



Early Educator

CALIFORNIA FEDERATION OF TEACHERS

July 2007 Vol. 2 No. 1

AFT union members draw national attention to Worthy Wage Day

On May 1, Worthy Wage activists nationwide sent a message – “We’re Hanging by a thread! Worthy Wages for Early Childhood Educators!”

Drawing national attention to the early childhood staffing crisis, the campaign was coordinated by AFT First Class Teachers, an associate membership program for early childhood educators offered by the American Federation of Teachers (AFT).

Taking advantage of one of the biggest audiences in morning television, AFT members made an appearance on the “Today” show to let the public know that early childhood educators deserve better pay, benefits and respect.

In an interview on the “Today” show plaza with Al Roker, New York City child care provider Lourdes Lebron, who is part of an effort by the United Federation of Teachers to organize thousands of home providers in the city, spoke for the group.

A provider with 25-years of experience, Lebron told



Representative Todd Platts (R-Pa), sponsor of the Worthy Wage Day Resolution, with Marci Young.

Roker the group was from the AFT and were there for Worthy Wage Day.

The participants also had fun with musical guest, Michael Bublé, giving

him an AFT hat after he shared that his mother is a teacher.

Miles away in Washington, D.C., Worthy Wage Day was recognized by a

bipartisan resolution in the U.S. House of Representatives. The resolution, HR Con. Res. 112, passed with 345 House members voting in favor and 73 members voting against it.



AFT members showing support for Worthy Wage Day, outside the today show with some of the Everyday Heroes Quilts.

The story of the Everyday Heroes quilts

The six Everyday Heroes quilts displayed on NBC’s “Today Show” were created in California.

Sharona Fischrup, owner of New Pieces Quilt Shop & Gallery in Albany took the signatures of 2,000 Early Care and Education (ECE) workers who are hanging by a thread and imbed-

ded their names in colorful quilts, along with the Worthy Wage Day logo and photographs of AFT ECE members.

Sharona designed a special panel to dedicate one of the quilts to all the teachers in her family. We are fortunate to have one of the quilts on display at the

CFT Bay Area office.

If you would like to borrow a Worthy Wage Day quilt to take with you when visiting city, county, state or federal legislators to advocate for rights, raises and respect for the ECE workforce, please contact the CFT Bay Area office at 510.523.5238.

Local 6361 helps leaflet at Kidango Centers to bring more ECE workers the benefits of unionization

On Tuesday May 8, CFT Local 6361 members made history. Seven Early Childhood (EC) educators from South of Market Child Care (SOMACC) were released, with the blessing of their director, to grow their union, EC Educator to EC Educator.

These seven union leaders and activists spent their day talking to non-union

They spoke to the Kidango workers about the benefits of having a voice at work . . .

EC educators from Kidango, Northern California's largest private non-profit Child Development Center operator.

Vangie Nocon, Joy Wi, Marie Chavez, Tarana Ghanchi, Tina Patel, Edith Hidalgo, Malti Pancholy, and several CFT staff stood in front of the six largest Kidango centers and talked to EC educators as they got off work.

They spoke to Kidango workers about the benefits of having a voice at work and the dire need to collaborate with management to bring more money into the Early Childhood Education (ECE) system.

Local 6361 members in their blue AFT T-shirts distributed fliers about their recent San Francisco First 5 victory and a letter



Pictured are Local 6361 members and CFT staff who leafleted at Kidango: (L to R top row) Tarana Ghanchi, Marie Chavez, Margaret Shelleda, Carla Woodworth, Tanya Arnaiz, Joy Wi, Vangie Nocon, and Sandra Weese, (L to R, bottom row) Tina Patel, Edith Hidalgo, and Malti Pancholi.

from their Center Director, Noushin Mofakham, talking about the benefits of her collaborative relationship with the union at SOMACC.

EC Educators from SOMACC and Kidango were excited to talk about what they

had in common and what they could improve if the ECE workforce of Kidango joined Local 6361.

After a long day in the sun, 6361 members returned to the CFT office in Alameda to eat pizza and share their ex-

periences. The seven members spoke to over 40 people from the various Kidango sites and many wanted to get more information about the CFT. The day ended with a raucous "union" clap and hugs all around.

Packard Foundation awards CFT and AFT Educational Foundation another grant

The Center for the Child Care Workforce (CCW), a project of the American Federation of Teachers Educational Foundation (AFTEF), and the California Federation of Teachers (CFT) has received another grant from the David and Lucile Packard Foundation (Packard Foundation) to build support and activism for universal and voluntary preschool in California.

Building on our work over the past two years, we will use the upcoming

RAND studies as the foundation for data-driven discussions about universal and voluntary preschool in California.

Our objectives are: 1) to build grass roots and organizational support for preschool in California among union members, state and local unions, and allied organizations as well as with teachers and other educators; and 2) to develop and mentor individual champions for preschool among these constituencies.

As the non-profit arm of the American Federation of Teachers (AFT), the AFTEF conducts, sponsors and disseminates study and research in education and related fields with the main objective of improving and restructuring the education system. The Packard grant project gives the AFTEF the opportunity to work in tandem with the CFT to collaborate on efforts related to developing support for universal preschool in California.

Calendar

As of July 25, 2007

California Federation
of Teachers
AFT, AFL-CIO
A Union of Professionals



2007	EVENT	VENUE	CITY
JULY			
July 1	Deadline for continuing college students to submit CFT scholarship applications		
July 11-12	ER&D Annual Network Conference (Pre-QuEST)	Hilton Washington	Washington, D.C.
July 12-15	AFT QuEST Conference	Hilton Washington	Washington, D.C.
July 29-Aug. 3	AFT Union Leadership Institute West	Asilomar	Pacific Grove
SEPTEMBER			
September 15	CFT Executive Council (10-4)	CFT Office	Burbank
September 28	CFT Division Councils	Oakland Marriott City Center	Oakland
September 29	CFT STATE COUNCIL (10-4)	Oakland Marriott City Center	Oakland
OCTOBER			
October 2-5	AFT Executive Council, PPC Meetings	Hyatt Regency	Washington, D.C.
October 4-5	AFT Higher Education, PSRP, and K-12 Teachers Program & Policy Councils	Hyatt Regency	Washington, D.C.
October 13	CFT Committees (10-4)	Marriott	Manhattan Beach
October 19-20	CFT Classified Conference	Holiday Inn by the Bay	San Diego
October 19-21 26-28	AFT Civil, Human & Women's Rights Conference	Loews Hotel	New Orleans, LA
NOVEMBER			
November 17	CFT Executive Council (10-4)	CFT Office	Alameda
DECEMBER			
December 7-8	EC/K-12 Council & Conference	Marriott Manhattan Beach	Manhattan Beach

Know Your RIGHTS ON THE JOB

Workers at early care and education centers have special rights. California Labor Law states:

■ You are protected by a special whistle blowing rule if you work at an early care and education facility.

■ You are protected against retaliation if you report a violation (or possible violation) of the day care licensing laws or regulations. (You must notify your employer of the violation(s) before you refuse to work.

■ You are also protected if you report violations of other laws, including those concerning staff-child ratios, transportation of children, or child abuse.

■ You are protected if you testify or are about to testify at hearings, or assist others in complaining, or provide information to enforcement agencies.

■ Your employer cannot discharge, demote, or suspend you. You cannot be threatened, disciplined, or discriminated against in any way for reporting violations of the law.

New Early Childhood Education Committee members participate in May meetings

On Saturday, May 19, the CFT's Early Childhood Education (ECE) Committee met at the Oakland Airport Hilton. The CFT Committees meet quarterly and focus on the top priorities for each of their constituencies throughout California.

The ECE Committee is made up of members from both the public and private sectors and since the last quarterly meeting the committee has nearly doubled in size with increased representation from both northern and southern California.

The committee now in-

cludes representatives from the following locals: United Educators of San Francisco, United Child Care Educators of San Francisco, ABC Federation of Teachers, United Teachers Los Angeles, Jefferson Elementary Federation of Teachers, Lawndale Federation of Classified Employees, San Francisco Community College Federation of Teachers, Early Childhood Federation and the AFT Guild-San Diego Community Colleges.

All committee members are front-line EC educators or community college ECE professors.

CFT President Marty Hittelman attended the meeting and began an important discussion about the value of formal education versus years of experience in terms of how these factors impact quality and professional development for CFT's ECE membership.

All agreed that one of our priorities is to better understand the professional development needs of our ECE members as well as to engage them in developing a CFT message on what quality ECE looks like.



Battle Hymn of the Child Care Workers

By Barbara Riverman, ECE Faculty Member (retired)

Cabrillo College Federation of Teachers

Sung to the tune of The Battle Hymn of the Republic

We have wiped ten thousand bottoms, we have dried ten thousand tears
We have served ten thousand crackers, we have calmed ten thousand fears

We don't want to be impoverished for the next ten thousand years

We deserve a worthy wage (Chorus)

We have spent at least two years in school, the mysteries to plumb

Of developmentally appropriate curriculum

Our plans never included economic martyrdom

We deserve a worthy wage. (Chorus)

We've read Piaget, Vygotsky, Erikson and all the rest

We have pondered object permanence and passed the doggone test

Now give us teacher permanence we loudly do protest!

We deserve a worthy wage. (Chorus)

You may think the hugs and smiles from kids should keep us very snug

It should be enough to sing all day of dinosaurs and bugs

But who can pay the rent with smiles or buy our food with hugs

We deserve a worthy wage. (Chorus)

We are gentle loving carers, also strong and unafraid

We can sooth a crying baby, through the streets we can parade

When it's clear a change is needed, struggle leaves us undismayed

We deserve a worthy wage. (Chorus)

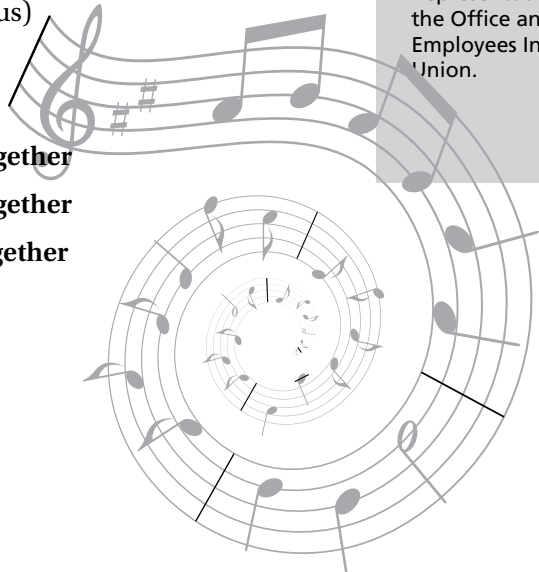
Chorus

Parents, children, teachers stand together

Parents, children, teachers stand together

Parents children, teachers stand together

We deserve a worthy wage!



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of Teachers 
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