

**United Educators of San Francisco  
Assembly Meeting  
Wednesday, November 18, 2009, 4:15 p.m.  
Official Minutes**

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**Minutes**

Approval of Minutes ..... Susan Solomon  
M/S/C to accept the minutes of the October 21, 2009 Assembly meeting as presented.

**Financial Report**

The report was available for perusal. There was no vote on its passage, as Sister Merriweather was away at an early childhood conference in Washington, D.C. and therefore unable to report.

**COPE Financial Report**.....Ken Tray

M/S/C to accept the October 31, 2009 COPE Financial Report as presented.

**Resolutions – all presented with recommendation for approval as amended from Executive Board**

1. CU as amended: The Budget Crisis .....Dennis Kelly, et al.

Whereas, UESF is joined in intense and critical meetings with state-wide leaders of CFT and CTA and with local leaders and rank and file members of both organizations concerning how organized educators can best create a winning and progressive way out of the current fiscal and economic crisis; and

Whereas, CFT's Strategic Planning Committee, with UESF participation, proposes consideration of a mass mobilization for education and public sector unions and their supporters this Spring; and

Whereas, CTA has moved to an organizing approach for dealing with the statewide structural budgetary issues which threaten all social services, and

Whereas, at the same time, CFT is moving toward a COPE organizing drive to build capacity at CFT locals throughout the state in preparation for the major initiative campaigns (for: closing corporate loop-holes, progressive taxation, budget reform, against: pay-check protection, two-tier pension system, etc.) to come in the next few election cycles; and

Whereas, UESF knows that in unity there is strength; and

Whereas, a unified response by organized educators and the California Labor Federation is the best way to promote a winning and progressive response to the current economic and fiscal crisis.

Therefore Be it Resolved that UESF will participate in and honor the democratic decision making process of the CFT and CTA, including bringing forth our own proposals when necessary, and also participate to the fullest extent possible in the democratic deliberation

of the California Federation of Labor in seeking a unified labor response to California's current crisis: and

Be it Finally Resolved that the actions and positions taken by UESF will be in accord with the actions and positions adopted and promoted by our state-wide labor affiliates.

M/S/C amend: add to the first therefore, after "CFT and CTA: "including bringing forth our own proposals, when necessary"

- 2. CU: Employee Free Choice Act .....Susan Solomon, et al  
Whereas, America's working people are bearing the brunt of the "Great Recession"; and

Whereas, wages are dropping, unemployment is rising, health care costs are rising and pensions are under attack; and

Whereas, union members make 28 percent more than those without a union; and

Whereas, union members are 52 percent more likely to have employer provided health care and 77 percent have defined-benefit pension plans; and

Whereas, 60,000,000 working people say they would join a union if they had the chance; and

Whereas, as educators we know that our democracy depends on a free, democratic and powerful labor movement; and

Whereas, EFCA levels the playing field for union organizing against corporate power and intimidation;

Therefore Be it Resolved that UESF support in every way possible the labor movement's drive to pass EFCA in this session of Congress.

- 3. F, 19-16: Representing UESF ..... Linda Plack, et al  
Whereas, the Constitution of UESF in Article V Section 1. states, " ...The President shall be the official spokesperson for UESF... and shall be responsible for the representation of UESF whenever and wherever required ...;" and

Whereas, the Constitution of UESF in Article XI, Section 3. states, "Representatives to bodies, not affiliated with the UESF Councils, requiring UESF representation shall be designated by the President subject to the approval of the Executive Board;" and

Whereas, the Constitution of UESF in Article XI, Section 4b. states, "delegates/representatives...shall be guided ...by the UESF Constitution and By-laws, UESF adopted policies, and special instructions given by the membership, Assembly, and Executive Board;" and

Whereas, in this time of “educational crisis” UESF must make sure that the legitimate voice of San Francisco’s educators is heard loud and clear in the growing number of public forums and political formations claiming to speak for educators; and

Whereas, members must make the distinction between proudly asserting membership in UESF as a matter of identification and allowing themselves to be portrayed as spokespersons for UESF if not so designated,

Therefore Be it Resolved that all members of UESF, particularly members of the Executive Board and voting members of the Assembly, respect the integrity of UESF’s Constitution and democratic process, but are encouraged to speak as individuals if they so choose; and

Be it Finally Resolved that, in keeping with the Constitution as cited above, only UESF members whose representation at non-affiliated bodies is designated by the president shall speak on behalf of the union.

(The amendment made by the Executive Board was ‘but are encouraged to speak as individuals if they so choose’ in the first resolved.)

4. CU as amended: For a Public Health Option .....Susan Kitchell, et al.  
Whereas, United Educators of San Francisco supports the fight for high quality, accessible and affordable health care for all Americans; and

Whereas, the House of Representatives and the United States Senate are moving toward final versions of their respective health care bills; and

Whereas, the health care bill from each House calls for some version of a public health option; and

Whereas, versions of the Senate and House bill will soon go to their respective floors; and

Whereas, according to the polls upwards of 70% of the American people support a public option; and

Whereas, big “pharma” and big insurance companies are salivating at the thought of sky high profits at the expense of their 30 million new customers if they escape competition from a viable public option; and

Whereas, every dollar in new profits for them is \$1 more that working people pay to the corporate health czars; and

Whereas, working people should not be taxed for receiving high quality health care; and

Whereas, the best health care plan is based on people’s needs, not investors profit margin or the ability to make millions for corporate CEOs; and

Whereas, the best health care plan is also one that has low costs for working and poor people, that improves care and provides choice;

Therefore Be it Resolved that the United Educators of San Francisco support and join with our labor and progressive allies to promote health care reform that provides for a viable public option to compete with private for profit insurance companies; and

Therefore Be It Resolved that UESF reaffirms its commitment to the best health care option, single payer healthcare coverage, as embodied by HR 676 and SB 841.

Be it Finally Resolved that UESF contact and urge, and urge its members to contact and urge, Senators Feinstein and Boxer, Representative Speier and Speaker Pelosi to support and pass health care reform that includes a viable public option that meets working people’s needs.

M/S/C amendment, adding: Therefore Be It Resolved that UESF reaffirms its commitment to the best health care option, single payer healthcare coverage, as embodied by HR 676 and SB 841.

M/S/C amendment: Add to the final resolved, after “...that UESF contact and urge, “and urge its members to contact and urge...”

5. CU: School Secretaries: Part of the Village ..... Patty Mann, et al.

Whereas up to 50 schools may be disrupted by the removal (through seniority bumping) of their school secretaries, and

Whereas school secretaries, along with teachers, paraprofessionals and other school workers, are part of the fabric of each individual institution, and

Whereas school secretaries are called upon to respond to a variety of daily crises as well as to maintain a sense of order and decorum in the office which sets a tone for an entire school, and

Whereas the union that represents the school secretaries believes that the seniority bumping of the school secretaries is directly tied to flawed budgeting in another department of the city, and

Whereas the president of UESF has personally committed to support the SEIU effort to call attention to the root cause of the problem and achieve creative solutions that will not disrupt the schools,

Therefore be it resolved that the president of UESF and his designees be directed to continue supporting solutions to this problem by speaking out at press conferences and hearings on the situation, and

Be it finally resolved that UESF hereby endorses the efforts of SEIU 1021 to achieve a just and fair solution to the problem with as little disruption of schools and as little movement of school secretaries as is possible.

**Reports**

- 1. President’s Report..... Dennis Kelly

- Town Hall Meeting: CTA, UESF and AFT 2121 facilitated an October 4 Town Hall meeting. Educators and parents from around the greater Bay Area discussed the impact of budget cuts on their own school districts and statewide.
- UESF earlier passed a resolution in support of National Union of Healthcare Workers (NUHW). SEIU has about 34,000 members in the Bay Area without any elected officers. United Healthcare Workers West (UHW), formerly Local 250, was put in trusteeship and no longer has elected officials. At a fundraiser on November 16, SEIU picketed outside an NUHW fundraiser at the Plumbers Hall in San Francisco. Last night, at a Los Angeles fundraiser, SEIU members egged people going in. UTLA was in the forefront of that fundraiser.

2. Executive Vice-President.....Linda Plack

- Personnel Committee Report: a) Richard Willis will be replacing Shannon O'Hara, our former Uniserve Director. Sister Plack was on the interview panel. Willis worked with the Florida Education Association, a merged state union. Since 2007, he has been working with the Richmond Teachers Association. b) UESF needs an organizer for organizing educators in early childhood education field. This is a group that really deserves union representation. Plans are moving forward with AFT to finance the position. Once the funds are available, the job announcement for lead organizer will go out on unionjobs.org, craigslist, and perhaps other venues. The organizer will be a member of the California State Organization. AFT will participate in interviews along with UESF. NEA is also supporting UESF in this endeavor. There will also be researchers from AFT and/or NEA to research other educator organizations with the goal of organizing them.

3. COPE Committee .....Ken Tray

The Tom Ammiano fundraiser was a great success, raising \$3500. Attendees were mainly though not exclusively UESF members. b) The COPE Committee is organizing school sites to be in attendance at the School Board Budget Committee meetings, as was called for in a resolution passed by the Executive Board and Assembly last month. The first Budget Committee meeting is on December 15. UESF members have to be prepared to raise our issues no matter what is on the agenda. Members were again encouraged to raise their contributions to COPE.

4. Divisional Reports:

a. Elementary School Report..... Kit Bell

The committee met with the three Elementary Division LEADs (Leadership, Equity, Achievement and Design, the new title for assistant superintendents). Issues discussed: School Loop, report cards, Data Director. Hoover Liddell and IT representatives were there. Participation in all of these pilot programs is voluntary. There was further discussion in the UESF-only committee meeting. There was a request for a member survey, being worked on by the committee, on these issues. There is a concern about water quality in old school buildings; in many schools, water has to run for 10 minutes. Mary Richards is leading the investigation of this water issue.

b. Middle School Report ..... Patty Golumb

The committee met with middle school LEAD Jeannie Pon. She will possibly be giving copies of all middle school Principal's Expectations to the committee. Per the committee's suggestion, she will assure that evaluations are done per the contract, and that School Loop is not included. The committee raised questions about how the Educational Placement Center (EPC) assigns students. Brother Kelly reported that, based on EPC's report, the process for student assignment sounds like it is greatly in flux. Plack and Kelly advocated for teachers having their children enrolled at the schools where they teach.

c. Paraprofessionals..... Carolyn Samoa

The Paraprofessional Retirement Committee met last week. The SFUSD lawyer was not there, so no decisions could be made. The \$250 Prop A bonus should have been in today's paychecks. PARS statements went out.

d. Substitutes .....Liz Conley

Training for new substitutes was last Saturday; there were 75 in attendance. Sister Conley made a presentation to school board's Personnel Committee about the fact that there are not enough jobs to go around, and the district should not continue hiring substitutes.

e. Retired Division .....Gerry Meister

The division passed a resolution against the civil grand jury report, which came out in favor of a defined contribution plan for new retirees for city employees. Sign up sheets for receiving information about the Social Security offset were again distributed, and members were encouraged to continue distributing them.

f. Sergeant at Arms Report ..... Roberto Michel

Present: Delegates from 13 elementary, 3 K-8, 2 middle, 7 high schools, and 2 CDCs; 2 substitutes; 1 Student Support Services; 1 multi-site; and 3 retired. Total in attendance: 54.

**Good of the Order:** Luisa Ezquerro, UESF parliamentarian, suffered a stroke and is recovering at the 7th and Lawton skilled nursing facility.

**Announcements:** The ACLU is honoring the International Longshore and Warehouse Union on Sunday, December 6, 2:00, at ILWU Local 34's hall.

**Adjournment:** 6:06 p.m.

Respectfully submitted,  
Susan Solomon, Secretary