

CaliforniaTeacher

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CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO



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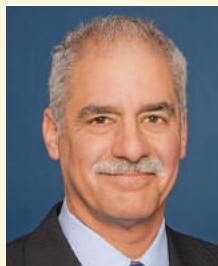
A century of workers' rights

Snapshot: 100 years of the AFT

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Up Front Joshua Pechthalt, CFT President



Ultimately, our job is to build the social movements that keep elected leaders moving in a more progressive direction.

Election 2016: Americans have shown they that are ready for populist change

There is a lot at stake in this coming November election. Not only will we elect a president and therefore shape the Supreme Court for years to come, but we also have a key U.S. senate race, a vital state ballot measure to extend Proposition 30, and important state and local legislative races.

While I have been and continue to be a Bernie supporter, I believe the priority in this election is getting a Democrat elected to the White House. Those who argue that we are lining up with the corporate-friendly policies of the Democrats miss the point. The policies of the Democrats are far better than the reactionary policies of the Republican Party — not as good as those under a Social Democratic president like Sanders would be — but better.

If Donald Trump is the Republican nominee, the task of progressives and liberals will be to ensure he is overwhelmingly defeated. A third party effort, whether it be Bernie or the Green Party, that could hand over the White House to Trump is politically irresponsible. We only have to look at the failed effort of Ralph Nader and election of George W. Bush in 2000 to be reminded of the disastrous consequences.

But we must not confuse our electoral work with our community building work. The social movements that emerged in the 1930s and 1960s weren't tied to mainstream electoral efforts. Rather, they shaped them and gave rise to new initiatives that changed the political landscape. Ultimately, our job is to build the social movements that keep elected leaders moving in a more progressive direction.

Labor must play a decisive role in that. Whether regarding income inequality, anti-racist policies including prison and policing reform, climate change, an anti-interventionist foreign policy, high-quality public education including free or affordable higher education, the labor movement must provide leadership in deepening and expanding this work.

The good news is that the Sanders campaign and even the success of the Trump candidacy, show that a majority of Americans are ready for something different. They are dissatisfied with the status quo and have responded to a populist message from the left and the right. We must continue to build upon the Sanders'

message calling out the irresponsibility of corporate America. If we build a real progressive movement in this country, we could attract many of the Trump supporters.

In California, we have changed the political narrative by recharging the labor movement, building ties to community organizations, and expanding the electorate. Our efforts four years ago to pass the Millionaires Tax led to enactment of Proposition 30 and sea changes for education funding and the economy. Now we have to work to pass an extension of Prop. 30, a more progressive ballot measure than the original.

Whether it is electing a Democratic president, renewing Proposition 30, or electing Kamala Harris to be our next U.S. senator, we won't be sitting on the sidelines. We can be proud that CFT members always turn out to vote in high numbers. Our work together in the coming weeks and months will help shape this state and country for generations to come.



Josh Pechthalt

ON THE COVER

What led to this one-day strike? Faculty members at City College of San Francisco have been working without a contract, are making about 3.5 percent less than they did in 2007, were threatened with loss of accreditation and watched student enrollment plummet, and now the administration wants to cut classes by 26 percent over the next few years.

PHOTO BY SHARON BEALS



The California Federation of Teachers is an affiliate of the American Federation of Teachers, AFL-CIO. The CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California's students.

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EDITORIAL OFFICE
California Federation of Teachers, 1330 Broadway, Suite 1601, Oakland, California 94612
 Telephone 510-523-5238 Fax 510-523-5262
Email jhundertmark@cft.org

Publications Director and Editor Jane Hundertmark

Contributors this issue: David Bacon, Iván Carillo, Erin Conley, Fred Glass, Emily Gordon, Elaine Johnson, Jim Mahler, Joshua Pechthalt, Paula A. Phillips, Mindy Pines, Ron Rapp, Jill Rice, Bob Samuels, Rico Tamayo, Jessica Ulstad, Steve Weingarten, Emily Wilson

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Faculty at City College of San Francisco won community support for their April 27 strike.

All-Union News

General Election 2016

Prop. 30 extension qualifies for November election Campaign to keep public education funded kicks into high gear

ON MAY 11, a coalition of unions and community groups announced that it had submitted more than a million signatures to place the “California Children’s Education and Health Care Protection Act” on the November ballot to continue the funding benefits of Proposition 30.

The new statewide ballot measure asks voters to extend the more progressive income taxes for the wealthiest 2 percent of Californians, and drop the modest sales tax that is part of the original Prop. 30. The measure will extend the tax on the wealthy for the next 12 years.

Proposition 30, a temporary tax passed by California’s voters in 2012 by a 55-45 margin, has been a game



COURTESY CASEY CARLSON

Surrounded by AFT members on the Monterey Bay Labor Council, state Sen. Bill Monning signs on for extending Proposition 30.

I signed!
EXTEND
PROP 30

increase in the sales tax, and the other \$6 billion dollars originates in three tiers of 1, 2, and 3 percent bumps on taxpayers making \$250,000, \$300,000 and \$500,000 per year. This made it an overwhelmingly progressive tax, with the regressive portion — the sales tax — expiring at the end of this year. Without an extension, the tax on the wealthy ends in 2018.

“Thanks to Prop. 30, we have begun to restore the programs and positions lost to the Great Recession,” says CFT President Joshua Pechthalt. “Without asking millionaires to pay a little more so that all of us can benefit, education will return to the devastating years of layoffs and tuition increases. We cannot afford to let Prop. 30 expire.”

CFT is partnering with the CTA, SEIU, and other unions to pass the extension this November.

>Learn more at protectingca.org and cft.org. — By CFT Staff

Poll says voters favor extending Prop. 30

ON APRIL 20, the Public Policy Institute of California released the results of its poll, reporting that most Californians say state funding for their local public schools is inadequate and most favor an extension of the Proposition 30 tax increase on higher incomes, as well as a bond measure to pay for school construction projects.

changer for public education and the state’s public sector, pumping \$7 to \$8 billion per year into state coffers from two sources.

About a billion dollars comes in from a one quarter of one percent

The California Children’s Education and Health Care Protection Act

<p>Temporarily extends Prop 30</p>	<p>Only affects the top 2% of earners</p>	<p>Updates textbooks</p>	<p>Reduces class sizes</p>	<p>Hires new educators</p>	<p>Provides up to \$2 billion yearly in health care for low-income children and their families</p>
<p>Helps prevent tuition costs from skyrocketing</p>	<p>NO funding of bureaucracy or administrative costs</p>	<p>Continues tough audit and disclosure requirements</p>	<p>Continues independent oversight</p>	<p>Automatically expires in 12 years</p>	<p>Expected to raise \$8–11 billion a year</p>

It also continues WWW.TRACKPROP30.CA.GOV which allows the public to see how every dollar of Prop 30 funds has been spent.

CFT-sponsored bills advance in the State Capitol

MANY BILLS THAT bring significant benefits or workplace improvements to teachers and classified employees are now wending their way through the state Legislature. Among them are these three union-sponsored bills CFT continues lobbying to pass.

Expanding family leave for classified and college faculty

The CFT has joined forces with several education unions to co-sponsor AB 2393, Campos, D-San Jose, which would provide community college faculty — full- and part-time — and classified employees, in both K-12 and the colleges, with up to 12 weeks of paid parental leave. This improvement was legislated for K-12 teachers last year.

Qualified employees must first exhaust all accrued sick leave. If an employee continues to be absent on account of parental leave, the employee

would receive “differential pay,” which is calculated by reducing the employee’s salary by the amount paid to his or her substitute. For districts that do not have a differential pay policy, qualified employees would receive half of their normal salary.

> Passed the Assembly on May 19 and will now move to the Senate.

Retaining qualified part-time faculty

Under CFT-sponsored AB 1690, Medina, D-Riverside, community college districts lacking a collective bargaining agreement with part-time faculty (as of January 1, 2017) would have to negotiate one to establish standards for the treatment of part-time faculty including workload distribution, due process and seniority rights.

The purpose of the negotiated agreement would be to retain quali-



fied part-time faculty and establish a seniority list that would govern new assignment offerings and reductions in assignment. Districts with such an agreement in place would be exempted.

> Passed out of the Assembly Higher Education Committee on a 10-2 vote and moved to the Suspense File in Assembly Appropriations Committee.

Classified employee teacher credentialing program

A bill with strong bipartisan support, CFT-sponsored AB 2122, McCarty, D-Sacramento, would offer grants to districts and county offices of education to assist classified employees who want to complete four-year degrees and obtain teaching credentials. Program participants could receive up to \$4,000 annually to pay for tuition and books.

This bill aims to increase the number of applicants to teacher credentialing programs and increase diversity among the teaching workforce so that it better matches the student population.

> Passed out of the Assembly Education Committee on April 13 and moved to the Suspense File in the Assembly Appropriations Committee.

— By Ron Rapp, Iván Carillo and Jill Rice, CFT Legislative Department

How does the May Revision stack up for educators?

Governor says voters need to renew Prop. 30 extension

GOV. BROWN MADE it clear in his May Revision that unless voters renew Proposition 30 in November, California will have to make budget cuts in future years.

His revised budget proposal for 2016-17 slightly increases school and community college funding derived largely from Proposition 98 — up \$2.8 billion from our current budget year — despite lower than anticipated state revenue projections.

Below are highlights from the May Revision.

Early childhood: The governor provided additional detail on the \$1.6 billion Early Education Block Grant he proposed in January. In particular, he defines 2016-17 as a transition year before implementation in 2017-



18 and maintains current funding during the transition.

TK-12 schools: There were a few increases including \$154 million for the Local Control Funding Formula and an additional \$134.8 million in one-time discretionary funds to districts. The governor also proposed \$12.5 million for two programs aimed at addressing the teacher shortage. There is no cost-of-living

adjustment, a further reduction from the meager 0.47 percent increase proposed in January.

Adult education: There is no change to the \$500 million Adult Education Block Grant, but the governor proposes an additional \$5 million in one-time monies to provide regional consortia with technical assistance through 2018-19.

Community colleges: The May Revision includes an increase of \$75 million for base funding and maintains enrollment growth funding of 2 percent. Districts would also

receive an additional \$29.2 million in one-time discretionary funds and another \$20 million to support the development of online courses. As with TK-12 teachers and classified employees, there is no COLA for college educators.

University of California: Funding remains consistent with the 2015 UC Agreement — including the ongoing \$25 million allotment of General Fund monies and \$171 million to fund the retirement program. The May Revision includes a new \$4 million expenditure for the Admission-to-Graduation Success Initiative aimed at improving student retention and graduation rates.

— By Emily Gordon, CFT Research Director

On the Web

> For detailed information, find CFT State Budget Briefs at cft.org.



CFT endorses proven leader Kamala Harris for Senate seat

California's Attorney General brings educator values to a crowded field

WITH THE RETIREMENT of Sen. Barbara Boxer after 24 years as a progressive champion, Californians are heading to the polls to fill the first open U.S. Senate seat in decades.

And the ballot is crowded: 34 candidates have filed to replace Boxer, although the clear front-runner is Democrat Kamala Harris.

The CFT is proud to endorse Attorney General Harris, joining the California Federation of Labor and the California Democratic Party. The first key date in the process is the June 7 statewide primary election.

As Attorney General of California, Harris has taken the lead on a number of issues important to educators. She worked to reduce elementary school truancy in order to set young students on the right path to educational suc-

cess. Before that, as San Francisco District Attorney, she worked closely with United Educators of San Francisco to tackle the problem of absenteeism.

Harris also created the Bureau of Children's Justice to protect our state's youngest and most vulnerable population. And she fought hard against the big banks during the foreclosure crisis to defend the very communities in which we work and live.

As a candidate for the U.S. Senate,



Kamala Harris
for U.S. Senate

BOB RIHA, JR.

childhood education for all, fostering collaborative school environments that respect educators' expertise, and providing services that meet the social, economic, and health needs of students.

In higher education, Harris shares our commitment to a high quality, affordable education. She supports making tuition free at community colleges, increasing the size of Pell Grants, lowering tuition at public colleges and universities, and ending the predatory practices of for-profit colleges.

Because of her strong commitment to our shared values of educational equity, fair funding, and respect for educators, the CFT urges you to vote for Kamala Harris on June 7.

— By Jessica Ulstad, CFT Political Field Director

Harris has crafted a platform that puts values shared by CFT at the forefront. She advocates securing stable funding for early childhood and K-12 education, providing affordable child care for working families and early

Support progressive legislative candidates

SEVERAL PROGRESSIVE candidates are in tight races for California legislative seats. If you live in these regions, your vote for these education-friendly candidates is particularly important.

STATE SENATE



District 3
Mariko Yamada



District 9
Nancy Skinner



District 11
Jane Kim



District 15
Jim Beall



District 25
Anthony Portantino



District 35
Warren Furutani

STATE ASSEMBLY



District 14
Mae Torlakson



District 27
Ash Kalra



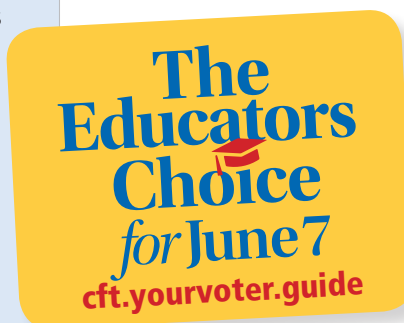
District 30
Karina Cervantez Alejo



Darrell Steinberg
for Sacramento Mayor

Get endorsements on your device!

Education-friendly choices on your local ballot



>> Go to cft.yourvoter.guide and type in your home address. A page tailored to your individual ballot will load, showing endorsed candidates ranging from U.S. Senator to trustees in your local school and college board races, as well as local and state ballot measures. You will also see a map showing your polling location.

The positions on The Educators Choice represent the endorsements of your local union and the CFT.

Sacramento voters:

Choose Darrell Steinberg for mayor

THE CFT IS ENDORSING former Senate President Pro Tem Darrell Steinberg for mayor of Sacramento. As a member of the California Senate and Assembly, and the Sacramento City Council, Steinberg consistently advocated for the issues that matter to CFT members. "As Pro Tem, Darrell Steinberg pushed for universal pre-school and passage of Transition Kindergarten," says Jeff Freitas, CFT Secretary Treasurer. "He was an advocate for career-technical education and prioritized environmentally sustainable efforts. We need people like Steinberg in our state Capitol and our city halls."

VOTE JUNE 7

Crisis in the classroom: California confronts teacher shortage

Poor working conditions, modest pay, and teacher bashing exact a toll

A DECADE OF BASHING teachers has left California and the nation with a dire shortage. Demand for K-12 teachers has increased while the new teacher supply is at a 12-year low.

Enrollment in California's teacher preparation programs has dropped by 76 percent over the last decade, far below what is needed to fill vacancies, according to Linda Darling-Hammond, faculty director at the Stanford Center for Opportunity Policy in Education.

This year alone, California needed to fill 21,500 slots, but the state is issuing fewer than 15,000 new credentials. The number of provisional and short-term permits in 2014-15 tripled from two years earlier. Twice as many students in high-minority schools are taught by teachers on waivers or permits, and not yet enrolled in a preparation program.

Recruitment difficulties and high turnover in the growing Salinas Union High School District are common, reports Kati Bassler, president of the Salinas Valley Federation. Out of 780 teachers in the district, 100



Kindergarten teacher Rebecca Sheehan-Stross was one of several union members featured in a *San Francisco Chronicle* special report about educators being priced out of the city.

were new this year and about 20 percent of those were not credentialed. The salary for beginning teachers is only \$42,000.

Bassler can't see how anyone can survive on less than \$50,000. "The housing crunch hits us hard," she says, "as people escaping high costs in the Bay Area, Gilroy, and other towns move into Salinas and raise our costs.

On top of that, we're a high-risk, high-crime community."

Starting pay for teachers in California hovers around \$41,000 while average national starting salaries for computer science graduates are \$52,000 and electrical engineering is \$57,000. "Though teaching is a rewarding profession and has an impact on the lives of children, it can't

compete economically," says CFT President Josh Pechthalt. "Between constant political bombardment and modest pay, it's no wonder that folks avoid the profession."

Lita Blanc, president of United Educators of San Francisco, says the city is losing hundreds of teachers and paraprofessionals each year because they cannot afford to live there. Many are forced to move to less expensive neighboring cities and face long commutes. "This destabilizes schools and has an impact on student learning."

Numerous bills addressing the shortage are before the Legislature. One, CFT-sponsored AB 2122, would provide district-based grants for qualifying classified employees to help cover the cost of getting a four-year degree and credential. (See full story, page 13)

At the same time, a recent poll by Hart Research Associates shows that the American public believes teachers are profoundly undervalued and need more support and better treatment to elevate the profession and improve public education.

— By Mindy Pines, CFT Reporter

Victory! Courts reject conservative anti-union lawsuits

Attacks on educator rights and union fair share halted...for now

ON APRIL 14, the California Court of Appeals unanimously overturned the lower court's decision in the *Vergara v. California* case. The suit sought to dismantle seniority and due process rights for teachers in the name of students' equal access to education. The appellate court wisely ruled that there is no constitutional link between tenure and student performance.

In the ruling, the three-judge panel stated, "Plaintiffs failed to establish that the challenged statutes violate equal protection, primarily because they did not show that the statutes inevitable cause a certain group of students to receive an education in-

ferior to the education received by other students."

The unanimous appellate opinion is a stinging rebuke to Judge Rolf M. Treu's poorly-reasoned ruling, and to the allegations made and millions of dollars spent by wealthy anti-union "education reformers," led by Silicon Valley millionaire David Welch, to bypass voters, parents, and the Legislature with harmful education policy changes.

The victory in the Vergara case came on the heels of the U.S. Supreme Court upholding a court's lower decision to strike down the *Friedrichs v. CTA* case, which attempted to eliminate fair share payments for public

sector unions. After the sudden death of conservative Justice Antonin Scalia, the court ruled 4-4 on March 29, keeping in place the court's previous ruling in *Abood v. Detroit Board of Education*. Abood

said that bargaining unit members receiving benefits from the union may be required to pay for them.

"It does not mean that our struggle is over," says CFT President Josh Pechthalt. "The deep-pocketed backers of the Friedrichs lawsuit and oth-



ers will not simply give up. But we have been given the gift of time to organize our members and the community to repel

these attacks."

Backers of Friedrichs have already asked the Supreme Court to take up the case again when a ninth justice is confirmed, magnifying the high stakes in this November's presidential election. — By CFT Staff

SNAPSHOT

The first 100 years of the AFT

World War I and the Depression:

The American Federation of Teachers was founded in Chicago, with eight locals signing on as AFL President Samuel Gompers welcomed the union into its fold in 1916. The union operated from one room of AFT Financial Secretary Freeland Stecker's five-room bungalow in Chicago. President Charles Stillman lived next door.



1924 First woman president Florence Rood

The AFT chartered 174 locals in its first four years, but after World War I, many school boards pressured teachers to resign from the union. By the end of the 1920s, membership had dropped to half the number in 1920, less than 5,000. The union fought for tenure laws and the academic free-

“contracts which still stipulated that an employed teacher must wear skirts of certain lengths, keep her galoshes buckled, not receive gentleman callers more than three times a week, and teach a Sunday School class,” said the *American Teacher* magazine. Loyalty oaths were required in some places, and teachers were dismissed for joining the AFT or for working on board election campaigns.

this blight on academic freedom, defending teachers wrongly accused of “subversion.”

In the forefront of the civil rights movement, the AFT filed an amicus brief in the historic 1954 Supreme Court desegregation case *Brown v. Board of Education*, and in 1957 expelled Southern locals that failed to desegregate, knowingly losing thousands of members.

From eight local unions to 3,000 locals and 1.6 million members



1948 AFT stops chartering segregated locals



1964 Detroit Federation of Teachers wins bargaining rights

1960s and civil rights:

Across the country, AFT affiliates worked to wring collective bargaining agreements from stubborn school boards, witnessing a one-day walkout by New York City teachers and the first major U.S. strike

By 1932, the Norris-La Guardia Act outlawed “yellow dog contracts,” which bound workers not to join a union. By the end of the Depression, tenure of some kind had been gained in 17 states.

While membership grew from 7,000 to 32,000 in the 1930s, the union unfortunately joined with much of labor in a communist witch hunt. As a result, three local charters were withdrawn in 1941.

by university professors. More than 300 teacher strikes followed during the next 10 years. The AFT grew from fewer than 60,000 members in 1960 to more than 200,000 by 1970.

Collective bargaining pioneer Albert Shanker was elected AFT president 1974. He was one of the country’s most influential voices on education reform.

The 1980s saw a concentrated movement toward education reform. The AFT and its more than 600,000 members worked to tear down the artificial barriers between contract bargaining and other professional issues, and to include teachers and staff as decision-making partners.

The Federation entered the 1990s with nearly 700,000

members, but real education reform became more daunting as the new millennium neared.



1965 AFT President Albert Shanker delivers cards to Martin Luther King, Jr. for a voter registration drive



1946 Four teachers were fired for being married and AFT supports their lawsuit which they won 10 years later

dom of teachers whose beliefs were being investigated during the Red Scare hysteria.

The Depression worsened the low salaries and economic insecurity that the union had fought during its first 15 years. Female teachers faced

WWII and post-war:

The AFT pushed bond sales, war relief, and air raid programs in the schools. After the war, although AFT policy opposed strikes, numerous locals struck against depressed salaries.

In the McCarthy period during the 1950s, loyalty oaths cropped up again. The AFT played a leading role in opposing



1979 San Francisco para-professionals go on strike

1970s through 1990s:

Although it struggled with the tough issue of decreasing support for urban education, by the mid-1970s the AFT was the fastest-growing union in the country. In 1978, the AFT established a healthcare division and, in 1983, one for local, state and federal government employees. A division for support staff and paraprofessionals soon followed.

The 21st century: The Futures Committee, a panel of AFT vice presidents, spent two years consulting with members to shape a new direction for union governance and structure, work that continues today.

Under the leadership of President Randi Weingarten, the union has grown to 1.6 million members in 3,000 locals and launched initiatives such as Reclaiming the Promise, the AFT’s signature umbrella campaign, that crosses all constituencies and includes a focus on community partnerships.

— Excerpted from a brief history of the AFT

On the Web

>Learn more about AFT’s first 100 years in numerous short videos and an interactive timeline at aft.org/100years.





San Francisco City College faculty calls one-day

STRIKE!

APRIL 27 ACTION PROTESTS COLLEGE ADMINISTRATION STONEWALLING

Rain, wind, and a four-hour round trip from her home could not keep English teacher Jessica Nelson away from City College of San Francisco to join a one-day strike on April 27, the first strike in the school's history.

"I wanted to support my fellow faculty," she said. "There's a lack of respect for faculty here. That's what led to this strike and all the time, energy and effort the union has put into it."

Faculty members at City College have been working without a contract for more than a year, and due to take-aways, are making about 3.5 percent less than they did in 2007. Other issues that led to the strike include administration plans to cut classes by 26 percent over the next few years and holding onto reserves of \$60 million they could use to support students and faculty. AFT Local 2121, which

represents faculty at the college, filed an unfair labor practice, charging that the much-maligned Accrediting Commission for Community and Junior Colleges, which tried to revoke the college's accreditation in 2013, has inserted itself into the bargaining process, leading to a large drop in enrollment. The accrediting agency is currently under scrutiny from the U.S. Department of Education, the California Community College Board of Governors and the state chancellor's office.

By 8 a.m., tables with coffee and donuts were set up at college entrances. Chants of "Whose college? Our college! Whose contract? Our contract!" rang out, and occasionally, "Whose donuts? Our donuts!" to accompany the passing cars honking in support. Even when the morning rain briefly became a downpour, students, community members, labor leaders, and faculty didn't leave the soggy picket line.

At the Phelan Street entrance, a Teamsters truck stopped. And marching with a much-coveted purple sign that read, "Prince Supports City

College," was Josué Argüelles. No raise since 2007 isn't acceptable, says the CCSF student and co-director of Young Workers United, a multi-racial organization dedicated to raising standards in the city's low-wage service sectors.

In response to the strike, Interim Chancellor Susan Lamb closed the

school for the day, citing safety concerns. Argüelles believes the chancellor is blaming teachers, and hopes the strike shows the positive community feeling towards them.

Sheila Tully, chapter president of the California Faculty Association at San Francisco State, saw that community feeling when she canvassed

VOICES from the line

"I came to support my teachers. They need to get paid."

Oliver Wilson, *Computer engineering student*

"A strike is significant — you do it when you don't have any alternatives. It's the ultimate weapon for workers to withhold their labor."

Sheila Tully, *Chapter president of the California Faculty Association at San Francisco State University*

"I expected a good turnout, but I didn't expect this. I mean, look at it — the students are out and community people. I don't know who the administration thinks they represent, but they don't represent the people of this city."

Tarik Farrar, *Chair, African-American Studies*

"I'm very pissed off with the district for not negotiating in good faith. They need to stop listening to the ACCJC. They're not offering fair wages and they're trying to divide and conquer part-timers and full-timers."

Cliff Liehe, *Member, Retiree Chapter of Local 2121*





"We want them to bargain in good faith and have a vision of a future where we're not looking at cuts and cuts and more cuts."

— Jessica Buschbaum, Secretary, Local 2121 and member of the negotiating team

for Proposition A, a parcel tax voters passed to support City College. When faculty at SF State recently planned a five-day strike, called off when a contract agreement was reached, Local 2121 members supported them. Tully is picketing to reciprocate.

"This is what solidarity looks like," she says. "This fight is for the future of higher education."

When Linda Mickelson, a child development teacher, told the parents of the children in her preschool classes she would join the strike, they decided to come with their kids. So a

bunch of toddlers carrying "We are CCSF" signs significantly upped the cuteness quotient.

The same day, the sun shone on a noon rally at the Civic Center near City Hall. Speakers included former state Assemblyman Tom Ammiano, who asked "What the f--- is happening to San Francisco?"; Local 2121 President Tim Killikelly; CFT Secretary Treasurer Jeff Freitas; students and former students; Labor Council Executive Director Tim Paulson; Supervisor Jane Kim, who said she is behind CCSF "100 percent"; United Educators of San Francisco President Lita Blanc; and City College ESL teacher Venette Cook, who couldn't

resist sneaking in a vocabulary lesson, talking about the words "fair,"

"legal" and "respect," as well as their opposites. Cook says that when someone puts off an important conversation, the way the district is doing with negotiations, it shows a clear lack of respect.

After the rally, Jessica Buschbaum, Local 2121 secretary and a member of the negotiating team, said the union called the one-day strike after months of district officials' lack of seriousness in bargaining and their rhetoric on raising enrollment with no real plan.

"It's as if you have a tree," she said,

"and they're saying to save this tree, we need to cut it off at the roots."

Buschbaum thinks the strike will make a difference, citing faculty, workers, community and students all standing together.

"We want them to bargain in good faith and have a vision of a future where we're not looking at cuts

and cuts and more cuts," she said. "We're very hopeful because the way we see it there is money, and we just need to shift the political will, and we'll get there."

— By Emily Wilson, CFT Reporter, and Instructor at City College of San Francisco



Jeff Freitas



Jane Kim



Tim Killikelly

PHOTOS BY SHARON BEALS

"It can be very demoralizing. We come in with a serious proposal and they take weeks to respond or the response is 'No' or it's regressive. It's insulting."

Wendy Kaufmyn, *Engineering instructor, member of Local 2121 Negotiating Team and Executive Board*

"I think it makes a difference being here. It's being visible — people driving by may go home and look it up. And they see the children here."

Nicole Harris, *Former student in child development*

"I'm appalled at the administration's narrative of pitting students against faculty. I hope the administration does agree to the union's demands and stops trying to divide teachers and students."

Josué Argüelles, *Student and Co-Director, Young Workers United*

"The so-called rainy day fund is very, very large — a lot larger than it needs to be. The union has shown that."

Jeff Liss, *English teacher*

Around CFT

CFT's top officers honor the 100th birthday of the AFT on May 9: Lacy Barnes, Josh Pechthalt and Jeff Freitas.



Mark your Calendar

May 31 is the **last day to request a vote-by-mail ballot** for the Statewide Primary Election. (The last day to register to vote in the primary election was May 23.)

June 7 is the **Statewide Primary Election**. To get personalized recommendations on your mobile device, go to **The Educators Choice** online voter guide at cft.yourvoter.guide and enter your address. Make your voice heard. **VOTE!**

June 20-24 **Union Summer School** offers five days of top-notch training and leadership development at the Kellogg West Conference Center & Hotel at Cal Poly Pomona. Learn more at goo.gl/wwGwsH, or phone the CFT Oakland office at **510-523-5238**.

July 1 is the **deadline for continuing college students to apply for Raoul Teilhet Scholarships**.

July 12-13 is the **California Labor Federation Biennial Convention** at the Oakland Marriott City Center. Learn more at calaborfed.org.

July 17-21, our national union will celebrate its 100th anniversary at the biennial **AFT Convention** to be held at the Minneapolis Convention Center. Travel to the heartland and join in the celebration honoring 100 years of education unionism. Find convention schedules and happenings at aft.org/convention.

September 23 kicks off a union weekend in Sacramento with Friday meetings of the **Community College Council**, the **Council of Classified Employees** and the **EC/TK-12 Council**. On Saturday, **September 24** the **Standing Committees** meet. Later that day, the **CFT State Council** convenes...all at The Hilton Sacramento Arden West.

October 7-9 is the **Council of Classified Employees Conference** at the Kona Kai Resort & Marina in San Diego. Support staff and paraprofessionals, mark your calendars! This annual conference is filled with learning and social opportunities you won't want to miss.

New executive director brings extensive education union experience

JOE BOYD joins CFT as the union's new executive director and brings a wealth of experience, including working with United Teachers Los Angeles and the Teachers Association of Long Beach, where he was executive director. He most recently served as



Joe Boyd

president of the Advocacy Resource Group, which works on public policy, strategy and organizing efforts.

Boyd has been helping people and groups organize for more than 30 years. His early organizing efforts included anti-apartheid protests at UC Berkeley, working on the co-op housing movement there, and volunteer-

ing to improve community health in Latin America.

Before starting his union career, Boyd taught government in Richmond and Long Beach high schools. He then worked for the California Teachers Association for 23 years, serving as a top trouble-shooter often tasked with

helping struggling locals, negotiating contracts, and working on campaigns. He recently served as an expert witness for the union in the Vergara case.

Boyd joined CFT in April following the retirement of Dan Martin, who held the position for five years and launched the Building Power campaign to boost member engagement.



Raoul Teilhet SCHOLARSHIPS

APPLICATIONS TO THE CFT Raoul Teilhet Scholarship Program are now being accepted from continuing college students through July 1.

The CFT offers scholarships to college students who are children or dependents of CFT members in good standing. Students enrolled in four-year courses of study are eligible for \$3000 scholarships; those enrolled in two-year courses of study are eligible for \$1000.

Award selection is based on academic achievement, special talents and skills, extracurricular activities, financial need, and a 500-word essay. Scholarships are awarded for any one year of higher education. Students who received scholarships as high school seniors are not eligible for another scholarship during college.

> Download an application at cft.org/member-services/scholarships.

CFT staffer authors new book on California labor history

IN A NEWLY PENNED labor history of the Golden State — *From Mission to Microchip: A History of the California Labor Movement* — Communications Director Fred Glass unearths the hidden stories of the many waves of working people who came to find employment in the state.

While other states face declining union enrollment rates and the rollback of workers' rights, California unions are embracing working immigrants, and voters are protecting core worker rights. The state's labor movement has overcome perceived barriers such as race, national origin, and language to unite newcomers and natives in their shared interest.

AFT President Randi Weingarten says about the new book, "Fred Glass puts to rest the myth that unions are a thing of the past, once needed but no longer. These stories from the hidden history of working people's struggles show that unions today

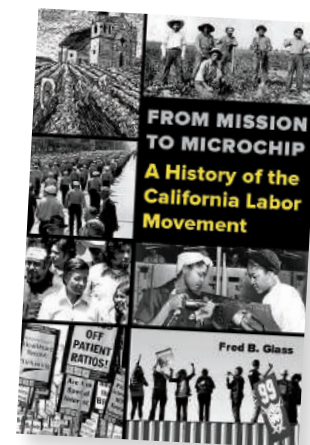
Connect with CFT on social media

HERE ARE TWO QUICK and easy ways to keep up with education happenings over the summer: "Like" CFT on Facebook and follow the union on Twitter.

The union posts regular information on Facebook about major events and newsworthy items in the worlds of education and labor. You can also follow union action leading up to General Election 2016, including the CFT's work to extend Proposition 30 in order to keep our schools and colleges adequately funded.

For Twitter users, you will find plenty of good items to retweet to your followers.

> Join the conversation! Like CFT on Facebook and follow @cftunion on Twitter.



serve the same purpose they always have — protecting and empowering workers in the

quest for their fair share of the American Dream." This is an indispensable book for students and scholars of labor history, as well as labor activists and organizers. Glass teaches labor history at City College of San Francisco. He previously produced CFT's ten-part documentary video series on California labor history called *Golden Lands, Working Hands*.

> Buy the book at ucpress.edu/9780520288409 (\$35 paperback, \$70 cloth). Use source code 16M4197 at checkout for a 30 percent discount.

Women leaders bring powerful traits to union work How the female perspective helps new local presidents succeed

FIVE WOMEN SPOKE to California Teacher about their first months as new presidents of AFT local unions. These leaders relate how their perspective as women shapes their approach to the challenges unions face.

Laurisa Stuart • Rescue Union Federation of Teachers

In the developing ranchlands east of Sacramento, Laurisa Stuart teaches fourth grade at Green Valley Elementary in the unincorporated community of Rescue, which was once a stop on the Pony Express.

Stuart gets one release day a week as president of her 180-member union. She needs to be “extremely organized, a good listener, and able to multitask,” she says, and credits being the mother of four children, ages 6 to 11, with helping her hone those skills.

Stuart prioritizes increasing member engagement and communication. Union leaders meet frequently with site reps and administrators to resolve problems early. “We listen to mem-

bers so we can articulate their concerns,” Stuart says, “and we launched a monthly newsletter.”

As a result, member participation has increased markedly. During contract negotiations, when asked, nearly 100 percent of the teachers wore union shirts, joined informational picket lines, and worked to rule. In one action, members wrote their concerns on postcards, filed into the K-8 district office, and presented them to administrators.

Stuart wants a more respectful, trusting relationship with the district. And the teachers’ insistence on having collaborative planning time, instead of “top-down, district-dictated staff development,” landed them an



Laurisa Stuart

agreement with regularly scheduled shared planning time and a 4.5 percent salary increase.

RICO TAMAYO COUNCIL PRESIDENT

Attracting new teachers

It's no secret that California is facing a huge teacher shortage. Enrollment in teacher preparation programs has dropped by more than 76 percent over the last decade and is now below the estimated number of school district hires. There are shortages not only in traditionally hard to fill subject areas such as math, science, and special education, but also in areas such as English, drama, humanities, history, and social science.

What can be done? Create incentives such as forgiving college loans and paying for the cost of teaching credentials. Provide all beginning teachers with access to a mentoring program such as Beginning Teacher Support and Assessment. Promote labor-management programs so that teachers have a voice in running their schools. And, perhaps most importantly, reduce class size in all grades and raise salaries across the board — these changes would attract and keep more teachers.



Gemma Abels

Gemma Abels • Morgan Hill Federation of Teachers

To better connect with student families, Gemma Abels pays attention to both facts and feelings. “The whole family is affected by our working conditions,” she says.

Morgan Hill is the lowest paying district in Silicon Valley’s Santa Clara County, so salary and benefits are big concerns for the 410 teachers working in the unified district. At a May board meeting, members spoke about needing second jobs and living in single rooms because they can’t afford their own apartments.

Abels wants to engage parents on deeper levels to effect change.

In January, the union sponsored a workshop on “growth mindset,” a learning theory that stresses work and perseverance — 50 parents attended. In April, the local hosted a Friends and Family Festival, featuring student music performances, a petting zoo, and community resource tables.

These activities deepened the involvement of more teachers in union life. What’s more, they supported Abels when she was diagnosed with and successfully treated for ovarian cancer — putting women’s issues front and center in the union.

>> Continued on next page...

BY MINDY PINES, CFT REPORTER

Five women leaders

>Continued from previous page

Gloria Garcia • Early Childhood Federation



Gloria Garcia

A passion for helping low-income families and a deep desire to help women understand “they can be everything they want to be” inspires Gloria Garcia to lead a union of 600 Head Start and child development workers in Los Angeles. The local represents teachers, instructional aides, family services specialists, clerical, maintenance, and kitchen staff.

“Women are strong and have the power to change their lives, and the lives of others,” she proclaims. Garcia knew poverty growing up in Mexico, is a survivor of domestic abuse, and of a brain cyst that hospitalized her eight years ago.

She watched Head Start suffer big cuts during the federal sequestration. Billions of dollars in services to poor families have not been restored. Teachers work double sessions with

twice the paperwork and number of parent conferences for the same low pay. “We used to have time to teach and prepare lessons,” Garcia explains. “It isn’t fair to our children, or their families.”

In response, the local is developing long-range strategies. Leaders met with their supervisors and board members to explain the workplace realities. “They had no idea,” she says. “We gained their empathy and now we meet quarterly.”

And she’s not stopping there. Garcia wants to strengthen union identification among early childhood educators. She’s reaching out to colleagues across the nation to organize for professional recognition and identify members of Congress who will help restore the federal funding.

Kati Bassler • Salinas Valley Federation of Teachers

Women can be natural leaders who are able to work from a place of empathy and strength, says Kati Bassler. By calling on those traits, Bassler hopes to create in her union “a more positive culture and sense of community.”

She believes that listening to people’s concerns, building strong relationships, and following through on

commitments are essential to foster member engagement. And the local union is doing just that.

This year, more members than ever attended and spoke out at meetings of the high school district governing board. And twice as many as last time voted on a new three-year contract that successfully addressed class size, collaboration time for teachers, and increased pay for adult school teachers.

In an agricultural region facing escalating housing costs and increased crime, teacher recruitment and turnover are also problems. Out of 780 teachers working in the district, 100 were new this year. Bassler wants to increase support for the new teachers.

By building the union and maintaining a positive labor-management partnership, Bassler hopes to boost the profession and gain more public support in the Salinas Valley.



Kati Bassler

Lita Blanc • United Educators of San Francisco

The president of this 6,200-member union of teachers and paraprofessionals wants to “strengthen it as a force for the defense of public education.”

As a bilingual elementary and literacy teacher of nearly 30 years — and also a mother of grown children — Blanc is acutely aware of women’s issues regarding balancing work and family.

She is accustomed to fighting for equal access to opportunities — including leadership roles in the union — and equal voice.

To hear more voices from the classroom, Blanc, who is on full release time, led listening tours during which officers and staff visited sites throughout the large unified district to hear member concerns.

One top concern was affordable housing. “Members can’t afford to live here,” says Blanc. “Many are giving up apartments to couch surf or moving to less expensive communities requiring long commutes.”

Among classroom concerns, lack of support for managing student behavior and over-testing led the list.

“We’re fighting the Smarter Balanced Assessments and other district-mandated tests that require an insane amount



Lita Blanc

of non-teaching time,” she said.

The union created new committees to address testing, housing, immigrant rights, and issues raised by the Black Lives Matter movement. “We want to engage educators not otherwise involved in traditional union structures.”

Blanc is an innovative activist fostering new ways for new times: “Union members want to stand up and fight for what they and their students deserve. We are opening up a variety of avenues for their participation.”

Paraeducator Cindy Feltes assists a special needs student in Shannon Ferguson's classroom.



Classified

Right for the job: When paras and classified become teachers CFT sponsors bill to assist support staff transition to certificated status

WHEN SHANNON FERGUSON was a 20-something, she didn't really focus on her community college studies, and after a few semesters her father suggested she look for a job with good benefits.

"He said that soon his benefits wouldn't cover me anymore," Ferguson recalled. "Dad was a teacher and mom was a paraeducator, so I naturally thought of applying with the Oxnard high school district."

That was 21 years ago, and Ferguson only needed a high school diploma and to pass a district skills test to become a teaching aide. Since then she has risen through the ranks working with special needs students. And every year she buried the thought of finishing her bachelor's degree.

"I always wanted to go back to school, but I had two kids and took a break from school."

Until three years ago, when Ferguson set her sights on completing her bachelor's and earning a credential as an education specialist at California Lutheran University. Now in her first year as a teacher, she works with students with moderate to severe disabilities at Hueneme High School. As when she was a para, she is a member of the Oxnard Federation of Teachers and School Employees, AFT Local 1273.

"I had pretty much topped out as a para. I was at the top step and wasn't going to make any more money. Now, even at the lowest step as a teacher, I'm making more and it will only get better."

Ferguson isn't alone. Each year, growing numbers of classified employees and paraeducators overcome a range of academic and economic challenges to earn teaching credentials. In the process they are raising their incomes, diversifying faculty ranks, and now, helping to fill the statewide teaching shortage.

CFT-sponsored legislation



STEPHEN OSWAN

First as a para, now as a teacher, Shannon Ferguson loves working with special needs kids.

could kick that trend into overdrive. Assembly Bill 2122 by Kevin McCarthy (D-Sacramento) would provide grants to school districts and county offices of education to help

trict would determine how to award grants to applicants based on criteria from the Commission on Teacher Credentialing.

Economic factors are one of the

"I had pretty much topped out as a para. I was at the top step and wasn't going to make any more money. Now, even at the lowest step as a teacher, I'm making more and it will only get better."

— Shannon Ferguson, first-year teacher and former paraeducator, Oxnard school district

classified staff earn four-year degrees and teacher credentials.

Districts and county offices would apply for competitive grants, because not all are facing teacher shortages. Those that receive a grant would be required to notify classified employees that funds are available. Each dis-

hardest obstacles for returning students. As envisioned now, participants would receive up to \$4,000 annually to pay for tuition and books. Ferguson, for example, racked up more than \$50,000 in student debt.

"I wish they had the grants when I went for my credential," she said. "Now my biggest challenge will be paying those student loans."

During long nights of studying after work and household chores, Ferguson often questioned her decision to go for a credential, especially when the workload cut into time with her children. In the long run, though,

she decided the effort would teach her daughter and son, now 13 and 11 years old, a good lesson: "Don't put off finishing college. It only gets harder the longer you wait."

The experience has also given Ferguson a new viewpoint on her 21 years in a classroom.

"Paras work just as hard as teachers, and the work wouldn't get done without them, but now I can see the job from both sides. As a para, I always wondered about some of the things that teachers do. Now I have answers."

And she has new questions. "I never considered it before, but now I'm thinking about going a step further and earning a master's degree."

— By Steve Weingarten, CFT Reporter

PAULA A. PHILLIPS
COUNCIL PRESIDENT

Join our fight for fair survivor benefits

Classified employees are some of the lowest paid workers in education and the benefit our survivors receive when we die essentially represents our final wages. It's a way to say well done for your many years of public service to California students.

We have pushed for this legislation many times and we know it's a heavy lift due to the fiscal impact. We started out asking for an increase from \$2,000 to \$6,163 and compromised at \$5,000. We have explained how the CalSTRS death benefit is linked to the Consumer Price Index to keep pace with inflation.

On May 13, the Council of Classified Employees agreed to a further compromise, a benefit of \$3,000 linked to the CPI, in the hopes of AB 1878 passing the Assembly Appropriations Committee and moving on to the Senate.

Increasing this benefit is about being fair to us — and our families.



TOP: STEPHEN OSWAN

On the Web

>Read the full text of CFT-sponsored legislation AB 2122 that provides grants to districts and county offices to assist classified employees with college expenses at goo.gl/jtTBwO



Community College

Jimmy Kelly sings David Welch's "Voting Blues" at this year's CFT Convention.



Honoring “letter carrier who sings” turned teacher Old school troubadour and modern Joe Hill among top labor artists and activists

JIMMY KELLY comes from a union family in Pittsburgh, Pennsylvania, where his grandfather, father and two brothers were all union members. “I grew up in a different era, in a town that traced the origin of its labor movement to the great strikes in the steel mills,” he recalls. “We learned labor terms in fourth grade.”

That intimate connection to labor history has always been a big part of Kelly’s life, and this year he’s being honored for handing that connection down to a new generation of working people. At the Great Labor Arts Exchange, an annual celebration of labor culture and history, he will be given the Joe Hill Lifetime Achievement Award.

Joe Hill was a radical member of the Industrial Workers of the World

at the beginning of the 20th century. Amid the bitter labor wars of the hard rock miners, Hill was jailed and executed in Salt Lake City. The song, “Joe Hill,” by Alfred Hayes and Earl Robinson, accuses the “copper bosses”

Kelly got a job teaching labor studies at San Jose City College, and became an active member of the San Jose/Evergreen Federation of Teachers, AFT Local 6157.

As both carrier and teacher, Kelly



SHARON BEALS

Folksinger Jimmy Kelly joins labor movement greats Pete Seeger, Cesar Chavez, Utah Phillips and John Handcox as a recipient of the Joe Hill Lifetime Achievement Award.

of murdering him, and then imagines Hill singing defiantly “From San Diego up to Maine/In every mine and mill/Where workers strike and organize/It’s there you’ll find Joe Hill.”

was also a founder of the Western Workers Labor Heritage Festival. He conceived the idea of the annual gathering after attending the Labor Arts Exchange in 1985. He was en-

“My students call me ‘old school.’ But older folks like me can help them make the connection between social media and the labor and political context they’re only just discovering.”

— Jimmy Kelly, Folksinger

That could easily have been written about Jimmy Kelly, who for decades brought his voice and guitar to picket lines and demonstrations for workers’ rights. Thirty-five years ago he came to California and got a job with the Postal Service in Santa Cruz, and eventually became president of Local 1427 of the National Association of Letter Carriers. He often called himself “a letter carrier who sings.”

After carrying the mail for 27 years,

thrilled with the music and roomed with John Handcox.

Handcox had been an organizer of black sharecroppers and tenant farmers in the South during the Depression, using songs and music to give people courage and hope. Kelly came back to California and organized the first Western Workers festival the following year. He and Handcox shared the stage, singing Handcox’s famous song, “Roll the Union On.”

“My idea,” Kelly explains, “was to celebrate the birthday of Martin Luther King, who was killed supporting a garbage workers strike. To King, civil rights and labor was one movement — and it was 1986, the first year his birthday was a holiday. The festival seemed a good way to keep it from being commercialized and its political content from being erased.”

Kelly remembers that the AFL-CIO had begun a campaign called “Union Yes!” during this period. “We tried to channel this idea through culture,” he says. The festival brings together musicians to sing old labor songs and write new ones, and showcases photographs, graphic design, drama, and other forms of labor art.

Kelly also helped start an annual film festival in Santa Cruz called Reel Work. In his classes at San Jose City College, he used it to help students learn to analyze content, choose films, interact with producers, and market the festivals.

“My students call me ‘old school,’” he says with a smile. “But older folks like me can help them make the connection between social media and the labor and political context they’re only just discovering.”

In the meantime, Kelly still takes his guitar wherever he goes. He sang to the occupiers in Berkeley, trying to stop the privatization of its post office building. He brings his songs to the CFT. “At our last Convention, I sang David Welch’s ‘Voting Blues’ til they pulled me away from the microphone,” he laughs.

— By David Bacon, CFT Reporter

On the Web

>Get inspired! Learn more about the annual Great Labor Arts Exchange that will be held June 23-26 in Silver Spring, Maryland, at laborheritage.org.

Learn about the Western Workers Labor Heritage Festival held the weekend of Martin Luther King, Jr. Day in Burlingame at westernworkersfestival.org

JIM MAHLER
COUNCIL PRESIDENT

Semester finals

This year’s far-reaching surprise for labor was the sudden death of anti-union U.S. Supreme Court Justice Antonin Scalia, leaving the court without a conservative majority. Consequently, *Friedrichs v. CTA* was decided on a 4-4 vote, keeping the status quo in place — bargaining unit members receiving benefits from the union can be compelled to pay for them.

Another was the majority of community college stakeholders finally engaging in the fair accreditation struggle. When the ACCJC began its reign of terror almost nine years ago — discrediting Compton College, continuously interfering with collective bargaining by mandating SLOs and evaluation standards, and nearly discrediting City College of San Francisco — the CFT was alone in the fight-back.

Though the struggle is far from over, our successful, multi-faceted campaign clearly demonstrates the power of the union movement — and why conservatives want to dismantle it.

University

Axel Borg says the top three negotiation concerns are competitiveness, compression, and consistency.



Librarians negotiate professional development and salary Entry-level pay lower than at CSU and the community colleges

THE UNIVERSITY COUNCIL-AFT is negotiating with UC over two key articles of its contract covering librarians — salaries and professional development funds — says Axel Borg, distinguished wine and food science bibliographer at UC Davis. He sums up the common concerns between the union and the university as competitiveness, compression, and consistency.

Miki Goral, UCLA reference librarian and council secretary treasurer, points to the need to raise entry-level salaries in particular, currently starting at \$47,000 per year, to make the university competitive. “I don’t think the university can easily hire people because it’s too low,” she says. “If we took the bottom three points off the salary scale, so that it started at \$51,000, the whole scale would move up, including the top level.” Union negotiators say entry-level salaries are higher at the CSU and at community colleges.

The university adopted a new rank-and-point scale in 2013 to rationalize the percentage differences between every salary step. Since then, this system has been applied during each librarian’s merit review, a process set to be completed in July. Each point was to be the equivalent to a year’s worth of a normal merit increase, topping out at \$116,220 per year.

“We’re evaluated on our professional activity. So we’re surveying our members to see what people actually spend on professional development, as opposed to what the university pays.”

— Miki Goral, UCLA reference librarian

Describing this compression, Borg, the UC-AFT vice president for legislative affairs, explains that “the top of the current pay scale has not changed in almost six years. We have a significant number of librarians who have been stuck at the top. UC should expect high performance from senior librarians, and, in all fairness, recognize and reward those librarians



UCLA Reference Librarian Miki Goral has bargained many contracts for librarians. She says the administration needs to adjust its priorities, raise entry-level salaries, and provide more support.

who continue to perform at the very highest level.”

Consistency relates to support for professional development. The 2014 contract clarified that professional activities, service, and research can be relevant to a librarian’s career path, beyond her primary job description. The definition of those activities was

expanded and defined to include any academic research, not just that pertaining to library science.

The university, however, does not fund those activities, despite expecting librarians to be at the top of their field. Jared Campbell, a 15-year librarian at UC Davis, says that in 2016 the limit for supporting travel to professional conferences was \$1,500.

“If you have to travel anywhere east of the Rockies, you’ll use it up on just one conference,” he explains. “I’ll use it all for going to the national meeting, the Cleveland conference of the Society of American Archivists. If I want to be involved in the California organization, I’ll have to pay to go to the conference.”

Normal professional conference expenses include registration, airfare, hotel and meals. “I understand what the costs are, and I can choose,” says Campbell. “But if you’re a younger librarian, you may not be able to handle that at an entry-level salary. If the university wants topnotch librarians, that means people involved in national and statewide organizations. Someone considering a job at UC is going to look at what the university is making available for professional development, so this can make a difference.”

According to Borg, the amount of professional development funds varies from campus to campus. “The

only consistency is that they are inconsistent and inadequate.”

Goral, a veteran of many contract negotiations with the university, doubts that it will be receptive to these proposals, at least initially. “We’re evaluated on our professional activity,” she says. “So we’re surveying our members to see what people actually spend on professional development, as opposed to what the university pays.”

Goral says she recognizes that departments and libraries face budgetary constraints “which sometimes catch them between a rock and a hard place. But they make choices on expenditures, and sometimes the way this funding is provided is inequitable. We’re not saying it should all be completely even, but it should be more fair.”

— By David Bacon, CFT Reporter

BOB SAMUELS
COUNCIL PRESIDENT

Still waiting for credibility, accountability

The big takeaway of the recent state audit of the UC according to the media was that UC replaced eligible students from California with high-paying non-resident students. The university has agreed to increase the number of students from California in the future.

A larger problem has not been dealt with, and it concerns how to pay for all of the new students and how funds are distributed among the campuses. As the audit rightly pointed out, the UC has continued to fail to produce a credible way of calculating how much it costs to teach different levels of students, and this failure to comply with state legislation makes it difficult to know how the university spends state funds, tuition dollars, and other sources of income.

Fundamentally, no one knows how much anything costs in the UC system.



TOP: COURTESY UC DAVIS

Local Wire

Reporting Local Action
Around the State



COURTESY LOCAL 1021

The Bridge Street Elementary community in Los Angeles walked in for its school on May 4.



COURTESY BOB COBLE

Rank & Files

Jennifer Foreman, an English teacher at North Monterey High School in Castroville, and member of the North Monterey County Federation of Teachers, Local 4008, was named a Unionist of the Year at the annual Monterey Bay Central Labor Council awards banquet in late April.



Unionist of the Year Jennifer Foreman with state Sen. Bill Monning, D-Carmel.

Cynthia Meza, a 13-year teacher at Flynn Elementary, and member of United Educators of San Francisco, Local 61, was named by the California Association for Bilingual Education as the organization's 2016 Teacher of the Year. Meza says a bilingual education enables her students to celebrate the richness of their home countries, with language learned not in isolation, but at the crossroads of culture and everyday life.

Jeannine Thurston, a member of the San Rafael Federation of Teachers, Local 1077, was named San Rafael Chamber of Commerce's Educator of the Month for April. Thurston has been a leader in transforming the English department at San Rafael High School to embrace the school's diverse student body. She has helped launch the Media Academy eXperience — MAX — in which students use hands-on, project-based learning combining English, social studies, and media production.

Tina Solórzano Fletcher, a member organizer for the AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges, Local 1931, was honored with the PSRP Talking Union Award at AFT's annual conference for paraprofessionals and classified employees in April. Fletcher is membership coordinator for the 6,000-member local union, which also won first place from CFT the last two years in a row for organizing the most new members.

Community walks in for public education

Reclaiming schools.... On May 4, teachers, support staff, parents, students, elected officials and others participated in a series of walk-ins and other events in support of public education. Spurred on by the Alliance to Reclaim Our Schools, which held walk-ins across the country, CFT members in schools from districts in Los Angeles, San Francisco, Daly City and Morgan Hill, as well as Cerritos

College, turned out to show support for the high-quality public schools that all our students deserve.

Some of the ideas promoted at these events included: Educational justice means wages that allow teachers and families to live in the area near where they work. It means authentic collaboration and teachers and parents involved together in decision-making. It means extending

Proposition 30 (passed in 2012) income taxes on the wealthiest 2 percent of Californians, and community support so that we have safe, stable, and supportive schools.

This was the second walk-in this year, following a successful event in February.

► Learn more about AROS at reclaimourschools.org.

LOCAL 1533

Spring training... More than 20 organizers from the CFT's Strategic Campaign Initiative converged on the Central Valley for a four-day membership drive in collaboration with the **State Center Federation of Teachers**. They joined 30 member volunteers in asking agency fee payers to become full union members and sign a petition urging the board of trustees to bargain over paid office hours for part-time faculty.

The organizers and volunteers held about 200 conversations with fee payers at the four district campuses: Fresno City, Reedley, Clovis and Madera Colleges. They recruited 102 new union members and collected 176 petition signatures.

Despite a power outage at Reedley College, they organized an impromptu department meeting with chemis-

try faculty and Local President Lacy Barnes. Every faculty member at the meeting signed the petition.

"Our work here opens up the potential for the union to have a greater presence," said Debbie Forward, from the **Palomar Faculty Federation**. "You have to start with conversations."

LOCAL 4986

Workers win back jobs!... More than 26 months after their initial terminations, four more employees of the **Sacramento Job Corps Federation of Teachers** are being returned to their jobs — with full pay and benefits — according to a May 17 decision from the National Labor Relations Board.

That means, to date, nine Job Corps workers who were unjustly fired have been reinstated and made whole. In addition, the NLRB ruled that six residential coordinators were unlawfully removed from the bargaining unit. It also adopted the administrative law judge's finding that the co-employers are liable for the unfair labor practices.

LOCAL 6215

Local support... The **Cerritos College Faculty Federation** is at impasse in its contract negotiations with the district and the local is putting its resources to work. They have organized faculty members to make presentations before the board of trustees and held numerous actions on campus.

They have also garnered support from their state Assemblyperson, who is a former community college math instructor herself. Cristina Garcia, D-Downey, wrote a letter urging the Cerritos College Board of Trustees to work together with the union for resolution.



President Solomon Namala inspires members before a board action.

JESSICA ULSTAD