

**United Educators of San Francisco  
Assembly Meeting  
Wednesday, October 17, 2007, 4:15 p.m.  
Final Minutes**

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**Minutes**

Approval of Minutes ..... Susan Solomon  
M/S/C to approve the minutes of the September 19, 2007 Assembly meeting as presented.

**Financial Report** ..... Elaine Merriweather  
M/S/C to approve the September 30, 2007 Financial Report as presented. The error in the report presented at the September Executive Board meeting was corrected.

**Special Orders of Business**

1. M/S/C with 1 abstention as amended: Proposed Bylaws Amendments (2nd Membership Reading)..... Dennis Kelly
  - a. Article IV, Section 3 (New)

Membership in UESF shall be open to non-administrative and non-supervisory school employees who work in San Francisco schools that have been organized by either UESF or one of its affiliates.

M/S/Cu amendment: Remove "charter" between "supervisory" and "school."

There was some discussion about what the benefits would be for UESF and for non-public school employees. Catholic school employees are already organized under the archdiocese.

- b. M/S/C as amended Article XII Dues  
Section 2.b

Half dues—For certificated members in the K-12 Program working 0.5 FTE or less, for certificated and permit members in the Child Development Program working 0.57 FTE or less, members on sabbatical leave or paid sick leave for more than thirty work days duration and Emergency credentialed or intern teachers. Teachers or paras in the Child Development Program working as both teacher and para or substitute will pay one and a half percent of each salary for each position held plus any increases for affiliate dues after July 1, 2007, as long as the total does not exceed the single highest dues for either classification.

2.f. All UESF/COPE members have the option of withdrawing from UESF/COPE Dues and membership by notifying UESF. In the case of withdrawal from UESF/COPE, the members' alternatives are to contribute to:

- i. UESF Scholarship Fund
      - ii. UESF Public Relations Fund
      - iii. UESF Educational Research and Dissemination Fund.

Section 3. Dues for all members of the USP Bargaining Unit.

USP Dues are one and a half percent of gross salary.

Section 4 (new). Dues for all substitute members of the certificated bargaining unit and of the USP Bargaining Unit.

Substitute Dues are one and a half percent of gross salary.

(re-number the remaining sections)

M/S/C amendment: Strike everything after "gross salary" for USP under Section 3 and for Substitutes under Section 4. (The resolution originally read, "plus any increases for affiliate dues after July 1, 2007" after "gross salary.")

Our affiliates require \$34/month for each USP. Currently, they do not pay affiliate dues. UESF is basically paying for subs and paras to belong to our affiliate organizations. CTA recently brought in USPs as full-fledged members, so there is an associated increase.

It may be difficult for the district to deduct the correct amount of dues unless it is just a simple formula. That is what the 1.5% increase was meant to address in our bylaws.

The dues structure is complicated because our bylaws require that members pay the higher of the affiliate dues. CTA dues for paras is done in steps/ranges. There is one dues amount for those in the \$24,000-\$35,000 salary range, and a higher amount for those in the \$35,000-\$60,000 salary range.

There was concern especially about the cost of an affiliate dues increase for 3-hour CDP paras, and in general for all paras.

Dues have to include affiliate dues, according to UESF Constitution. Teachers' dues pay for paras' affiliate dues, as the local has long made a commitment to full membership for paras.

M/S/F Amendment to amendment: USP dues are 1.5% of gross salary plus \$5/month beginning July 2008, increasing each year by \$5/month until the amount for affiliate dues is reached.

The interpretation of the body is that "any increases for affiliate dues" means just the amount of the increase, not the full amount.

c. M/S/C Bylaws, Article VIII Committees, Section 1. Standing Rules Committee

NEW: h. (former h. becomes i.) Rules Committee. The Rules Committee shall be composed of a minimum of three UESF members, appointed annually by the President, subject to the approval of the Executive Board. The committee shall assist in the process of amending the UESF Constitution and Bylaws.

NEW: Bylaws, Article X. Rules Committee (former X becomes XI, others renumbered accordingly)

Section 1.

a)The Rules Committee shall ensure that the process of amending the UESF Constitution and Bylaws (see Bylaws, Article VIII, Section 1. h.) is open and

clear to all members, that the rationale for and possible effects of rules changes are clearly explained and that all affected constituencies are involved in the process.

b). Proposed amendments to the UESF Constitution and Bylaws may be initiated by the Executive Board, the Assembly, a UESF Division, a UESF committee or a minimum of five UESF members.

c) ..... The Rules Committee shall conduct an annual review of the UESF Constitution and Bylaws and operating rules and may propose changes based on that review.

## Section 2.

a. Any proposed amendments shall be submitted in writing, signed by the proponents, to the Executive Board and referred directly to the Rules Committee. The proposal shall include a statement explaining the rationale for and possible effects of the proposed change. If UESF constituencies may be affected, members of those constituencies shall be appointed to the Rules Committee by the President, subject to the approval of the Executive Board, to serve during the time the changes are under consideration.

## Section 3.

a. When considering proposed amendments to the Constitution and Bylaws, other than those from a Division regarding its own Bylaws, the committee shall hold a hearing and seek participation of any affected group within UESF, as well as other concerned members.

b. After the committee reviews the proposed amendments referred by the Executive Board, the committee shall draft initial recommendations to be submitted simultaneously to the Executive Board and the Assembly for comment, which the committee will consider in drafting its final recommendations.

c. Proposed UESF Constitution and/or Bylaws amendments, along with the Rules Committee's recommendations shall be submitted to the Executive Board and to the Assembly and also shall be submitted to all UESF members at least a week prior to the first reading at the Assembly.

d. All proposed changes to the Operating Rules of the Executive Board or Assembly shall be referred to those bodies for review and adoption.

e. The committee shall review any proposed changes from a Division to its own Bylaws for consistency with other UESF rules and then forward the proposed changes directly to the Executive Board for approval (see Bylaws, Article III, Divisions. Section 1. c. and Section 2. c.).

## UESF Constitutional Amendments Changing the Process of Amending the Constitution

### Constitution, Article X. Amendments (additions are in ITALICS)

Section 1. This Constitution may be amended by a two-thirds (2/3) vote of the Assembly as a special order of business or by a two-thirds (2/3) vote of the membership.

a. Proposed amendments must be submitted to the Assembly, in writing and signed by their proponents, at the regular Assembly meeting immediately preceding the meeting at which the amendments are to be voted on as a special order of business.

NEW a. Proposed amendments must be submitted to the Executive Board, in writing and signed by their proponents, accompanied by a statement explaining the rationale for the amendment and possible effects of the amendments. Proposed amendments to the UESF Constitution may be initiated by the Executive Board, the Assembly, a UESF Division, a UESF committee or a minimum of five UESF members. (See UESF Bylaws, Article VIII. Section 1. h. and Article X, Rules Committee.)

b. The Executive will forward the text of the proposed amendments to each UESF member at least two weeks before the meeting at which the proposed amendments are to be voted on.

NEW b. At least one week prior to the first reading of the proposed amendments at the Assembly, the text of the proposed amendments, accompanied by the statement of rationale and possible effects, shall be submitted to all UESF members.

### UESF Bylaws Amendments Changing the Process of Amending the Bylaws

The present language regarding amendments is the same in the Constitution (Article X) as in the Bylaws (Article XIV), except for majority vote, rather than two-thirds (2/3), and reference to the Bylaws, rather than the Constitution. Therefore, the same language used in the Constitution (Article X) would also be used in the Bylaws (Article XIV).

#### 2. M/S/C as amended: Resolution Protesting the Reauthorization of NCLB ...Lita Blanc

Whereas the passage of the Miller-Pelosi reauthorization of NCLB would be disastrous for public education and

Whereas there is currently significant media attention of this critical issue;

Be it resolved that UESF organize a protest at Nancy Pelosi's office after Wednesday, November 7<sup>th</sup>, and that UESF invite other educators' unions, nurses' unions and other Northern California public sector unions to work with UESF on this event, and

Further be it resolved that a committee be formed to organize this protest.

Sister Blanc suggested including a press conference as well.

M/S/C Amendment: after the words "November 7", Kubrin's amendment.

M/S/C Amendment: change "on November 7" to "after November 7."

McKeon has pulled his name from the NCLB reauthorization bill.

3. M/S/C: In Support of Anti-War Japanese Educators.....Ken Tray

Whereas the Japanese people have a long history of opposition to war and Article 9 of the Japanese Constitution prohibits Japan from developing a growing military force and militarized society along with a militarized education system, and

Whereas the cost of war has been catastrophic for the Japanese people, the youth and education workers as well as the people of various other Asian countries, and

Whereas the growing drive for militarization has led to the re-writing of history books to censor the role of Japan in World War II, which included slave labor and sex slaves in order to justify Japanese militarism, and

Whereas the U.S. government has encouraged Japan to violate Article 9 and to use its military in wars (currently in Iraq) and the expansion of U.S. bases in Japan for greater Japanese military activity in the Middle East, and

Whereas the U.S. government has supported the elimination of this anti-war Article in the Japanese constitution in order to further militarize Japan, and

Whereas the Japanese government has railroaded the legislation of the National Referendum Law to eliminate Article 9, and prohibit teachers and public workers from participating in any movement in opposition to amending the Constitution, and

Whereas the increased funding for the military has meant decreases in funding for teachers and the educational system of Japan, and

Whereas hundreds of Japanese teachers have been punished and harassed for refusing to stand in front of the national flag, "Hinomaru," and for refusing to sing the national anthem, "Kimigayo," or to play the piano accompaniment in graduation and matriculation and other school ceremonies, and

Whereas these demands and directives instituted by the education system have unjustly violated the teachers<sup>1</sup> freedom of thought and conscience, and

Therefore Be it resolved that United Educators of San Francisco, AFT Local 61, protest the retaliation and discrimination against Japanese teachers for refusing to stand before the national flag, "Hinomaru," and for refusing to sing the national

anthem, "Kimigayo," or to play the piano accompaniment in graduation and other school ceremonies, and

Be it further resolved that UESF affirm its support for the rights of Japanese teachers and all public employees to lobby against any changes in the Japanese constitution, and

Be it finally resolved that UESF call on all Bay Area Congressional officials to oppose changing the Japanese Constitution Article 9, which prevents the militarization of Japan.

**Resolutions**

1. M/S/C Legal Services Referrals for Members .....Dennis Kelly  
Whereas there are non-members who occasionally need legal services through UESF, and

Whereas those non-members must be UESF dues-paying members in order to receive legal services, and

Whereas some non-members join just for the services and then revert to agency fee status,

Therefore, be it resolved that:

In order for UESF to refer a member for a legal consultation, the individual must have been a member in good standing for at least the previous three pay periods, and must sign a Maintenance of Membership Agreement to remain a member for the next two years.

This resolution is intended to address the issue of agency fee payers who become members only to access legal services.

2. M/S/C to endorse Tom Ammiano's Proposal for San Francisco Municipal ID Among other things, this would enable immigrants living in S.F. who do not have another form of identification to have access to banks.

**Reports**

1. Executive Vice-President's Report .....Linda Festa Plack
  - a. October 20 Fall Membership Conference reminder. Highlights: anti-NCLB activities, including photo postcards; Harman Killebrew presentation (including workshops on the math and physics of baseball); strategies for working with ELL students; and home ownership workshops.
  - b. NCLB: Thanks for postcards written at the meeting. UESF will continue with other NCLB activities, including the activity voted on above.
  - c. CLAD: There is pressure on the district, especially in decile 1,2,3 schools, that all teachers have CLAD certification. Special Education teachers are no longer exempt. It looks like the district has made arrangements with S.F. State University so that teachers can complete CLAD certification. There will be a fee. Having CLAD is a state law. The district has been allowed to let this slide.

Some teachers have Language Development License, which supposedly was grandfathered in. Teachers should speak with Linda Wells for any questions or concerns.

2. AFT PPC Report (in meeting packet) ..... Susan Solomon
3. Region I Conference (in meeting packet) ..... Michael Resnick
4. Black Caucus Committee Report (in meeting packet) ..... Jeremiah Jeffries
5. Paraprofessionals ..... Carolyn Samoa  
Next Wednesday, Oct. 24, there will be a UBC training at their monthly meeting.
6. Substitutes ..... Liz Conley  
Substitutes are proceeding with elections for Assembly and Executive Board.
7. COPE Committee ..... Ken Tray  
There will be phonebanking on Thursday, October 18, to build the UESF contingent at the October 27 antiwar march. Union activists will be called. The governor has been vetoing health care legislation. A 48-plus-hour vigil for health care, at the state building in Civic Center, began today. The Recruit and Retain Teacher Initiative campaign is moving forward. There will be a major UESF COPE effort to get the initiative passed. "Education is Political" COPE buttons and "End War" buttons are available. While it may be permissible for members to wear anti-war buttons at school, it is advisable to remove them if told to do so.
8. Sergeant At Arms Report ..... Roberto Michel  
54 members in attendance. Schools/programs represented: 9 high, 7 middle, 3 K-8, and 10 elementary schools; 3 CDCs; substitute and retired divisions; and School Health Programs.  
Brother Michel represented UESF at the Teachers for Social Justice on October 15.
9. Retired Division ..... Gerry Meister  
Yesterday's CalSTRS workshop was excellent. It was even better for teachers close to retirement than for retired teachers. The division would like to arrange a workshop in the spring, and STRS is quite willing to do it.

**Adjournment:** Adjournment at 6:21 p.m.

Respectfully submitted,  
Susan Solomon, Secretary