer, and he made the point that labor law is not in place to enable workers to act, but to impede the will of the people. The consequences of not following the rules: the district could sue the union for any funds lost, but there is no precedent for it. For individuals, those without EERA protection would not be part of protected activity, and they could be subject to reprisal. However, any settlement would include a no-reprisal clause. Strikes can be sanctioned by the SFLC. All teacher/para strikes in San Francisco have always been sanctioned; none has ever been legal.

There was a discussion about UESF's involvement in parcel tax discussions.

M/S/C to close discussion. (Brother Kelly announced that the maker of the motion, Adrienne Johnstone, will be honored at the CFT convention as Emerging Union Leader.)

Arlene Ackerman has been hired as a consultant by the St Louis school district. Elois Brooks has also been hired by the St. Louis school district. Roni Howard made a presentation to the closed school board meeting re: our questions about Ackerman's current terms of employment in San Francisco.

a. Union Building Activities..... Rob Callahan and Robert Jensen

Brother Callahan said Union Building Activities is another way of saying "strike preparation". Assessments began shortly after the February 4 action coordinators training. The numbers have been "overwhelmingly strong", but not all schools have been completely assessed yet. The commitment rate is dropping as more data comes in, but even so, it appears that a strike authorization vote could be won. The rest of this week and the beginning of next week will be used for completion.

2. M/S/C unanimously as corrected: Strike Authorization Meeting.....Dennis Kelly and Linda Plack

Whereas there have been two mediation sessions over the past 40 days and the process of mediation is open-ended and does not have a conclusion in sight, and

Whereas the members of UESF have gone for nearly four years without a raise, and

Whereas the contract between the SFUSD and UESF expired on June 30, 2004, and

Whereas the UESF negotiating team participated in 29 days of bargaining sessions over a period of 366 days before declaring that the talks had reached an impasse, and

Whereas the teachers, paras, and other school workers represented by UESF have demonstrated the urgency of their contract demands by showing up at nearly every recent Board of Education meeting: in December with Santa Claus and an elf, with Cupid and hearts for Valentine's Day, with over 300 members who marched from John Swett to the Board of Education on February 28th, with approximately 500 members who marched through driving rain at Civic Center on March 14th, and

Whereas UESF members daily demonstrate their support for their bargaining team and their need for raises and a contract by working to rule, wearing their UESF t-shirts, leafleting parents and neighbors, doing informational picketing

before and after school, joining in union phone banks, and community leafleting, and

Whereas there is overwhelming support from organized labor as well as the political leadership of the city of San Francisco to come to a settlement, and

Whereas the frustration and anger of UESF members is rising,

Therefore be it resolved that

The UESF Assembly hereby directs the union leadership to act on the authority given by the general meeting of 10 November 2005 and set a date by the end of March to hold a strike authorization meeting, and

Be it further resolved that the leadership shall take all necessary steps to notify the membership of the strike authorization meeting in the expectation of getting the greatest possible participation in the meeting and vote.

M/S amendment: In the first resolved, delete "set a date within one month from today" and add "on March 29" after "hold a strike authorization meeting".

There was a rather lengthy discussion about the amendment.

M/S/C to replace "on March 29" with "by the end of March" in the amendment.

M/S/C the amended amendment.

Reports, continued

2. Paraprofessionals Bradley Reeves

Brother Reeves requested that delegates who work with paraprofessionals at their schools stay for his report. The next Paraprofessional Committee meeting is Wednesday, March 22 at Sanchez Elementary School from 4:30-7:30 p.m. The meetings are now longer to accommodate paras who work at CDPs until 6:00. He strongly urged members to cite Article 5.3 of the paraprofessional contract when working on school site plans, and reminded the body that equipment and trips should be cut from budgets before personnel is cut. Brothers Reeves and Kelly will write a letter to UBCs, SSCs and administrators to highlight these points. Brother Reeves will visit site SSC meetings to answer questions and explain the relevant contract sections.

Sandra Mack will be receiving the Ben Rust Award at the CFT convention, the highest honor awarded by CFT.

Brother Jeffries offered to help other school sites to crunch numbers for their site plans and budgets.

Jessica Humphrey announced that there will be phonebanking on March 25 and 26 to urge members to attend the strike vote authorization meeting.

3. Substitutes..... Sandra Mack

The substitute report is on pages 12 and 13 of the meeting packet. After Sister Mack spoke at the March 14 school board meeting, Orla O'Keefe approached her and was supportive of working with the union to resolve the recent enormous problems with the substitute system meltdown.

4. COPE ActivitiesKen Tray

There will be a meeting soon with other school union representatives to work on establishing a common slate to endorse for the upcoming school board elections. The COPE treasury will largely go to the school board race.

He is planning on going to the Bay Area Organizing Committee training and discussion. Sergeant-at Arms Report.....Roberto Michel
Represented at this meeting: 9 high, 7 middle, 19 K-5, 2 K-8 and 1 CDC; special education, substitute and retired division, for a total of 82 members.

5. Social Activities.....Susan Solomon
UESF's annual retirement party will be on May 12. The committee will plan victory party to be held after a new contract is ratified.

6. Retired Division..... Gerry Meister

The Retired Division will be hosting an Arts and Crafts Exhibition and sale on March 25 at the Sharon Arts Building in Golden Gate Park.

Good of the Order: Brother Kelly gave a report on school mergers and consolidations. UESF's 4-tier consolidation plan was rejected by the district. Surveys distributed by the district indicate that about half of the JBBP staff wants to transfer to Rosa Parks. All teachers and paraprofessionals at John Swett sent letters with their surveys stating they want consolidation rights. A final decision is on hold until the district can determined how many students will be attending the merged schools.

Announcements: There will a march commemorating the 3rd anniversary of the United States' Iraqi invasion on Saturday, March 18.

There will be a booksigning by author Sharon Smith, author of *Subterranean Fire*, at "Haymarket Night" at City Lights Bookstore on March 23 at 7:00 p.m. There was a reminder about the ongoing Mission High School Teach-In, continuing on Thursdays through March 23. (Information was in the meeting packet.)

Adjournment was at 6:36 p.m.

Respectfully submitted,
Susan Solomon, Secretary