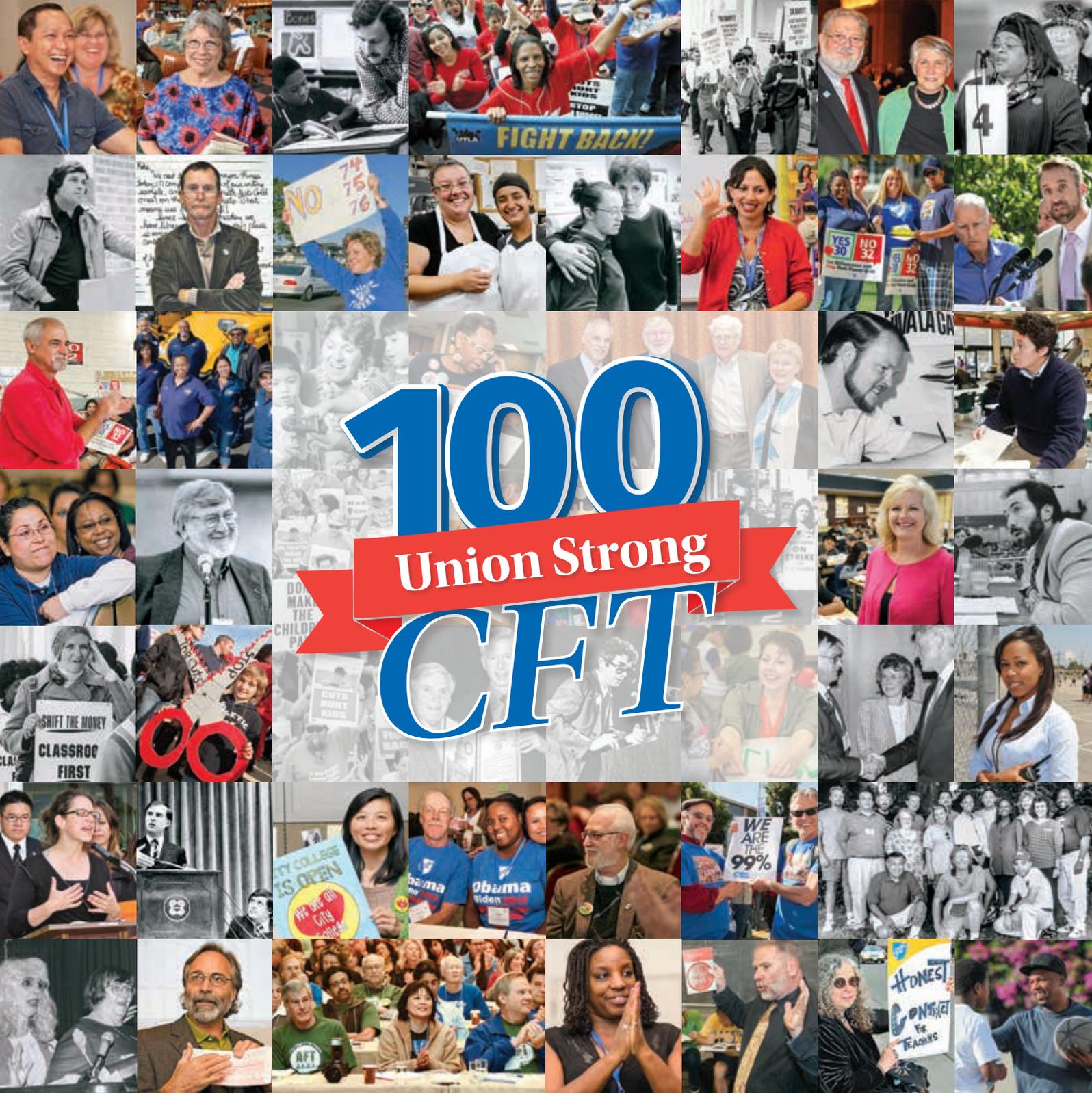


100TH ANNIVERSARY KICK-OFF
COMMEMORATIVE ISSUE

APRIL ■ MAY 2018

CaliforniaTeacher

THE VOICE OF THE UNION ■ CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO

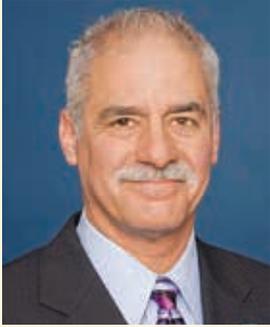


100

Union Strong

CFT

Joshua Pechthalt, CFT President



The end of fair share will hurt, but it won't be the end of the labor movement if we organize and incorporate the kind of fight-back educators are engaged in today — the same motivation that drove the founders of our proud state federation a century ago.

Our history teaches us the power of organizing for collective action

At this pivotal moment in our history, we can look back with pride while looking forward with a tempered sense of confidence. Knowing what our union has overcome in its first century, we will face the coming challenges and emerge a stronger union.

Next year marks the 100th anniversary of the CFT. Previous generations of educators won the right to due process and collective bargaining. They built the foundation that led to decent compensation, health-care and retirement benefits, and much more.

The CFT's activism runs deep. We were one of the first unions to oppose the Vietnam War and later the Iraq War.

More recently, we led the effort to have the state budget adopted by a majority vote of the Legislature. Our union supported the Millionaires Tax, which ultimately became Proposition 30, and Proposition 55, and gave us a progressive tax measure that will generate an additional \$6 billion annually for public education for a generation — a historic change that will improve the lives of millions of Californians.

But all American public sector unions face a crisis with the soon-to-be-decided *Janus v. AFCSME* lawsuit. Not

only could this case erode the hard-fought gains of the past century, but some public sector unions may not survive, as we witnessed in Michigan and Wisconsin. If public sector unions are crippled, it will hurt the entire American labor movement. Let's be clear: That is exactly the goal of the well-funded, far-right forces behind the *Janus* case.

In the Supreme Court ruling we will, in all likelihood, lose fair share for public sector unions, overturning 40 years of legal precedent established in *Abood v. Detroit Board of Education*.

The anti-union forces behind this lawsuit want to see public education dismantled, leading to more charter schools and vouchers. Beyond that, by damaging the labor movement, they hope to have less organized opposition to their plans to privatize healthcare, including Medicare, and shift Social Security from a defined benefit plan to a defined contribution plan. These changes would be disastrous for most workers.

In spite of a Supreme Court ready to rule against us, educators from West Virginia to Kentucky to Puerto Rico — and red states in between — have been taking to the streets in unprecedented numbers. Linking the issues of inadequate pay and

chronic underfunding, building solidarity with students, parents and workers, these educators are changing the public narrative about education and education unions.

In a recent poll, 68 percent of Americans agree that teachers are underpaid, two-thirds support education unions and three-quarters support our right to strike — even support among Republicans was strong. While some had concerns about the role of education unions, the responses were remarkable given the orchestrated teacher bashing of the last 30 years and the lowest overall rate of unionization since the end of World War II.

The actions of these educators remind us that consciousness changes when people mobilize. The modern labor movement was built through organizing and taking action, not simply through elections or lobbying.

The end of fair share will hurt, but it won't be the end of the labor movement if we organize our members and incorporate the kind of fight-back educators are engaged in today — the same motivation that drove the founders of our proud state federation a century ago.

April ■ May 2018 Volume 71, Number 4

OUR MISSION: 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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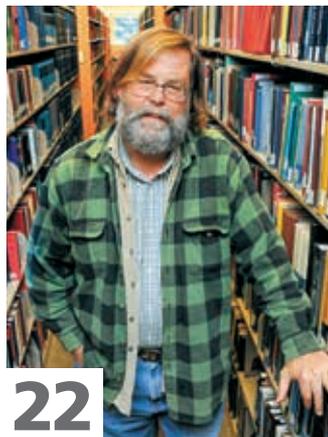
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19



22



CONTENTS

- 2 **UpFront**
- 4 **All-Union**
 - 4 100 years of the CFT — a capsule history
 - 15 25 years of ballot box victories — in CFT buttons
 - 16 70 years of *California Teacher* — in print
 - 18 20 years of the Raoul Teilhet Scholarship Program
- 19 **Divisions**
 - 19 **PreK–12** Supporting and defending classroom teachers
 - 20 **Classified** Winning dignity and respect for support staff
 - 21 **Community College** Assuring faculty representation
 - 22 **University** Seeking equality for lecturers and librarians
 - 23 **Retired** Providing knowledge and history
- 24 **How to find us online!**



21



20

ON THE COVER

May 31 kicks off the 100th anniversary year of the California Federation of Teachers. In this commemorative issue, also the final print issue of *California Teacher*, read about the proud history of your statewide union, founded by a progressive and forward-thinking group of educators on May 31, 1919.

The CFT turns 100 in May 2019. To kick off this anniversary year, *California Teacher* digs into the archives to present a commemorative issue about the rich history of our statewide federation of unions. The big events — legislation, elections, social trends — described here affected every member. But this capsule history cannot possibly relate the profound impact almost 100 years of activism had on thousands of individual education workers. Nor can these summaries relate the thousands of actions taken by individuals, each one for the greater good, each one completed so that all of us, brothers and sisters, might benefit. We look forward to another 100 years of fighting for our students and each other.



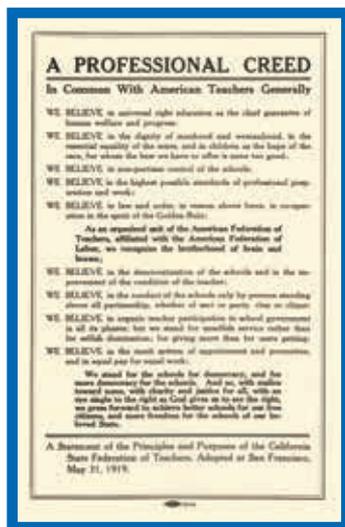
THE ROARING TWENTIES

The birth of a statewide federation of teachers

The first known union activist in California public education was Irish immigrant Kate Kennedy. Kennedy fought against sex discrimination in San Francisco when she became a principal and discovered male principals made more money than she did. She was not a member of an educators’ union, but belonged to the Knights of Labor, an organization for working people dedicated to the collective values of a “producers’ commonwealth.”

In 1874, Kennedy successfully lobbied legislators to pass a state law guaranteeing educators “equal pay for equal work.” This turned out to be a fleeting victory. To get around the law, school administrators simply kept elementary wages lower for the mostly-female teachers; they kept secondary school wages higher for the mostly male teachers.

Successful resolution of this problem would take nearly 100 years and a public education union movement that would peak with passage of the state Educational Employment Relations Act in 1975. A major marker in that movement was the formation of the California State Federation of Teachers in 1919, three years after the birth of the American Federation of Teachers.



Teachers from eight locals crafted *A Professional Creed* at the founding meeting of CSFT on May 31, 1919.

THE FLEDGLING AFT had chartered several local unions in Northern California. Just months after its own founding, the San Francisco Federation of Teachers, AFT Local 61, hosted seven other newly chartered AFT locals in discussions about creating a state federation of teachers’ unions.

On May 31, 1919, representatives of these eight small but determined organizations agreed to found a state federation for two stated purposes: to serve as an information clearinghouse for locals, and to give teachers a means to express their opinion on statewide education matters. At their second meeting in October, the locals formally established the California State Federation of Teachers. The group elected Sacramento High School teacher Samuel McLean its first president, and Olive Wilson, an elementary teacher from Vallejo, vice president.

Longtime San Francisco Federation president Paul Mohr, also statewide president in the late 1920s, recalled the founding in *American Teacher*, June 1927. He said that two objectives had been left out of public statements at the time: “to bind the young locals firmly together against attacks from enemies of the teacher-union movement” and “to build up a central fund



“We believe in the democratization of the schools and in the improvement of the condition of the teacher.” — *The Professional Creed*

for the defense of any teacher suffering unjust treatment at the hands of local school officials.”

There were plenty of those in the 1920s. California was especially hard-hit by the notorious post-World War I hunt for “subversives” led by U.S. Attorney General A. Mitchell Palmer.



Kate Kennedy was the first known public education union activist in California. A San Francisco children’s center is named in her honor.

Teachers were taunted, publicly humiliated, and fired for expressing views mildly dissenting from those of ultra-patriotic groups.

Without a law enabling collective bargaining — an ultimate objective of the CSFT — the statewide Federation and its locals relied on legislative and political action, as well as legal defense, to advocate on behalf of its members and public education.

BEFORE THE AFT ARRIVED

in California, the preeminent organization of educators in the state, as in the nation, was the National

Education Association. Founded in 1856, the NEA was dominated by administrators, superintendents, and school board members, all of whom were men. Teaching was not accorded the respect of a profession and teacher voices were barely heard. But when the possibility of collective action or public demonstrations on behalf of teachers arose, such “impolite maneuvers” were promptly labeled “unprofessional.”

In the early part of the 20th century, teacher unions largely defined themselves in opposition to the NEA and instead identified with the labor movement, which was growing in strength and influence. Teachers saw the power of collective bargaining for carpenters and mechanics and other craft workers to achieve job protections and increased standards of living.

At its birth the new CSFT boasted nearly 800 members. Recruitment exceeded everyone’s expectations at first, and hopes were high for rapid expansion. From the outset the strength of the union was in Northern California, except for the chartering of Local 77 in Los Angeles, which no longer existed by the late 1920s. It wasn’t until the mid-1930s that locals began forming in Southern California.

Membership numbers fluctuated wildly in some locals from year to year due to recurring bouts of administration and civic pressure, and inconsistent resolve on the part of the teachers. Even worse, teachers willing to organize often faced the disappearance of entire locals shortly after their chartering. Of the 10 California locals that appeared in 1918–19, only Sacramento and San Francisco were still thriving by 1930. Several more had formed in the meantime, but their future was uncertain.

EVEN IN THESE DIFFICULT TIMES, the CSFT boasted important accomplishments. With Labor Council assistance, the San Francisco Federation gained reinstatement for two suspended teachers. The CSFT helped a number of teachers in legal suits, mostly for wrongful dismissal. In Santa Cruz, Albany and other cities, the state union assisted teachers in winning through the courts what it could not achieve through local strength. One

The model teachers union in the late 1890s

The founders of the California State Federation of Teachers looked to Chicago for a model union. Margaret Haley led the first American teachers union of any consequence, the Chicago Teachers Federation. She joined the union in 1897. Two years later the Chicago school board, claiming a severe shortage of funds, threatened to close schools for two weeks and deny teachers a promised pay raise.

During this period, Haley discovered that several large Chicago utility and transportation corporations had failed to pay their taxes for years. In public speeches, she called for the corporations to return their “stolen millions” to the students. The Federation filed suit, and the resulting victory brought more than a half million dollars (real money in those days) into the city treasury, and a quarter million more in revenue every year thereafter.

The teachers got their raise, as well as additional funds for their classrooms. A model of union advocacy was taking shape, based on fair, progressive taxation as the most important mechanism to fund public education.



Margaret Haley

major success occurred in Fresno, where several teachers had been dismissed for “incompetence.” The Federation undertook a libel action against the superintendent and won.

Labor support was instrumental in passing the 1921 state tenure law, one of the most progressive in the country at the time. The law provided for a public hearing and representation by counsel at dismissal after two years of probationary teaching. CSFT President McLean and San Francisco’s Mohr worked closely with the California Labor Federation to ensure passage. Unfortunately, the law was amended in 1927 to exclude teachers in smaller districts, and hostile forces continued to chip away at it throughout the next decade.

The first decade of the California State Federation of Teachers was challenging. The conservative political atmosphere of the “Roaring Twenties” took its toll, and deep-seated prejudices against women, unions, and teacher organizations combined to sap the energies of all but the most devoted CSFT adherents. Nonetheless, the new organization had established itself as a clear voice for teachers and forged strong bonds with labor, the bedrock of its social support. It had survived.

THE DEPRESSION AND WAR YEARS

Workers and their unions struggle to survive

In the 1930s, major forces threatened the existence of the California State Federation of Teachers. The Depression drastically affected teachers, as did recurring Red Scares. Internal stresses divided the labor movement as a whole, as well as the fledgling AFT, making the lot of teachers worse than when the AFT had formed in 1916.

Teachers faced the bleak prospects of wage reductions, school closings, larger classes, reduced services, and job cuts. The entire

labor movement suffered during the national economic collapse of the Great Depression. More than a quarter of the population was unemployed, and membership in the American Federation of Labor dwindled to less than 10 percent of the workforce.

The craft-oriented AFL lacked the vision to organize the new mass production industries, and a split developed over its lack of militancy. Several unions, pushed by the United Mine Workers under John L. Lewis, broke away from the AFL in 1935 to form the Congress of Industrial Organizations — the CIO.

This in turn created a schism in the AFT, which considered leaving the relatively conservative AFL for the militant CIO. After protracted debates, the AFT decided to work for the unity of the two labor federations from within the AFL.

DESPITE ITS INTERNAL conflicts, the AFT made slow but steady progress throughout the 1930s. Meanwhile in California, stagnation ruled. Recurrent reports of the organization’s “rebirth” make it clear that the CSFT struggled for survival in the 30s and 40s.

In 1941, with union resources spread thin and male teachers facing World War II and the draft, the AFT revoked the charter of the 250-member California State Federation of Teachers for maintaining less than five local unions in good standing. But by 1944, nine AFT locals were founded in California, and CSFT’s charter was reinstated.

CSFT took a new direction under Ed Ross, a full-time classroom teacher from Local 771 in Alameda. FDR’s New Deal programs and a booming war industry had moved the economy forward. Ross developed an organizing plan, and, with the help of the California Labor Federation and the AFT, he worked to organize both ends of the state.

Acting on the resolve of Ed Ross, all AFL unions condemned loyalty oaths as a condition of employment for teachers. A long-promised newsletter, *California Teacher*, began reporting these successes in 1948, and has maintained regular publication since. (See page 16).

Ross was re-elected in 1949. Despite teacher reluctance to join the union during the Cold War, Ross helped form eight more locals, building membership to nearly 1,000 teachers.

THE 1950s RED SCARE

Defending constitutional rights and academic freedom

Each decade had its own Red Scare. In 1938, the new House Un-American Activities Committee turned its baleful eye on teachers' union activities. The AFT and other organizations defended the constitutional rights of teachers, aided by the growing strength of the labor movement and FDR's administration

The 1940s Red Scare diverted AFT and CSFT energies to defending against charges of communist domination. AFT faced an uncertain future. McCarthyism ended many teaching careers, and even lives: The first teacher called to testify before the HUAC committed suicide on Christmas Eve, 1948.

Moving into the 1950s, the CSFT battled to preserve civil liberties, opposing loyalty oaths and defending academic freedom. It also took on tenure and cases concerning working conditions.

In 1951, the influential president of the Contra Costa County Federation of Teachers, Local 855, Ben Rust, led the CSFT and helped define what the CFT is today. (See sidebar) Rust built the union into a stable statewide presence through regular meetings and publications, legislative proposals, slow but steady membership growth, and healthy relationships with other unions. CSFT hired its first full-time staffer and retained an attorney with legislative and legal duties.

CSFT carried bills in the California Legislature prohibiting discrimination in hiring, and proposing pay raises, duty-free lunch periods, and collective bargaining for teachers. When Rust stepped down after seven years, the CSFT had nearly tripled in size and there were 26 AFT locals in California.

Hearings held before the House Un-American Activities Committee during the 1950s threatened organizations, careers and lives.



THOMAS D. McAVOY, TIME&LIFE PICTURES/GETTY IMAGES

Lou Eilerman, an art teacher from Long Beach, headed the CSFT next. Eilerman moved the union into an office, and began organizing university and community college locals. He would lead the CSFT into the turbulent 1960s.

For four tempestuous decades after its founding in 1919, the California State Federation of Teachers struggled to survive. Finally, after consolidation, organizing and steady growth, the question of whether a state federation could endure changed from “would the CSFT survive?” to “how will the Federation become an organization best suited to serve locals?”

Influential President Ben Rust believed teaching was a craft

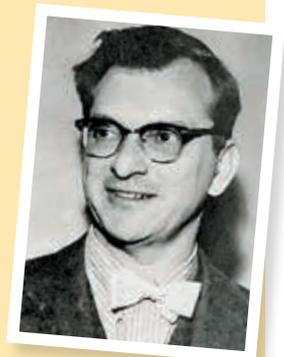
Ben Rust served as president of the California State Federation of Teachers from 1951 through 1958, teaching full-time throughout his tenure.

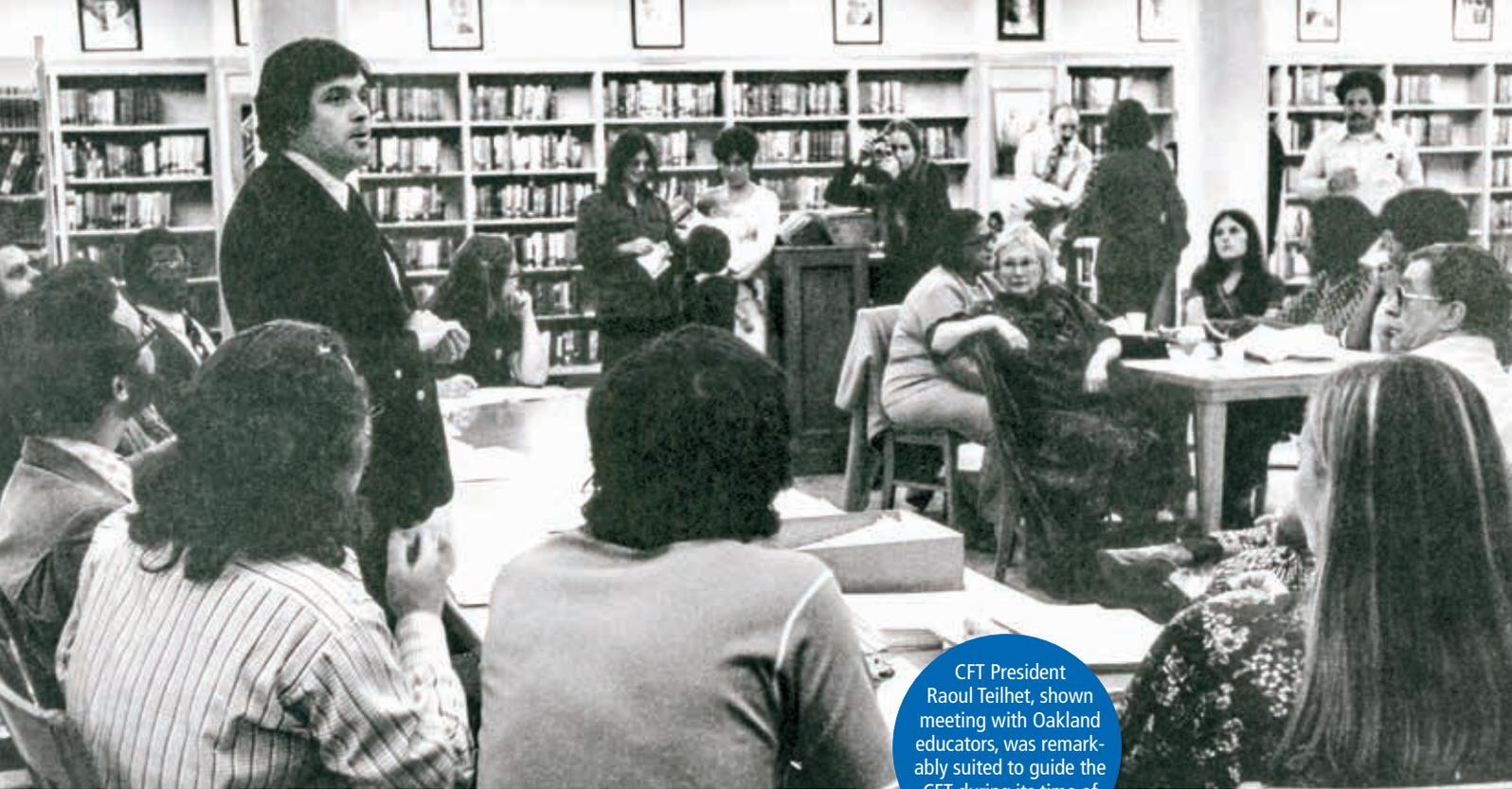
Rust accomplished a great deal on behalf of teachers and their union. Under his leadership the CSFT became a player in Sacramento, sponsoring the first collective bargaining bill for teachers, as well as establishing the process of educating politicians about the working conditions of teachers. CSFT membership almost tripled during his presidency.

But perhaps Rust's greatest contribution to teacher unionism in California was his philosophy and vision. His brand of unionism sprang from his commitment to teaching and his background in the skilled trades. Rust believed that teaching was a craft. He advocated that to become a master teacher, the novice should pass through an apprenticeship to forge independence, scholarship, and pedagogical sophistication.

Rust proposed an organic link between the activities of teaching and the craft union tradition, anticipating reform proposals of the three decades to follow. He was dedicated to the mission of convincing teachers that the path to true professionalism was through the AFT and collective bargaining.

Ben Rust's visionary legacy is honored by the annual bestowal at CFT Convention of the union's highest honor: The Ben Rust Award.





CFT President Raoul Teilhet, shown meeting with Oakland educators, was remarkably suited to guide the CFT during its time of greatest change.

THE 60s AND 70s

Teachers and classified staff win collective bargaining

In the decades from 1960 through 1990, the union embodied the messy strength of union democracy, leading its locals through social, financial, and educational growth and change. In 1963, the Convention voted to drop the “State” from the union’s name, becoming the California Federation of Teachers.

A succession of effective leaders ensured the survival of the CFT. Lou Eilerman led the CFT into the 1960s, followed by Maurice Englander in 1962, Fred Horn in 1963, and Marshall Axelrod in 1965. Beginning in 1967, Raoul Teilhet would lead CFT for the next 17 years.

Presidents Rust and Eilerman gave the organization philosophical and administrative coherence. Englander supported expansion into the state university and community college systems. Axelrod campaigned for “teacher power.”

During Englander’s term, CFT won mandatory hearings before dismissal for probationary teachers (later lost in SB 813), successfully defended a teacher reassigned for having a beard, and other cases for which the CFT became known as the “ACLU for teachers.”

Raoul Teilhet, a Pasadena High School teacher with a charismatic personality and the boundless energy of a spirited organizer, became the first paid full-time president of the CFT. Teilhet was remarkably suited to guide the organization through

its period of greatest change and growth.

A political leader in politicized times, Teilhet helped charter dozens of locals. He doubled the size of the union, oversaw the development of a modern union staff, and strengthened the ties between CFT and the labor movement.

Broad social change drove impassioned debate at CFT Conventions — the Women’s Movement, the Civil Rights Movement, and the Anti-War Movement. At the same time, CFT fought for teacher professionalism, probationary teacher rights and intellectual property rights for higher education faculty. The 1960s saw a string of new AFT locals organized in the state university and community colleges. CFT hired more staff, including Legislative Director Mary Bergan.



Former AFT local president and state Senator Al Rodda with CFT lobbyist Mary Bergan.

Even without the protections of collective bargaining, California teachers began picketing and striking. The CFT and other unions organized 10,000 education supporters to march in Sacramento in

1967 when Republican Gov. Ronald Reagan cut education funding.

BUT THE FIGHT for collective bargaining dominated the union's agenda. After New York teachers won collective bargaining in 1960, California teachers flocked to the Federation and membership grew to 15,000 by 1970.

Between 1960 and 1976, CFT introduced a collective bargaining bill in each legislative session. In 1971, the collective bargaining bill got its first full hearing in the California Legislature.



CFT President Raoul Teilhet, left, and lobbyist Mary Bergan meet in 1975 with Gov. Jerry Brown, who signed the CFT-sponsored legislation bringing collective bargaining to educators in California schools and community colleges.

The CFT achieved success in 1976 when Democratic Gov. Jerry Brown signed into law the Education Employment Relations Act, SB 1960, carried by a former AFT local president turned state senator, Albert Rodda. Teachers and classified employees in California schools and community colleges had finally won the right to bargain collectively over their conditions of work and wages. A new era in California education unionism began.

The race between CFT and its rival, the California Teachers Association, was on for exclusive bargaining representative status in school and college districts throughout the state. During the next few years, the CFT won dozens of elections, including those in large urban districts, and lost many. By the close of the 1970s, jurisdictional lines had mostly fallen into place for CFT and CTA.

After the flurry of elections, education employees settled down



Educators at Compton Community College wait for the ballot count in their election for union representation. The outcome: AFT won.

to the hard work of bargaining and enforcing contracts. The growing number of community college faculty in CFT formed the Community College Council, which played a key role in shaping CFT. Paraprofessional and classified locals voted the AFT their bargaining agent after the AFT in 1977 welcomed educational workers

other than teachers into its ranks.

In 1978, the Higher Education Employer-Employee Relations Act was signed into law, bringing the benefits of collective bargaining to university employees. UC members had formed the University Council-AFT several years earlier.

The end of the 1970s saw collective bargaining in public education institutionalized, and unionism thriving. There were nearly 150 AFT local unions in California representing 60,000 educators working in public and private schools.

In 1978, however, despite the CFT's fierce opposition to Proposition 13, voters approved the measure. Conservative Howard Jarvis had persuaded the public that without Proposition 13, seniors on fixed incomes would lose their homes. This vote dramatically changed property taxation and stemmed the flow of revenues to the state and therefore to public education.

THE 80s AND 90s

The union gains strength, focuses on professional issues

When Raoul Teilhet stepped down in 1985, Senior Vice President Miles Myers was elected CFT president. During the 1980s, Myers carried on the teacher-scholar tradition by researching and writing about professional authority for K-12 teachers.

The classified and paraprofessional group was one of the fastest growing sectors of the AFT then. To ensure distinctive identity for classified employees in the CFT, the union in 1982 created the Council of Classified Employees.

In 1983, UC librarians chose the University Council-AFT as their exclusive bargaining agent, and a year later non-tenure track faculty

SNAPSHOT How collective bargaining was won

1953 CSFT introduces first collective bargaining bill for educators **1960** New York teachers win collective bargaining **1960** CSFT introduces collective bargaining bill in every session for the next 16 years **1971** First full California legislative hearing on collective bargaining **1975** Gov. Brown signs the Rodda Act, bringing collective bargaining to K-14 teachers and classified staff **1976** Representational elections begin in school and community college districts **1978** University employees win collective bargaining



CFT President Miles Myers, center, was a teacher-scholar who edited *California Teacher* for 15 years while senior vice president to Raoul Teilhet.

also chose UC-AFT. However, in a devastating defeat, CFT, which represented several thousand CSU faculty, lost the statewide election for representation by 39 votes in a bargaining unit of 19,000.

CFT's Community College Council lead the effort to restore funding to the community college system in 1983 when Gov. George Deukmejian cut nearly a quarter billion dollars from the budget. In the latter part of the decade, CFT helped in the passage of a landmark community college reform package, AB 1725.

CFT also instituted trust agreements between K-12 districts and local unions, to negotiate in areas beyond the collective bargaining contract. And in 1989 San Francisco educator unions merged to form the state's second local union in California affiliated with both the AFT and the NEA (the first being United Teachers Los Angeles in 1970).

By the end of the decade, the union's field and legislative staff operated from offices throughout the state and AFT locals represented nearly 75,000 education workers in California.

HEADING INTO THE 1990s, CFT had become a robust union representing the diverse interests of thousands of educators. A growing education workforce and aggressive organizing swelled the ranks of union members. The CFT brought thousands of classified employees and adult educators, long left out of bargaining units, into the AFT's union culture.

As the number of part-time faculty in community colleges continued to soar, CFT maintained its 30-year battle for equity. CFT's record of advocacy led part-time faculty to join existing AFT locals and form several new ones. By the end of the decade, CFT membership was more than 65,000.

In 1990, Miles Myers resigned as CFT president and Senior Vice President Marvin Katz, from United Teachers Los Angeles, briefly took over.

Legislative Director Mary Bergan was elected the second woman president of the CFT in 1991 (the first being Olive Wilson in 1924). Bergan would guide the CFT for the next 16 years. She became the first CFT president to be elected a vice president of the AFT, signaling a new understanding by the AFT of the key role of state federations in the national organization.

The union continued to focus on professional issues and standards-based education reform, while struggling to keep public education adequately funded. California schools ranked near the bottom nationwide in per-pupil spending, and unions fought back nearly non-stop right-wing attacks. However, California voters showed their support for public education by rejecting vouchers twice in the coming years.

AS ITS RESOURCES GREW, CFT built its capacity to serve locals and members. With 126 AFT locals, running the union and keeping up with myriad issues became more complicated.

Under Bergan, the CFT hired specialists in budget research, training, member benefits, political action, organizing, data management, and education issues to augment the work of field representatives. Public relations raised the profile of the CFT. Union publications became more professional and CFT went online.

State politics always had a heavy impact on the fortunes of



CFT President Mary Bergan, left, meets with a Lobby Day delegation in 1996.

the CFT and its members. Eleven years after Proposition 13 gutted state funding for education, Proposition 98 provided a tenuous guarantee of minimum levels of funding for schools and community colleges. CFT always used endorsements and consistent principles to give the union influence far beyond its numbers in state elections.

The 1993 campaign to oppose school vouchers, Proposition 174, marked the first time CFT contributed major funds to a ballot campaign. The union developed a formula for campaigns, helping in 1998 to defeat right-wing attempts to limit union political activity in Proposition 226, and another voucher attempt, Proposition 38, in 2000. The CFT began assisting locals in endorsing and electing candidates for their districts' boards of trustees.



Members of United Educators of San Francisco took to the streets on March 11, 2008, after the district issued 535 layoff notices to experienced certificated teachers.

THE TURN OF THE CENTURY

The Federation rises to demands of the new century

By 2001, state revenues plunged along with tech fortunes, and education was again forced to cut back programs. Every budget since 2002 added new debt and fatally undermined California's ability to meet the basic needs of its citizens. CFT called for new revenues, fairly raised, long before other educators and unions.

Despite growing activism, the union didn't always win. Particularly bitter was the recall of CFT-endorsed Democratic Gov. Gray Davis in 2003 and the defeat in 2004 of Proposition 56, which would have ended the budget stalemate in Sacramento that continued until the end of the decade.

In 2005, CFT members mobilized as never before, joining the rest of the labor movement and other progressive groups to defeat Republican Gov. Arnold Schwarzenegger's three anti-worker measures. Proposition 74 needlessly lengthened probation for K-12 teachers; Proposition 75 tried again to limit union political activity; and Proposition 76 restricted state funding of public services. Members savored the victory for months.



The day after the 2005 special election, AFT Secretary Treasurer Nat LaCour and CFT President Mary Bergan delight in a major political victory.

COURTESY AFT



In 2007, CFT President Marty Hittelman, right, joined movers and shakers pushing for single-payer healthcare in California (left to right): Dolores Huerta, former leader of the United Farmworkers; Lt. Governor John Garamendi; actress Lily Tomlin; and Joshua Pechthalt, then AFT vice president of United Teachers Los Angeles.

Senior Vice President Marty Hittelman was elected CFT president in 2007, a year before the biggest economic downturn in memory hit CFT members with lost jobs and assignments. With education funding now cut to the bone, the union's continued call for more revenue became more vital than ever before.

To garner public support, CFT and community allies in the spring of 2010 embarked on a 365-mile march through the

Central Valley — the March for California's Future. The 48-day trek focused attention on the need to restore and maintain a high-quality public education system and other public services, an economy that serves all, and a fair tax system to fund California's future.

Along the way, marchers talked about how the poorest one-fifth of Californians paid more than 11 percent of their income in state taxes, while the wealthiest 1 percent paid less than 8 percent of their income. They also gathered signatures for the CFT's ballot measure to replace the two-thirds vote required to approve a state budget with a simple majority vote and end the tyranny of a minority of legislators who held up the budget every year.

That fall California voters agreed, and passed Proposition 25. The union had succeeded in keeping state funding flowing to public education and other services, as it had set out to do six years earlier with Proposition 56.



San Francisco City College English instructor John Walsh joined the 2011 Occupy Oakland protest to oppose the 1% and "the corporatocracy."



In 2010, members from Pajaro Valley, Salinas, and Santa Cruz campaign for CFT's Proposition 25 while attending a Salinas rally to reelect Jerry Brown governor.

TO THE PRESENT DAY

CFT leads the way in progressive taxation to fund public services

Joshua Pechthalt, a CFT vice president from United Teachers Los Angeles, was elected CFT president in 2011. A few months after his election, the national Occupy Movement put wealth inequality squarely in the public mind, setting the stage for CFT's bold Millionaires Tax.

The 2012 measure proposed higher tax rates for the wealthiest Californians — individuals earning more than \$250,000 and



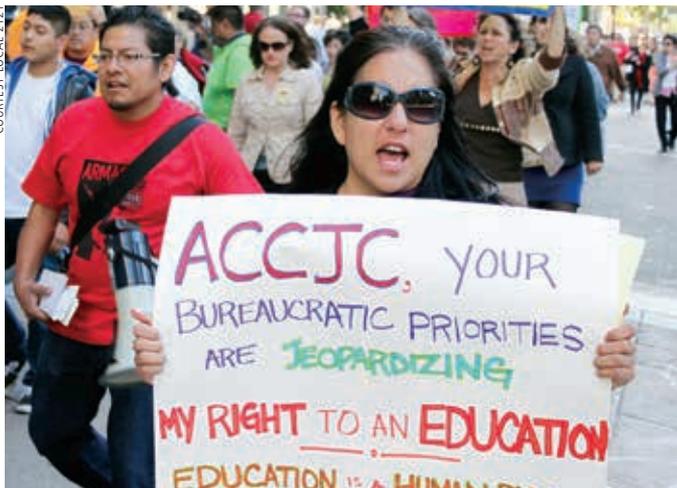
The six dedicated individuals who marched 365 miles from Bakersfield to Sacramento walk the final few hundred feet to the state Capitol, leading a throng of nearly 8,000 supporters. The March for California's Future drew attention to the crisis of inadequate funding for public services and the need for fair taxation.

couples earning more than \$500,000 a year — and immediately garnered widespread public support.

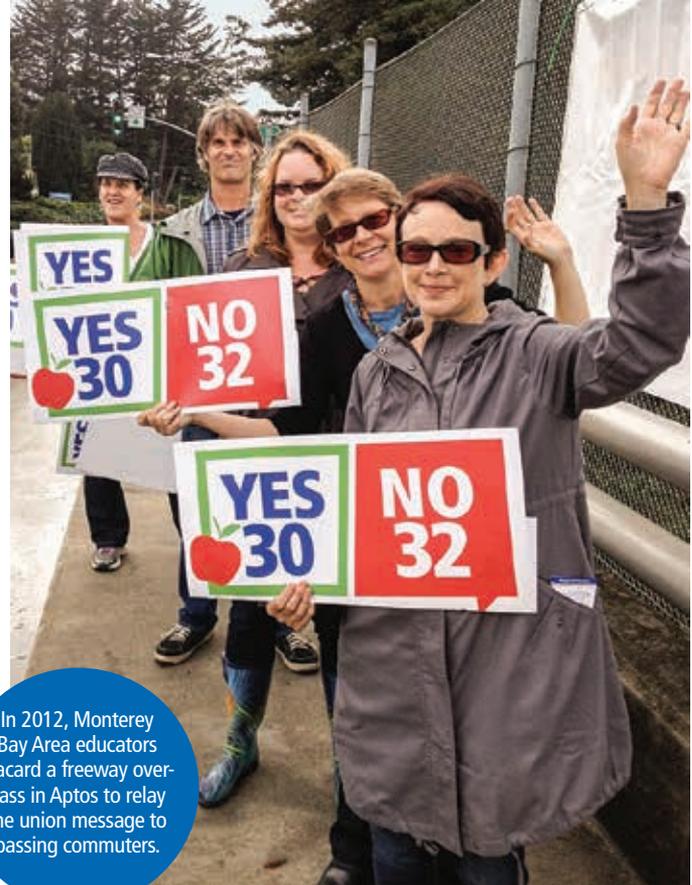
The CFT worked in collaboration with Gov. Jerry Brown on the measure that eventually became Proposition 30. Voters approved it, making California a national leader in progressive taxation. Now districts and unions could determine spending without the fear of layoffs, program cuts or eliminations, and student fee increases.

Also in 2012, anti-union forces again sought to limit the political power of unions and put Proposition 32 on the ballot. Despite massive cash infusions from out-of-state conservatives, worker power succeeded and voters rejected the measure, making it the third such defeat since 1998.

But Proposition 30 had an expiration date. Four years later, CFT and its allies put forward a measure to extend Proposition



Angry students protested in 2012 when the accrediting commission announced that their school, City College of San Francisco, would lose its accreditation.



SARAH HENNE

In 2012, Monterey Bay Area educators placard a freeway overpass in Aptos to relay the union message to passing commuters.

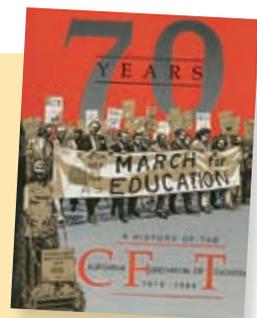
30. Not wanting a return to austerity, California voters in 2016 overwhelmingly approved Proposition 55. It ensures continued funding for schools and community colleges by maintaining the income tax on the wealthiest Californians through 2030.

In an ongoing fightback campaign, CFT won significant reform of the Accrediting Commission for Community and Junior Colleges. Through legislative, legal, and organizing actions over a five-year period, members succeeded in turning around a commission that unfairly revoked and threatened loss of accreditation.

The surprise of 2016 was Donald Trump being elected president. Even though California remains largely a progressive bastion, public sector unions face a national threat in the U.S. Supreme Court case *Janus V. AFSCME*. The case represents yet another anti-union conservative attack that seeks to limit the power of workers and their unions.

The CFT hired organizers and renewed its focus on member outreach, helping local unions to sign up thousands of new members throughout the state. Membership reached 110,000 with 145 AFT local unions in California.

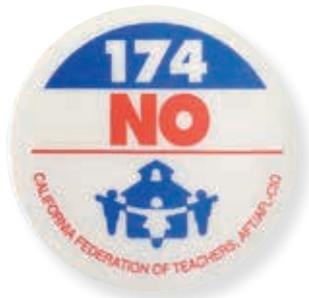
THE TRIALS AND TRIBULATIONS of the past century have demonstrated that the CFT remains true to its first principle in *The Professional Creed* put forth on May 31, 1919: "We believe in universal right education as the chief guarantee of human welfare and progress." The CFT is steadfast in its commitment to ensuring high-quality educational opportunities for all Californians, securing fair and equitable conditions for all education workers, and, through progressive action, striving to build a more just society.



- » Excerpted from *70 Years: The History of the California Federation of Teachers, 1919-1989* with additional writing by former Communications Director Fred Glass, Publications Director Jane Hundertmark, and former Assistant to the CFT President Elaine Johnson.
- » Find more CFT history online and order the book at cft.org/about-cft/history.

SNAPSHOT

In buttons: 25 years of ballot box victories



1993 Vouchers 1

» The first time CFT contributed to a major ballot measure campaign, voters agreed with us and said no to diverting money from neighborhood public schools to private schools.



1998 Attack on Unions 1

» Deceptively titled “paycheck protection,” Proposition 226 attempted to stem union power by limiting our ability to collect money for political action. Voters said no.



2000 Vouchers 2

» Proposition 38 would have crippled public education by siphoning at least \$4,000 per pupil to private and religious schools. Voters said no the second time around, too.



2005 No Times Three

» Gov. Arnold Schwarzenegger’s three bad ideas led to the biggest-ever mobilization of CFT members. Calling unions “special interests,” the governor wanted to extend probation for beginning teachers, restrict state spending for K-12 education, and hobble workers’ ability to exercise their voice in politics (**Attack on Unions 2**). Voters said no, no, and no.



2008 President Obama

» After eight years of GOP deficits and two new wars, CFT supported Barack Obama, whose pro-education platform included reforming the deeply flawed No Child Left Behind Act.



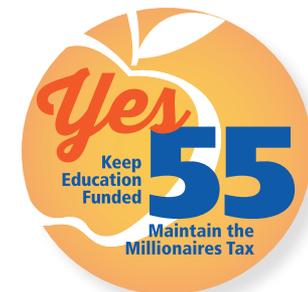
2010 Democracy Rules

» To break the legislative logjam that delayed education funding every fall, CFT put forward Proposition 25, changing the two-thirds vote for budget adoption to a simple majority.



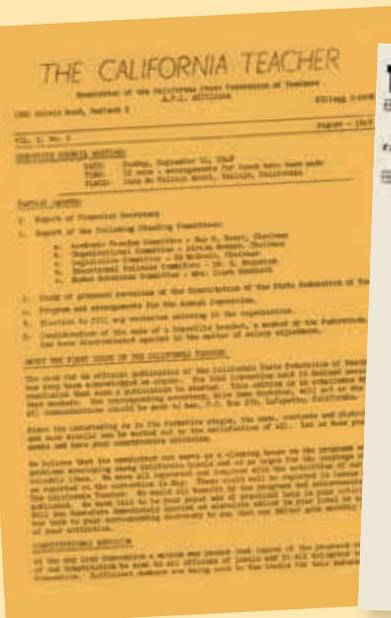
2012 The Millionaires Tax

» To generate needed revenue, voters approved CFT’s progressive measure to increase income taxes on California’s wealthiest. Proposition 32 was a rerun of Props 226 and 75. Voters said no.



2016 Progressive Tax Extended

» With Prop 30 facing an expiration date, voters did not want a return to austerity and approved Proposition 55 to extend taxes on the wealthiest Californians to fund public services.



1948



1953



1961



1976

Celebrating 70 years of *California Teacher* in print

The "Voice of the Union" changes with the times

The committed activists who formed the California State Federation of Teachers in 1919 recognized from the beginning the need for communications among their far-flung members. From rudimentary origins, the *California Teacher* grew in every way and has been published in print for 70 years.

1940s Fledgling Federation mails mimeographed newsletter

In 1946, with only nine AFT locals in California, the handful of delegates to the CSFT convention committed to publish a statewide newsletter four times a year, calling the need for an official publication "urgent."

That promise was fulfilled in August 1948 when the first *California Teacher*, edited by the union's elected corresponding secretary, Emma Brubaker, was distributed to the CSFT's few hundred members. The five-page newsletter was set on a typewriter in a single column of text, mimeographed on orange paper, and described as "brief but potent."

The first issue stated: "We believe that the newsletter can serve as a clearinghouse on the programs and problems developing among California locals and as an organ for the exchange of valuable ideas. We could all benefit by the programs and achievements thus published."

1950s Editor replaced for supporting expelled locals

Heading into the decade with about 1,000 members, President Ben Rust led the union into a stable statewide presence in part through regular meetings and publications.

The union's corresponding secretary, Fred Clayson, a Salinas High School math teacher, edited the *California Teacher*. Production moved from mimeograph to offset printing at a union shop, and from five to eight pages.

To increase its reach, the CSFT solicited articles from other unions, including the barbers, bottle blowers, carpenters, machinists, dairy employees, and retail clerks. The cover shown here displays the original



AFT logo and features a custom illustration with a union tradesman reaching out to lift a teacher onto "solid union footing."

In a decade dominated by McCarthyism and loyalty oaths, Clayson in 1954

published an unprecedented two-color, 24-page issue, which supported then-expelled left-wing AFT locals. The CSFT executive council replaced him with another officer, Floyd Lyle, a teacher at San Bernardino High School.

1960s The move to a tabloid newspaper

In 1960, the *California Teacher* was first published as a tabloid-sized newspaper with black-and-white photographs. Typical for the era, the paper was printed in black ink only. It proudly displayed a print shop's union "bug," as it would for the next five decades. Daniel Knapp edited the new four-page paper, followed by Robert Hall.



1989



1998



2005

2017

1970s Newspaper tracks collective bargaining victories

In 1970, with Raoul Teilhet as president and collective bargaining soon to become the law of the land, CFT Senior Vice President Miles Myers, an English teacher from Oakland, became editor in addition to his volunteer duties as the second-in-charge union officer.

The tabloid newspaper grew to 12 pages and added a second color to complement the black. After collective bargaining was won, the *California Teacher* diligently tallied union representational elections won and lost. Myers edited the newspaper for 15 years.

1980s Publication brings voice to new local unions

In 1985, Teilhet stepped down and Myers was elected CFT president.

At that time, Russell Hill, a Marin County high school English teacher and former president of the Tamalpais Federation of Teachers, took over as editor.

Hill expanded coverage to include more professional issues. It was still a tabloid newspaper of usually eight pages, published six times annually, and mailed to nearly 60,000 members.

1990s Communications staffers edit newspaper

When CFT began to employ specialists in addition to field representatives, Fred Glass, the first full-time communications staffer, began editing the *California Teacher*.

In 1995, as Glass worked full-time on CFT's labor curriculum project, the communications department grew, and the torch was passed to Jane Hundertmark, who became the second woman to edit the all-union newsletter, then a 12-page newspaper published five times annually.

2000s The leap from newspaper to magazine

In 2004, *California Teacher* was restructured to dedicate a section for each division of the CFT, giving equal voice to each and publicizing the diverse issues of education workers for all to read. It grew to 16 pages. Unionized professional graphic artists helped realize the goal of full-color publishing and photo covers. Photography began to go digital.

After nearly five decades as a tabloid newspaper, the publication graduated to a 16-page, large-format magazine to allow for higher quality reproduction of the growing number of color images. It was mailed to nearly 80,000 members four

times during the academic year and could be viewed on the CFT website.

PRESENT DAY Magazine tells member stories

The magazine continues to be the "Voice of the Union," recording events and issues that define the CFT. It pictures rank-and-file members and portrays the education workplace through professional photographs.

In 2016, *California Teacher* is redesigned to a contemporary-for-the-times smaller-sized magazine, and grows to 24 pages. Through continuous union organizing, the publication reaches its largest-ever circulation to 110,000 members. Hundertmark becomes its longest serving editor.

Over the years, *California Teacher* has won dozens of awards for its photography, design, and high-quality reporting covering the issues and actions of CFT and its members.

THE FUTURE Online

Anticipating financial pressure from the U.S. Supreme Court case *Janus v. AFSCME*, the CFT will end the print magazine and switch to online publication only. Members will receive the same high-quality stories by email and by following CFT on social media. The CFT website will be the hub of digital communications. Welcome to our new era!

In the mid 1990s, leaders of the Greater Santa Cruz Federation of Teachers decided the CFT, a union of educators, should offer the children of its members scholarships to achieve their higher education goals.

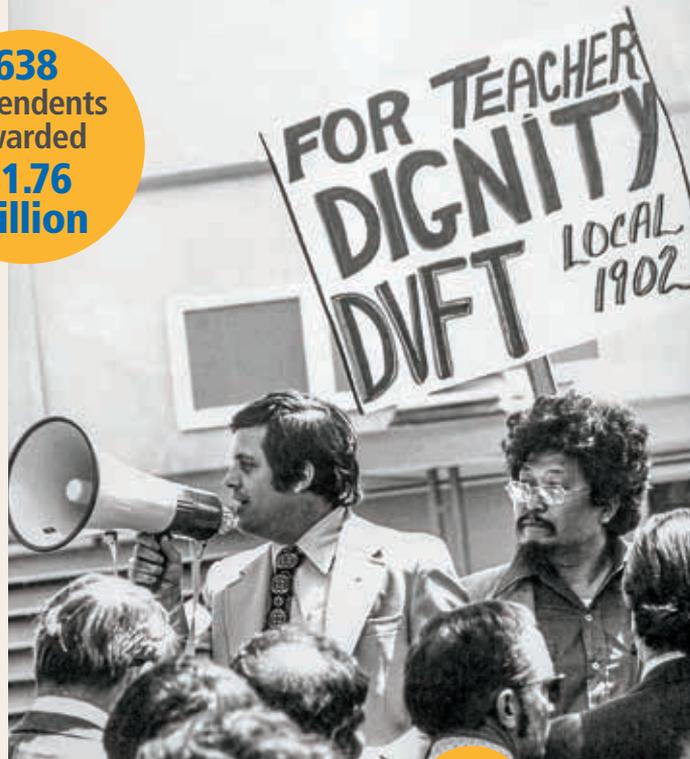
Santa Cruz President Don Maxwell and Treasurer Tom Boushka also thought the scholarship should be in honor of the man they knew and loved — Raoul Teilhet — former president of the CFT.

Maxwell was a CFT vice president at that time, and in 1997, he brought a proposal to CFT Convention to create the Raoul Teilhet Scholarship Program. While many delegates rose to support the creation of the scholarship fund, considerable reservations were raised about the means of paying for it. The amendment passed, but it would take another Convention to fine-tune the particulars of the funding mechanism.

In 1998, several delegates rose to speak of the enormous need for a union-sponsored scholarship that would be available to their college-age children. Delegates passed the assessment in the end and the program went into effect later that year.

Students would be eligible for \$3000 scholarships for a four-year

638
dependents
awarded
\$1.76
million



Raoul Teilhet Scholarship Program celebrates **20** years



CFT Vice President Don Maxwell proposed the Raoul Teilhet Scholarship Program in 1997.

course of study and \$1000 for a two-year course of study.

Because Maxwell was an art teacher, and a fervent arts supporter, he was adamant that scholarships be available to students attending art schools as well as traditional two- and four-year colleges. He served as the first chair of the Scholarship Committee, continuing in the volunteer position for many years. In the program's inaugural year, 12 high school seniors were awarded scholarships.

Six years into the program, delegates to the

CFT Convention passed another resolution that would expand the program to offer scholarships to continuing college students. With that significant change, the course of the program was set. Now Carole Burke, former president of the Coast Federation of Educators, chairs the Scholarship Committee.

Twenty years into the program, the Raoul Teilhet Scholarship Program for high school seniors and continuing college students has awarded scholarships to 638 children or dependents of members. This benefit of union membership has awarded \$1.76 million to help students achieve their higher education goals.

► Find scholarship deadlines and full program information at cft.org/member-services/scholarships

In this 20th year of the program, 25 high school seniors won scholarships

Dana Adcock, daughter of Majory Ann Adcock, Palomar College Council of Classified Employees

Abdulla Alexander, son of Paul Alexander, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges

Kristin Bales, daughter of Kathleen Bales, ABC Federation of Teachers

Charlotte Chan, daughter of Simon Chan and Lilian Chow, Peralta Federation of Teachers

Jocelin Chen, daughter of Shao Zhen Yao, United Educators of San Francisco

Rachel Dangl, daughter of Sherrilynne Dangl, Newport-Mesa Federation of Teachers

Hannah Decew, daughter of Pamela and Jeffrey P. Jurach, Los Rios College Federation of Teachers

Xavier Espinoza, son of Kathleen O'Brien, Los Rios College Federation of Teachers

Elizabeth Finney, daughter of Timothy Finney,

Los Rios College Federation of Teachers

Madisen Fong, daughter of Diana You, United Educators of San Francisco

Nathan Green, son of Paul Green, Poway Federation of Teachers

Rachel Grennan, daughter of John Grennan, Oxnard Federation of Teachers and School Employees

Helen Hedrick, daughter of Jennifer Lynn, UC-AFT Santa Cruz

Mary Hensley, daughter of Sena Hensley, Lompoc Federation of Teachers

William Marlatt, son of Monica Marlatt, Santa Cruz Council of Classified Employees

Abigail Massar, daughter of Roxanne Massar, Santa Paula Federation of Teachers

Lauren Maurer, daughter of Lori Maurer, Rescue Union Federation of Teachers

Danielle Morgan, daughter of Claudia Terrones, Lompoc Federation of Teachers

Sofia Natividad, daughter of Kristina Carter, Pajaro Valley Federation of Teachers

Micah Rea, daughter of Donald Rea, Jr., Oxnard Federation of Teachers and School Employees

Cameron Riefe, son of Diana Lee, United Teachers Los Angeles

Aaron Sanchez, son of Raul Sanchez, Coast Federation of Classified Employees

Jasmine Thompson, daughter of William Thompson, Salinas Valley Federation of Teachers

Casey Tripp, son of Felicia Tripp, Lompoc Federation of Teachers

Viana Valverde, daughter of Carlos Valverde, Culver City Federation of Teachers

Council leads the way on educational issues

The CFT originally formed as a union of K-12 teachers. As other education workers joined, the membership of CFT diversified. Because the CFT had a working group of teachers — called the QuEST Council — which dealt with curriculum and policy issues, and reviewed current legislation, there was little pressure for a separate K-12 council.

Delegates at the 1990 Convention voted to establish a “Pre-school, K-12 Council,” similar to the Community College Council and Council of Classified Employees already in operation.

In a hotly contested election, Bill Crawford, president of the Poway Federation, won the presidency. To its leaders, the new council meant revitalized local participation and renewed opportunities for activism and representation.

“The fact that most of the current movement in restructuring is aimed at this group means they’ve got their work cut out for them,” said then-CFT President Marv Katz. To this day, K-12 education faces constant pressure from self-proclaimed experts who think they know better than educators how to teach our children.

To support teachers through research-based evaluation, the CFT launched trust agreements between K-12 districts and local unions to negotiate in areas beyond contract scope. One such agreement, pioneered by the Poway Federation of Teachers, became the precursor for the Peer Assistance and Review program.



President Jacki Fox Ruby, left, with Superintendent Delaine Eastin.

DAVID BACON



In 1997, Janine Woerner, a teacher in Novato, holds class in a small shared room after class size reduction left limited space for teaching.

The success in Poway led to CFT supporting statewide funding for a similar program proposed by Gov. Gray Davis in 1999. The new Peer Assistance law provided unions and districts ways for teachers to improve their craft through professional peer coaching (even though the 2008 recession would nearly decimate program funding).

CFT held trainings for locals to negotiate the new program. The EC/K12 Council hosted annual conferences on current educational issues. CFT skillfully

interpreted the No Child Left Behind Act for local unions and members after George W. Bush signed the law in 2002.

As a result of NCLB, a national movement against high-stakes standardized testing



Martinez



Westbrook



Ravani



Tamayo

had taken hold. Pressure from educators, their unions, and parents succeeded in eliminating most high-stakes testing.

The EC/K-12 Council keeps a watchful eye on education policy, teacher credentialing, the State Board of Education and other policy-making bodies. It has been a staunch advocate for teacher professionalism and research-based solutions that include the experiences of classroom teachers.

Perhaps most importantly, the council provides a forum for proposals from “education reformers” in their districts, sharing how locals can advocate for teachers and students.



JANE HUNDETMARK

SNAPSHOT EC/TK-12 Council Presidents

1990 Bill Crawford, Poway Federation of Teachers **1991 Luisa Ezquerro**, United Educators of San Francisco **1993 Jacki Fox Ruby**, Berkeley Federation of Teachers **2003 George Martinez**, Greater Santa Cruz Federation of Teachers **2007 Sue Westbrook**, Ocean View Federation of Teachers **2009 Gary Ravani**, Petaluma Federation of Teachers **2013 Rico Tamayo**, El Rancho Federation of Teachers

Representation wins respect for support staff

When the AFT in 1977 welcomed educational workers other than teachers into its ranks, paraprofessionals and classified employees became one of the fastest growing sectors of the national AFT. In the 1980s, several thousand California support staff voted for the AFT as their bargaining agent.

Reflecting the evolving nature of the CFT, the union created the Council of Classified Employees in 1982 so that its support staff members could participate fully in union governance.

Dissolving the artificial barriers between “bargainable issues” and other professional matters, the AFT and the CFT began to reframe the education discussion to include teachers and support staff as decision-making partners. The new

unity between teachers and their co-workers greatly increased the power of both groups in the battles waged during the 1980s.

In its quest for professionalism, the union recognized that restructuring the classroom involves both teachers and paras, and that classified employees play a key role in student success. Through legislation and



Raoul Teilhet supports paras.

JANE HUNDETRMARK



In 2001, organizer Frank Opedisano works with a new local of classified employees at El Camino College, led by Luukia Smith, third from left.

contract language, the union made sure all its members moved together towards change.

Barbara Kleinschmidt guided the Council of Classified Employees through its first decade. She was a clerk stenographer, and later instructional assistant, from the AFT College Guild in Los Angeles,



Kleinschmidt



Chacanaca



Phillips



Smith

where she helped write standards for staff participation in shared governance. As CCE president, Kleinschmidt advocated for staff in what had been an exclusively faculty union and established the CCE as a player in the CFT, the AFT and in California.

The division would undergo more change after Terry Elverum, a media production specialist from Cuesta College in San Luis Obispo, was elected president in 1995. A year later, the AFT/CFT launched the Classified Employee Organizing Project.

Working with Elverum, the project led by AFT staffer Margaret Shelleda, organized nearly 4,200 classified employees into the union. During this membership boom, 10 new AFT local unions were formed, with 19 bargaining units of classified employees voting to join new or existing AFT locals.

The CCE continues to increase the profile of classified employees in the union and at the worksite. Successful CFT legislation has given staff

more voice on district governing bodies and representation on the Community College Board of Governors, and extended the layoff notice for classified employees to 45 days from 30.

Successful lobbying has led to CalPERS pension improvements, safer workplaces with doors that lock from the inside, pesticide use reporting on campus, auditing of technology use on campus, and financial support for staff to become credentialed teachers.



SHARON BEALS

When CCE President Terry Elverum, left, stepped down to join CFT staff in 2001, Ernie Carson was elected to the office.

SNAPSHOT CCE Presidents

1985 Barbara Kleinschmidt, AFT College Guild **1995 Terry Elverum**, Cuesta College Classified United Employees **2001 Ernie Carson**, Palomar Council of Classified Employees **2005 Robert Chacanaca**, Santa Cruz Council of Classified Employees **2009 Velma J. Butler**, AFT College Staff Guild-Los Angeles **2013 Paula A. Phillips**, Berkeley Council of Classified Employees **2017 Luukia Smith**, El Camino Classified Employees

Effective advocacy promotes interests of faculty

Formed in 1971, the Community College Council gave a voice to the growing numbers of CFT college faculty. Los Angeles history teacher Hy Weintraub, president of the council for much of the decade, brought a coherent statewide identity to the group.

The council energetically supported the Peralta court case, filed in 1974, seeking tenure for part-time instructors and guidelines for their hiring and retention, as well as pro rata pay and benefits for part-timers, most of which the Peralta decision achieved in 1979.

In 1983, Gov. George Deukmejian cut nearly one-sixth of the community college budget. Compromises restored about half the money, but a \$50 tuition was imposed on the formerly free system. CCC President Robert Gabriner led the CFT's opposition

to the tuition that caused plummeting enrollment in working class and minority districts.

By the mid-1980s the CCC had grown to a major player in the community college system.

Gabriner became its first full-time paid president.

CFT heavily influenced the state review of the Master Plan for Higher Education. Community colleges gained increased funding, greater faculty involvement in governance, professional development for faculty and staff, and progress toward redressing the system-wide exploitation of part-time instructors.

In 1988, the CCC played an important role in passing AB 1725, the groundbreaking omnibus legislative package based on the Master Plan review. For the first time, a state funded enlargement of its



KEN LANE

Faculty rally at the state Capitol on May 17, 1999, to publicize the inequitable working conditions of part-time instructors.

full-time faculty by converting part-timers to full-time positions, while beginning to correct the chronic underfunding of the community colleges. Gabriner chaired the Californians for Community Colleges coalition, which steered the review's conclusions.

Marty Hittelman, first elected CCC president in 1991, was president for 12 years in two separate terms. He concurrently served as CFT senior vice president for 17 years, and was elected CFT president in 2007.



Weintraub



Tyner



Friedlander



Mahler

Parity for part-time faculty has remained a defining issue. The CFT has secured legislation to improve healthcare for part-timers, fund office hours, and strengthen

rehire rights. Locals have also made gains, but the battle is far from over.

In recent years, the council's defining issue has been fair accreditation. After five years of costly court cases and legislation, City College of San Francisco was accredited for seven years after being threatened with losing accreditation. Compton College was reaccredited after 12 years. CCC President Jim Mahler played a key role in winning significant reforms of the Accrediting Commission for Community and Junior Colleges.

The CCC remains a leading advocate for community college faculty and staff in California.



KEN LANE

CCC President Marty Hittelman, right, speaks with former Assembly Speaker Willie Brown, left, in 1996.

SNAPSHOT CCC Presidents

1971 Hy Weintraub, AFT College Guild (Los Angeles) **1981 Virginia Mulrooney**, AFT College Guild **1983 Robert Gabriner**, Peralta Federation of Teachers **1991 Marty Hittelman**, AFT College Guild **1997 Tom Tyner**, State Center Federation of Teachers **2001 Marty Hittelman**, AFT College Guild **2007 Carl Friedlander**, Los Angeles College Faculty Guild **2013 Jim Mahler**, AFT Guild San Diego and Grossmont-Cuyamaca Community Colleges

COURTESY LOCAL 1931



Bringing dignity to UC lecturers and librarians

In September of 1978, Gov. Jerry Brown made good on a promise to the CFT and signed the Higher Education Employer-Employee Relations Act, authorizing employees of the UC and CSU systems to engage in collective bargaining.

The University Council-AFT had already been formally organized on June 19, 1971, when seven AFT locals at UC voted to establish themselves as a council. The council and its constituent locals had represented UC employees as a non-bargaining agent since 1963.

In 1983, librarians chose the UC-AFT



DAVID BACON

as their exclusive bargaining agent; in 1984, contingent faculty also chose UC-AFT.

Today, UC-AFT comprises nine local unions (one at each undergraduate campus) and two bargaining units. UC-AFT is the exclusive

bargaining representative for more than 4,700 contingent faculty (mostly lecturers) and 360 professional librarians at all UC campuses. UC-AFT negotiates a single,



Goodman



McClain



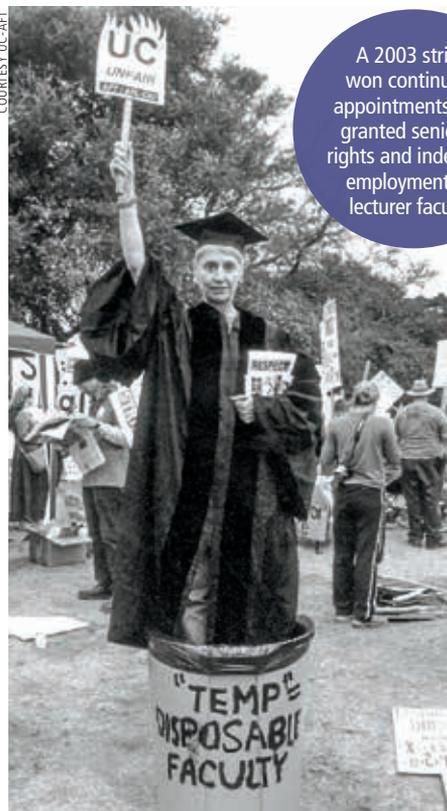
Elkins



Mclver

statewide collective bargaining agreement for each unit, bringing clarity and consistency to policies and practices across the UC system.

In their original 1986 contract, contingent faculty won unprecedented three-year renewable appointments that ended the existing policy of forced turnover after



COURTESY UC-AFT

A 2003 strike won continuing appointments that granted seniority rights and indefinite employment for lecturer faculty.

eight years. A 2003 strike was required to win continuing appointments that granted seniority rights and indefinite employment for lecturer faculty who pass an excellence review. These victories have enabled thousands of accomplished scholar-teachers to have long careers at UC.

For their part, librarians have achieved consistent raises, professional development funding and opportunities, and improved leave benefits. Their persistent efforts have had a profound effect on reducing gender discrimination and increasing equity in a historically feminized profession.

Both contracts provide members with

health and retirement benefits, parental leave, grievance processes, layoff protections, and other critical rights. Thanks to UC-AFT activists, both lecturer and librarian salaries have outpaced inflation and risen more quickly than pay for non-unionized staff. Through recent organizing,



CFT President Raoul Teilhet, center, and Legislative Director Mary Bergan with Assemblyman Howard Berman, who carried the Higher Education Employer-Employee Relations Act in 1978.

UC-AFT has welcomed teachers at three K-12 laboratory schools operating on UC campuses into the faculty bargaining unit.

Current UC-AFT member-leaders work to empower rank-and-file faculty and librarians, enforce hard-won contract provisions, defend academic freedom, find legislative solutions to educational policy issues, and support debt-free public higher education for California students.



MADLINE SORAPURE

Bob Samuels was the longest serving president of UC-AFT.

Members also pursue social justice initiatives to combat racism, defend immigrant rights, and promote climate justice. Together, UC-AFT faculty and librarians are integral to fulfilling the UC's mission of research, education, and service.

SNAPSHOT UC-AFT Presidents*

1971 Paul Goodman, UC Davis **1977 Phil Hoehn**, UC Berkeley **1978 Joel Westman**, UC Irvine **1982 Nancy Elnor**, UC Berkeley **1986 Tom Dublin**, UC San Diego **1988 Marde Gregory**, UCLA **1990 Susan Griffin**, UCLA **1993 Virginia Draper**, UC Santa Cruz **1994 Dick Vierich**, UC Riverside **1997 Katia McClain**, UC Santa Barbara **2000 Jeremy Elkins**, UC Santa Cruz **2003 Kevin Roddy**, UC Davis **2004 Bob Samuels**, UC Santa Barbara **2017 Mia Mclver**, UCLA *Partial list

Tapping a resource: Retirees are “stickin’ to the union”

What retirees have that unions need — knowledge, experience and memories — are concentrated in the Council of Retired Members, the newest division of CFT. Convention delegates in 2014 overwhelmingly voted to add the council to the union’s governance structure so retirees could contribute in the same way as working teachers and classified employees.

When the council elected its first officers in 2015, John Perez, who leads one of the state’s largest groups of retired educators, United Teachers Los Angeles-R, became president.



MINNDY PINES

funds a scholarship for high school seniors graduating from the district. United Teachers Los Angeles-R enlists its members to make monthly contributions to UTLA’s political action fund. Almost all retiree chapters provide volunteers for their parent locals during political campaigns, and retirees may volunteer with AFT for out-of-state service.

Chapter events provide a way for retired members to stay in contact with their union brothers and sisters. Chapters and retirees serve as historians to their parent locals and some chapters publish newsletters that have been honored in the CFT Communication Awards.

Retiree chapters are made up of people who helped build their unions in a “pre-fair share” environment, and often pre-

MATTHEW HARDY

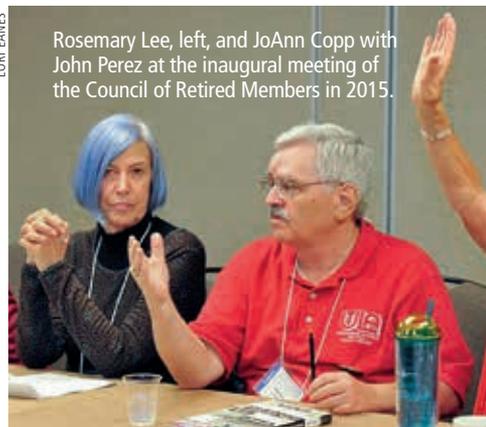


Policy Committee, and provided valuable input to the organization. So when AFT provided financial support to organize new retiree chapters in 2013, the CFT expanded its outreach.

AFT collects a small amount from dues

Retirees had been asking for a separate council to represent the post-career viewpoint in CFT governance. They had served on CFT committees, including the Retirement

LORI EAMES



Rosemary Lee, left, and JoAnn Copp with John Perez at the inaugural meeting of the Council of Retired Members in 2015.

chapters that work in conjunction with their parent locals. There are about a dozen in California (look for the “R” at the end of a local name).

Local 2121-R at City College of San Francisco holds a pre-retirement conference for its active colleagues so they know what to expect as they approach retirement. ABC Federation of Teachers-R



Dennis Cox, left, and Frank Gold have served as council officers.

collective bargaining. If you want to know what that world looks like, just ask a retiree — they helped the union thrive in that environment. Now more than ever, retirees want to offer their

experience to help our unions survive.

The Council of Retired Members also keeps a watchful eye over CalSTRS and CalPERS, maintains a steady presence in the California Alliance of Retired Americans, monitors changes and potential threats to Medicare and Social Security, and promotes single-payer healthcare, “Medicare for All.”

SNAPSHOT CRM Presidents



2015 John Perez
United Teachers Los Angeles-R

**FINAL
PRINT
ISSUE!**

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