

Union analysis of Election 2016
Proposition 55 and 58 victories top the list

Black Lives Matter discussion
moves, inspires
Classified Conference takes on big topics

The Trump effect on politics
Member's new book analyzes both parties

CaliforniaTeacher

NOV ■ DEC 2016

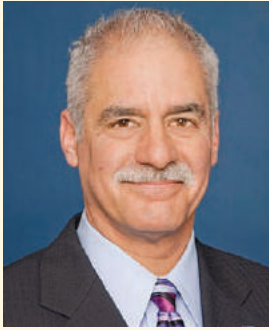
THE VOICE OF THE UNION ■ CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO

Students react to election



**DEMAND A FUTURE
FREE FROM HATE**

Joshua Pechthalt, CFT President



The recent election was not only a referendum on Trump and the failure of globalization, it was also a failure of the Democratic Party and organized labor to offer answers that resonated with millions of workers

Responding to election of Donald Trump: Reassess, Mobilize, Defend

I have been hearing from CFT members who supported Donald Trump and are not happy that the CFT is sticking its nose into politics.

We would be looking at a much different scenario in our schools and colleges, our communities and unions, and in Sacramento, if the CFT had not led the way on the Millionaires Tax, which became Proposition 30 and now Proposition 55, and before that, led the way on Proposition 25, the Majority Budget Act. Decisions about public education, workers' rights, immigration, the climate, women's rights, and other political issues have a direct effect on our lives and all unions have an obligation to comment on them and shape them.

In the last few weeks, I have had many discussions trying to sort out the implications of a Trump presidency. His nomination for Education Secretary, Betsy DeVos, who has been a pro-voucher, pro-charter school advocate, demonstrates he wants to privatize and charterize public schools. President-elect Trump is making clear where he wants to take the country.

Alabama Sen. Jeff Sessions, who has said positive things about the KKK and will likely

head the Justice Department, indicates this administration will not be an advocate for criminal justice reform, voting rights, and countless other social justice efforts. More disturbing will be Trump's appointments to the Supreme Court. A generation of justices will be in the majority and committed to an agenda that is opposed to union rights, women's rights, voting rights, environmental protection, and other matters that will affect our children and grandchildren.

Trump has also strengthened his relationship with Steve Bannon, the former leader of Breitbart News and one of the leaders of a movement known as the alt-right. The alt-right sees this appointment as an opportunity to fan the flames of white nationalism, racism and anti-Semitism. One needs only to watch the Nazi salute at a recent gathering of alt-right supporters in the nation's capital to be alarmed. The similarities with the rise of fascism in Europe in the 1930s, and the growing neo-fascist movement now gaining traction in Western European countries, are chilling and require a response.

While the CFT develops a response, let me emphasize

some of the elements I think should be included. First we must defend diversity among all our students and members by working to form sanctuary schools, sanctuary districts and beyond. We can't allow the anti-immigrant rhetoric of the president-elect to poison our state.

We need to double down on organizing our members. The end of fair share will happen and all unionized workers will be under attack. Organizing will prepare for that.

There needs to be a reassessment of the labor movement and the Democratic Party. Both the CFT and our national union, the AFT, need to help spark that discussion. The recent election was not only a referendum on Trump and the failure of globalization, it was also a failure of the Democratic Party and organized labor to offer answers that resonated with millions of workers.

We can expect more of the same unless we learn from this disastrous experience. These will be difficult years ahead. Engaged, active members are the first step toward a vital union capable of surviving and flourishing.

ORGANIZE. RESIST.

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.

PRESIDENT

Joshua Pechthalt

SECRETARY TREASURER

Jeffery M. Freitas

SENIOR VICE PRESIDENT

L. Lacy Barnes

California Teacher (ISSN 0410-3556) is published four times a year in Sept/Oct, Nov/Dec, Feb/Mar and April/May by the California Federation of Teachers, 2550 N. Hollywood Way, Suite 400, Burbank, CA 91505, and mailed to all CFT members and agency fee payers. Annual subscription price: \$3 (included in membership dues). For others: \$10 per year. Periodicals postage paid at Burbank and additional mailing offices.

Postmaster Send address corrections to California Teacher, 2550 N. Hollywood Way, Suite 400, Burbank, CA 91505.

EDITORIAL OFFICE

CFT Bay Area Office, 1330 Broadway, Suite 1601, Oakland, California 94612
Telephone 510-523-5238
cft.org/californiateacher

Publications Director and Editor

Jane Hundertmark
Email jhundertmark@cft.org

Contributors this issue Julie Armstrong, David Bacon, Sharon Beals, Ray Gaer, Fred Glass, Elaine Johnson, Jim Mahler, Bill Morgan, Joshua Pechthalt, John Perez, Paula A. Phillips, Bill Quirk, Ron Rapp, Bob Samuels, Linda Sneed, Rico Tamayo, Jessica Ulstad, Joanna Valentine, Steve Weingarten, Emily Wilson

Graphic Design Kajun Design

SUBMISSIONS Direct letters and other editorial submissions to the editor. Letters must include your name and email address; they will be edited for clarity and length.

UNION & GREEN California Teacher is produced by union workers and printed at a union shop using soy-based inks on Forest Stewardship Council-certified paper that contains 10 percent post-consumer recycled content. Proud member of the International Labor Communications Association.

cft.org [f CFT](https://www.facebook.com/CFT) [@CFTunion](https://twitter.com/CFTunion)



11



14



12



22



23

CONTENTS

- 2 **UpFront**
- 4 **All-Union News**
 - 4 UNION ANALYSIS Election 2016: From props to candidates
 - 7 SPECIAL REPORT Post-Election: Being there for our students
- 11 Know Our History 12 Community outreach: FirstBook
- 13 ACCJC update: Congresswoman Speier hosts third forum
- 14 **Divisions**
 - 14 PreK-12 Meet our California Teachers of the Year
 - 16 Classified On Black Lives Matter and mass incarceration
 - 18 Community College Reemployment rights for part-timers
 - 20 University The Trump effect on American politics
 - 22 Retired From the frontlines in swing state Florida
- 23 **Local Wire**
- 24 **Rank & Files**

ON THE COVER

On November 9, Berkeley High School students protested the election of Donald Trump as President of the United States.

PHOTO BY ELIJAH NOUVELAGE/REUTERS



Members of the El Camino Classified Employees in Torrance phonebanked from a member's garage.

JESSICA ULSTAD

Top priorities Propositions 55 and 58 sail to victory School and college funding secured, bilingual instruction returned

PART 1: STATEWIDE PROPOSITIONS

In a crowded field of 17 propositions on the statewide ballot, voters clearly saw the value of publicly funded education and passed CFT's top priority, **Proposition 55**, with an impressive 24-point margin.

Prop 55 will ensure continued funding for schools and community colleges at the rate of roughly \$8 billion a year by maintaining the existing income tax on the wealthiest Californians through 2030. Victory on Prop 55 was critical, and now districts and unions will be able to determine spending without the fear of layoffs, program cuts or eliminations, or student fee increases.

Proposition 55 effectively extends Proposition 30, which started as the CFT's Millionaires Tax and which voters passed in 2012. It maintains the current income tax rates established in Prop 30 for individuals earning more than \$250,000 and couples earning more than \$500,000 a year, and extends them for 12 more years.

Another CFT priority was returning effective bilingual education to schools. With an impressive margin of 45 points, voters overwhelmingly passed **Proposition 58** to repeal 1998's Proposition 227, which mandated English-only language education for most California students. With Prop 58 in place, parents and school districts will be able to work together to choose how best to teach English learners.

In regards to criminal justice reform, the CFT's priorities met with uneven results. The CFT viewed **Proposition 57**, which will reform criminal sentencing for juveniles and non-violent offenders, as a step in the right direction toward disrupting the school-to-prison pipeline. Voters agreed, passing Prop 57 by a margin of 27 percent.

On the two death penalty measures, voters passed **Proposition 66**, opposed by the CFT, which will speed up sentencing and appeals for death penalty cases, although a lawsuit questioning the measure's legality has already been filed. CFT supported repealing the death penalty; however, voters

chose to keep it, rejecting **Proposition 62**.

Other CFT-endorsed measures fared well. **Proposition 59**, a non-binding advisory measure that called for overturning the Citizens United Supreme Court case decision, passed. Lt. Gov. Gavin Newsom's measure aimed at curbing gun violence, **Proposition 63**, passed handily and will require background checks for ammunition and ban high-capacity ammunition magazines.

Proposition 53, which CFT opposed and which would have required voter approval for large bond projects, and cost union jobs in the process, failed.

Unfortunately, **Proposition 54**, a deceptive measure opposed by CFT and backed solely by billionaire Charles Munger, passed. It allows legislative proceedings to be used for political and commercial gain and for special interests to unravel legislative deals at the last minute. Legislating under Prop 54 will be a challenge for groups who lobby on behalf of the public good and working people.

California Legislature remains Democratic bastion

Democrats win supermajorities, endorsed candidates fare well

PART 2: STATEWIDE CANDIDATES

With the future of national politics uncertain, the role of the California Legislature in shaping public education policy and labor rights is more critical than ever. The work it undertakes in coming years will have a large and direct impact on members, their students, and their communities.

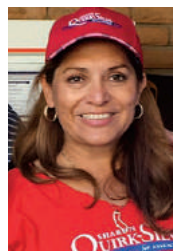
Educators helped secure some impressive victories. The CFT focused on 11 state legislative races and the union's endorsed candidates were successful in five of them. Also, going into the General Election, a supermajority in both houses hung in the balance.

On the Assembly side, labor champion Ash Kalra (D-San Jose) pulled off a late victory in Assembly District 27. In another significant win, Democrat Sharon Quirk-Silva, who once held Orange County's 65th Assembly District seat but lost it in 2014, will once again represent Fullerton and

surrounding cities. With Quirk-Silva's victory, the Democrats secured a supermajority in the Assembly.

On the Senate side, CFT-endorsed candidates Nancy Skinner (D-Berkeley), Jim Beall, (D-San Jose) and Anthony Portantino (D-La Canada Flintridge) won their elections. After a close contest in Orange County's 29th Senate District, Democrat Josh Newman was declared the victor three weeks after election day. His election secured the Democratic supermajority in the Senate.

But the landscape for legislative races in California is becoming more challenging. In this year's elections, anti-public education groups such as the California Charter School Association and EdVoice combined resources to secure support for



Sharon Quirk-Silva



JESSICA ULSTAD

San Jose's Kathy Jasper, CFT's Jeff Freitas, Morgan Hill's Gemma Abels campaigned for Ash Kalra.

their agenda and spent tens of millions of dollars to back Republicans and moderate Democrats in races against progressive, pro-labor, pro-public education Democrats.

Since these machinations negatively affected outcomes in some races, the CFT and its allies will continue to prioritize combating those who seek to undermine and privatize public education.



Anthony Portantino, center, wins with support from CFT President Josh Pechthalt and Executive Director Joe Boyd.

U.S. Congress: Kamala Harris takes Senate seat

California Attorney General Kamala Harris won an historic victory in the race for a U.S. Senate seat. When she takes office next year, she will be the first Indian-American and the second black woman to serve in the upper chamber of Congress.

The CFT lent stalwart support to Harris during her campaign. Her win was a bright spot on election night, ensuring that Californians will continue to have a progressive voice in Washington despite Republican majorities in both houses.

In other congressional races, the California delegation maintains the status quo in party representation. Two CFT-endorsed legislators will join the House of Representatives: **Salud Carbajal** (D-Santa Barbara), who fills the seat vacated by Lois Capps representing the Central Coast, and **Jimmy Panetta** (D-Carmel Valley), who will represent portions of the Monterey Bay region following Sam Farr's retirement.



COURTESY LOCAL 1931

Aggressive phonebanking paid off for the San Diego AFT Guild with candidate and ballot measure victories.

low-wage workers in the city by requiring businesses to offer extra hours to part-time workers before hiring new ones.

■ Voters in Monterey County passed **Measure Z** to protect the coastal environment by banning fracking. Monterey County becomes the first major oil-producing county in California to pass such a ban.

Successful candidates

Many locals successfully elected union-endorsed and educator-friendly members to the governing boards of schools and colleges. Highlights with the names of the local union and the candidates elected are listed below.

- **Berkeley Federation of Teachers:** Judy Appel and Beatriz Leya-Cutler
- **Jefferson Elementary Federation of Teachers:** Juslyn Manalo
- **Rescue Union Federation of**

Local unions elect candidates, pass ballot measures

Educator efforts pay off in funding gains, more favorable boards

PART 3: LOCAL SUCCESSES

Local elections directly impact schools and colleges. The grassroots work of CFT members in their communities not only secured funding and elected strong, labor-friendly local candidates, but will also help shape the political landscape in California.

Successful ballot measures

Across the state, teachers and classified employees made the difference in passing municipal and county measures that will bring much-needed funding to their districts through parcel taxes and bond measures.

■ Some key victories for K-12 school funding include **Measure E1** in Berkeley, **Measures A and B** in Santa Cruz, and **Measure T** in Daly City.

■ In Southern California, facilities bond **Measure GC** will modernize campus infrastructure at Glendale College.

■ In San Francisco, voters handily passed **Proposition W**, which will tax the sale of ultra-luxury properties over \$5 million to fund the Free City College program.

■ Local unions in San Jose worked with the South Bay Central Labor Council to pass **Measure E**, the Opportunity to Work Initiative, which will provide stability to



JESSICA ULSTAD

San Francisco voters chose to make City College free.

Teachers: Stephanie Kent

■ **Cerritos College Faculty Federation:** Sandra Salazar and Martha Camacho-Rodriguez

■ **Carpinteria Association of United School Employees:** Rogelio Delgado

■ **Cuesta College Federation of**

Teachers: Mary Strombridge

■ **Morgan Hill Federation of Teachers:** Rosemary Komei for Santa Clara County Board of Education

■ **Part-Time Faculty Association of Allan Hancock College:** Jeffrey Hall

■ **United Educators of San Francisco:** Matt Haney, Mark Sanchez, Stevon Cook

■ **Peralta Federation of Teachers:** Karen Weinstein

— By Jessica Ulstad, CFT Political Field Director

Record number of members volunteer to canvass out of state



Novato teacher Conor Callahan volunteers in Reno.

With California yielding a solid bloc of Democratic electoral votes in the presidential election, CFT members and staff traveled to battleground states to get out the vote for Hillary Clinton.

A total of 39 retirees, members, and staff campaigned in Las Vegas and Reno for Secretary Clinton and Catherine Cortez-Masto, who voters elected to fill the seat of retiring U.S. Senator Harry Reid. Member action made a difference in Nevada, helping to elect the first Latina to the U.S. Senate and securing the state for Clinton. Farther afield, retirees canvassed in swing states Ohio and Florida for extended periods. (See page 22)



After the most divisive election in living memory, healing begins with resistance

Berkeley High School students hold signs at their protest of the November 8 election of Republican Donald Trump as President of the United States.

For Kelly Mayhew, an English teacher at San Diego City College, the day after Donald Trump won the Electoral College vote for president of the United States, was probably her worst as a teacher.

After the real estate tycoon and reality TV show star won, teachers around the state struggled to talk with their students about Trump, who has said he wants to build a wall between Mexico and the United States, that he will deport 2 to 3 million undocumented immigrants, suggested a Muslim registry, and was caught on tape bragging that he sexually assaulted women.

Mayhew was up late, running an election for her local, AFT

BEING THERE FOR OUR STUDENTS IN A TIME OF FEAR AND HATE

Local 1931. She went to her Honors English class the next morning at 9:30 having gotten only about an hour of sleep. The students, who had just finished a unit on being black in America, presented videos they'd made, dealing with subjects such as redlining, criminal justice, and environmental racism.

"That was really beautiful and resonant," said Mayhew. "Then in my Gender Studies class, an 18-year-old Mexican-American student came up at the end of class weeping in terror, afraid her mother and father and brother would be deported."

Many teachers at Soquel High School in Santa Cruz were also sleep-deprived and on edge the day after the election, says Casey

“There was a lot of support for undocumented students and women’s rights and Muslims and African Americans... It was really cool the students were showing support for each other and using this as a way to build community.”

— Matt Meyer, Economics teacher, Berkeley High School

Carlson, a resource special education teacher there. She says teachers wanted to provide a place where students could discuss what Trump’s election could mean.

“We got questions like, ‘Is World War III going to happen?’ and ‘Are all Latinos going to be deported?’ Carlson said. She tweeted after school that it was the “worst teaching day of my career.”

Carlson had started working with her students the year before on how to talk about the candidate you support and use facts and listen to the opinions of others. In Santa Cruz, most of the students were for Hillary Clinton or Bernie Sanders, but there were also Trump supporters. Doing all that groundwork made a big difference, Carlson says. The students have been mostly respectful of one another, and she wants to make sure Trump supporters don’t feel targeted either. She adds that her district has been supportive, stating there wouldn’t be punitive action for a student walkout in protest the Monday following the election.

At Berkeley High School, students organized a walkout the day after the election. Economics teacher and Berkeley Federation of Teachers organizer Matt Meyer estimates about two-thirds of the school’s 3,000 students participated.

“There was a lot of support for undocumented students and women’s rights and Muslims and African Americans. We’re a diverse high school and those voices were front and center,” he said. “It was really cool the students were showing support for each other and using this as a way to build community.”

Students also expressed specific fears of family members losing health benefits as well as general fears about the rise of white supremacy under Trump, Meyer says. Living in Berkeley, known for its commitment to social justice and free speech, many feel shock and grief about the election.

Miriam Stahl, lead teacher of Berkeley High’s Arts and Humanities Academy, also saw this shock and grief in her students. The following week, after deciding to make art in protest,

ers goes to Emily’s List, an organization backing women for public office, and to Planned Parenthood.

Stahl says that the students attended an event with a performance artist and the woman who started the popular literacy site Brain Pickings. The two women saw the poster and loved it. They both tweeted about it, and Stahl, the illustrator of *Rad American Women A-Z* and *Rad Women Worldwide*, says those tweets have led to requests for posters from all over the country.

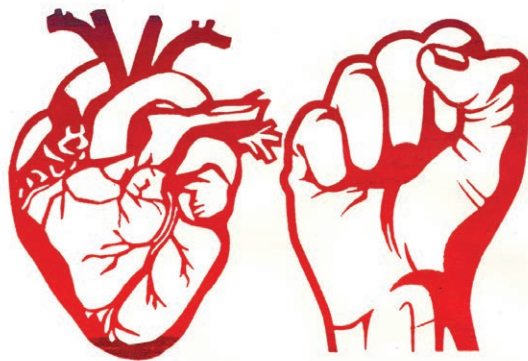
Carol Perez also works in Berkeley as a family engagement coordinator at two elementary schools. The day after the election, the halls were mostly silent, she says. She and her colleagues in the Berkeley Council of Classified Employees have heard stories about hate crimes — a woman getting her hijab pulled off in Oakland, for example — and they created a wall of Post-it notes from students and families with messages of love and of what kind of world they want, based on a similar wall in the New York subway. They are also putting together a forum on immigration, and Perez has gotten high school students to set up a database of resources that everyone can use. She and her colleagues want to get ready for what

could happen under Trump, Perez says.

“It’s obviously hard to predict, but based on who he’s picking for cabinet members and advisors, they’re not friends of people of color and immigrants,” she said. “With a Republican Congress, they can pass all kinds of harmful legislation against Social Security and Medicare, which are lifelines for the families we serve.”

Cynthia Eagleton, an ESL teacher at the San Mateo Adult School, also worries about getting adequately prepared for changes. She’s concerned about what could happen to public education if Trump’s administration tries to privatize it.

**YOUR HEART IS A WEAPON
THE SIZE OF YOUR FIST**



**KEEP FIGHTING
KEEP LOVING**
ARTS AND HUMANITIES ACADEMY 2016

The students of Berkeley art teacher Miriam Stahl created this poster.

COURTESY LOCAL 1078



Students in the Los Angeles Unified School District protest the election of Donald Trump in front of South Gate City Hall.

“As a union teacher, I’m really worried about who’s going to be appointed to the Supreme Court. I’m not afraid I’m going to be fired for stepping up, but if our right to have a union is taken away, that’s a huge fear.”

— Casey Carlson, Special education teacher, Soquel High School

Eagleton says her students were excited and hopeful before the election — both about the possibility of a president who might do something about immigration reform — and about a rent control measure in San Mateo County, one of the most expensive regions in the state. Neither happened.

“It was a double whammy,” she said. “It kind of felt like on a local and national level, people were saying, ‘We don’t want you here.’”

This seems to mark the beginning of a particularly tough time for teachers as evidenced by a Mountain View history teacher and Holocaust scholar, who talked with his students about parallels between Donald Trump and Adolph Hitler. When a parent expressed concern, he was put on paid leave while there was an “investigation.” The teacher has decided to retire after teaching at the school for 40 years, spurred by the lack of support from his administration.

Discussing controversial issues is one of many reasons why unions are so critical now, says Carlson.

“As a union teacher, I’m really worried about who’s

going to be appointed to the Supreme Court,” she said. “I’m not afraid I’m going to be fired for stepping up, but if our right to have a union is taken away, that’s a huge fear.”

Students and staff need to feel supported, Eagleton says, so they won’t lose heart and can keep fighting. Eagleton proposed a big banner in front of the school saying “Welcome,” and a school board member wants a resolution stating that no one in the district will share students’ immigration status.

At Berkeley High, Meyer thinks momentum is building. “They’re definitely ready to fight,” he said. “This election has solidified the need to be active in the world.”

— By Emily Wilson, CFT Reporter

FIND THE SUPPORT YOU NEED AT SCHOOL

CLASSROOM RESOURCES

■ AFT's Share My Lesson

Lots of lesson plans by grade level on the election, civics, and anti-bullying at goo.gl/AD5M7g. For example, goo.gl/zbccvD is a direct link to a high school social studies lesson plan on "The Dangers of the New Nationalism."

■ The Zinn Education Project: Teaching After the Election of Trump

This site offers ways to show students, for example, how social movements have made strides during dark times, and highlights examples of "divide and conquer" politics. goo.gl/eHvzel

■ Teaching Tolerance from the Southern Poverty Law Center

"Voting and Elections: Resources for a Civil Classroom" gives lots of ideas for lessons on subjects including responding to bias, participating in civic life, and an educator's guide to religious diversity and the immigration debate. goo.gl/URITr3

"The Day After" lesson includes ways to strengthen your classroom community, plan ahead and discuss the meaning of respect.

goo.gl/ng5GGC

The Southern Poverty Law Center is also tracking hate crimes because it's important to know what's happening and where in order to craft policies and responses to defend and defuse. Report hate crimes at goo.gl/iWI8Jc.

■ Boston University: Returning to the Classroom After the Election

This collection of resources, aimed at higher education, includes topics like facilitating difficult discussions and helping students in distress.

goo.gl/3UIYu5

■ Edutopia and the *New York Times*

Comprehensive lesson plans mostly created before the election, but with video links and lessons on topics such as the Electoral College. Find the Edutopia resources at goo.gl/8KCKPA. And find *New York Times* resources on The Learning Network blog at goo.gl/K7htnd.

STATEMENTS

■ From California legislative leaders

A joint statement on the results of the presidential election was released the day after the election, in Spanish and English, from California Senate President pro Tempore Kevin de León (D-Los Angeles) and California Assembly Speaker Anthony Rendon (D-Paramount).

It included the following: "California is — and must always be — a refuge of justice and opportunity for people of all walks, talks, ages and aspirations — regardless of how you look, where you live, what language you speak, or who you love... California will defend its people and our progress. We are not going to allow one election to reverse generations of progress at the height of our historic diversity, scientific advancement, economic output, and sense of global responsibility." goo.gl/GXVUNY

■ From the State Superintendent of Public Instruction

Tom Torlakson reassured California public school students that they are all safe from discrimination and bullying.

"I want to let all of California's 6.2 million public school students know that keeping them safe from discrimination and bullying at our great state's 11,000 public schools is a top priority. In California, diversity is strength... California already has, and will always maintain, strong legal and state Constitutional protections against any and all kinds of discrimination, regardless of a student's race, ethnicity, faith, sexual orientation, or gender identity." goo.gl/fVVvb9

■ From the California Federation of Teachers

"In a democratic society, educators have a moral responsibility to discuss the issues of the day with their students. Without this fundamental right, teachers will be subject to political pressure to limit discussion of controversial issues that shape the lives of their students and communities.

As important as ensuring academic freedom is the responsibility of individual educators and the school community to create an environment where students are free to share ideas — as long those ideas do not lead to the harassment of or adverse actions toward any student population."

■ From the ACLU

The American Civil Liberties Union focuses on violations of the Constitution and its plans to monitor the Trump Administration. goo.gl/d59VVI

"California is — and must always be — a refuge of justice and opportunity for people of all walks, talks, ages and aspirations — regardless of how you look, where you live, what language you speak, or who you love... California will defend its people and our progress. We are not going to allow one election to reverse generations of progress at the height of our historic diversity, scientific advancement, economic output, and sense of global responsibility."

—Joint statement from California legislative leaders

Hillary Clinton’s historic run for U.S. President and popular vote victory didn’t just come out of nowhere. She and all the other women who are so much a part of our politics stand on the shoulders of the bold, creative organizers who came before them — women who never let a few losses stop them. Women with names we should know but probably don’t. One of these is Frances Nacke Noel.

Born in Germany, Frances Noel came to the United States in 1893. While working in a factory in Colorado, where it was already legal for women to vote, she was handed a pre-marked ballot by her female boss and told to sign it. When she asked why, she was told that young women were not capable of intelligent voting on their own. She soon became a Socialist, inspired by the work of Eugene Debs.

Noel eventually settled in Los Angeles, where, in 1896, the all-male voters of California had defeated a women’s suffrage initiative. There were sharp divisions and suspicion between working class women and middle class, educated “club” women that kept them from working together. Noel aimed to change that.



Frances Nacke Noel, right, led the 1911 suffrage movement that won the vote for women in California.

The woman who helped California women win the vote

Immigrant, suffragist, reproductive rights pioneer never gave up

She went to work organizing around several issues: working conditions and pay, access to childcare, reproductive rights, child labor, as well as the vote, thus uniting a wide range of men and women. In 1911, women’s suffrage was again on the ballot.

Noel and her allies in the Wage Earners Suffrage League had organized throughout California, but on election night,

major newspapers reported they had lost. However, when the final tally came in from small rural communities and working class neighborhoods, the measure won by more than 3,500 votes. Women’s suffrage became the law in California.

KNOW OUR HISTORY



Now that women could vote, Noel went to work registering working class women in San Francisco. She stressed the importance of cross-gender solidarity and argued with men on the street about the importance of the vote for women.

Two years later, Noel and her allies in the labor movement were able to pass a minimum wage law in Los Angeles, benefiting both men and women. That same year she narrowly missed being elected to the city

council on the Socialist ticket.

One of Noel’s most creative contributions to the Los Angeles labor movement, however, was establishing Camp Aliso, a working woman’s respite offering “wholesome recreation.” It sought to bring together club women and wage-earning women, promising a cheap vacation and an escape from the demands of the household and the workplace.

Noel’s later work focused mainly on reproductive rights. In 1928, she helped set up one of the first birth control clinics in the nation. Noel died in 1963, at age 90, after a life filled with stirring victories and crushing defeats. But she never quit, and she inspires us to do the same.

— By Bill Morgan, a member of the CFT Labor in the Schools Committee who taught elementary students in San Francisco for 34 years.

Learn More

» Read more about the fight for women’s suffrage in the new labor history of California, *From Mission to Microchip*, by Fred Glass, CFT Communications Director. Buy the book at ucpress.edu/9780520288409 (\$35 paperback, \$70 cloth). Use source code 16M4197 at checkout for a 30 percent discount.



SHARON BEALS

Families drawn to 40,000-book giveaway

Julius Li, who was looking for books with 16-month-old daughter Madison in his arms, said they have story time twice a day.

• **Annabelle Mai**, a first grader at Westlake Elementary, was happy because reading books is her favorite thing to do before going to sleep at night.

• **Aaliya Brown**, and her sister **Jada**, a fourth grader helping a first grader learn to read, both found books

they'd heard about and will finally get to read.

• **Dream Tunac**, a fifth grader at Westlake, clutched four fantasy books that he could get lost in.

• **Noreen Mabini**, a senior at Oceana High in Pacifica, reads a lot about science, but was looking forward to reading some fiction for a change.

• **Minn Tun** and **Swe Win**, Burmese im-



Daly City AFT local unions host FirstBook community outreach

migrants, with their daughter **WinLukk**, said reading together is especially important because it helps them practice English.

• **Ana Banquill** and her sister **Lagoya Bañez** took books for their children **Aliza Joy**, **Ariel**, and **Andre**. Like most people who left with 10 books per child, they read almost every day and never have enough new books.

The 40,000-book giveaway at Woodrow Wilson Elementary School on October 8, drew many families from Daly City's Asian community, which accounts for almost 60 percent of the city's 100,000 residents.

The event was co-sponsored by the AFT and its community partner FirstBook, the CFT, two local unions — AFT Local 3267, represent-

ing teachers in the Jefferson Elementary District and AFT Local 1481, representing teachers and classified in the Jefferson High School District — and both districts. The corporate sponsor, software company Palantir, paid for the 40,000 books.

Local 3267 President Melinda Dart said her union secured space and volunteers, and began outreach to children, families, and school staffs. Volunteers sorted books for the Saturday morning distribution.

• **Jessica Wan**, who attended with her daughter, **Evana**, and her grandmother, **Ren**, said, "This is an important community event for Daly City. Low-income people want to read but can't afford books, and learning is important for whole families, not just the kids."

— Photos and reporting by Sharon Beals



Melinda Dart, right, leader of AFT Local 3267 with FirstBook's Becki Last.

UPDATE ACCJC BAY AREA Congresswoman

Jackie Speier convened a panel discussion at City College of San Francisco on November 28, her third on the topic since the Accrediting Commission for Community and Junior Colleges revoked the accreditation of City College in 2013.

Speier pointed out that the people of San Francisco love their college, having just voted in November for a second parcel tax to support it, and passing Proposition W to make tuition free. She is “hopeful and optimistic” about the college’s future and defeating the ACCJC.

“We have spoken out loudly and clearly that their actions are reprehensible,” she said. “City College offers an outstanding education and the work done by students and professors has meant the attacks on the institution have not been successful.”

Another panelist, Assemblyman Phil Ting,



Panelists at the forum included San Mateo Community College District President Mike Claire, Congresswoman Jackie Speier, Assemblyman Phil Ting, state Senator-Elect Scott Weiner, and Rafael Mandelman, president of City College Board of Trustees (not pictured).

Congresswoman Speier leads forum on accreditation Broad support for San Francisco City College in advance of January decision

D-San Francisco, who has authored successful state legislation to provide stabilization funding for the college, said many educational organizations, as well as community and government officials, have condemned the commission. But he cautioned that CCSF, in spite of this support, was still waiting for the ACCJC’s decision about restoration in January.

AFT Local 2121 President Tim Killikelly asked the crowd to consider the absurdity of the ACCJC putting CCSF on “restoration status” while also asking for full compliance. No one knows what that means exactly, he says. It’s “quirky” according to the ACCJC’s president, Barbara Beno — and made up just for CCSF.

Killikelly says since there is no due process, this is illegal, and the idea of being judged by a group that has treated the college so unfairly leads to conversations where teachers ask him if one faculty member being late with Student Learning Outcomes would mean the entire college losing accreditation.

Killikelly called the commission’s actions spiteful and unfair, and says it’s not enough for Beno to retire, which she will do next June — a new accreditation agency is needed. The commission’s actions have severely impacted the college’s enrollment, which has gone from around having 100,000 students to between 60 and 70,000, he said, meaning a large loss of funding.

The president of nearby San Mateo Community College District, Mike Claire, talked about the harm the commission was doing to community colleges across the state and said 19 commissioners should not have the fate of the 2.1 million California com-

munity college students in their hands.

After more panelists spoke, some stellar City College programs were presented, including biotech, speech and debate, radiology, and diversity. The head of radiology, Diane Garcia, said that City College had given her a career and a life. The students in her pro-

“We have spoken out loudly and clearly that their actions are reprehensible. City College offers an outstanding education and the work done by students and professors has meant the attacks on the institution have not been successful.” — Congresswoman Jackie Speier

gram pay about \$5,000 for their education — a fraction of what they would at private schools — and make over \$100,000 right out of school. Speier said Garcia’s success and that of her students would make a great commercial for City College.

With the decision on the college’s accreditation expected in January, Killikelly said court is the only recourse to stay open if the commission decides the college somehow hasn’t achieved full compliance.

“We have good legal counsel,” he said. “And if that nightmare possibility occurs, we’ll be ready.”

— By Emily Wilson, CFT Reporter

The Poway Federation's Megan Gross teaches an autism spectrum disorder special day class. She wants to provide opportunities for kids of all abilities to study together.



JAMIE LITTLE

MEGAN GROSS

Two members named California Teachers of the Year Poway special education teacher, Los Angeles ESL science teacher honored

Megan Gross, a teacher at Del Norte High School in the Poway Unified School District, one of two CFT members recognized as a California Teacher of the Year, credits her union with having her back.

“I feel like they’re very supportive,” she said about San Diego County’s Poway Federation of Teachers. “They’ve been a great support to both our department and our school.”

A special education teacher for the last nine years, Gross worked at a group home for adults with developmental disabilities after college. She said she loved their joy and work ethic, and they would talk about how they loved their teachers and their friends at school. That led her to her career in special education.

For the last three years Gross, who has

also been chosen as state candidate for the National Teacher of the Year, has taught an autism spectrum disorder special day class. She wants to provide opportunities for kids of all abilities to study together, and her school administration has emphasized that inclusion is important. So Gross decided she would make sure kids with disabilities were included in mainstream classes. The first year they joined in physical education and some general education classes, and every year she asks for a little more, like civics and foreign languages.

“Not only do my students benefit, but so do the others,” she said. “If a student (in the mainstream classes) grows up to have a child with disabilities, there won’t be that fear factor so much, or if one of them becomes a CEO, they might hire someone

remembering their classmate who brought unique qualities.”

Gross also wants her students to experience working collectively on projects, which they choose, such as making valentines for senior citizens and starting a schoolwide campaign, “Socktober” to collect socks and blankets for homeless people.

To share ideas with others, Gross and her former mentor teacher, Jennifer Kurth, wrote a book together, *The Inclusion Toolbox*, which gives teachers ways to work toward inclusion, one step at a time.

Isela Lieber is an English and ESL science teacher at James Monroe High School in the Los Angeles Unified School District. She has a lunch group on Fridays where students have pizza and talk about

QUICK TAKES

From our teachers of the year

Hardest part of the job

Gross: Making sure lessons are meaningful for the students, and they feel confident about learning

Lieber: Balancing being someone kids can talk to with holding high expectations as a teacher

Best part of the job

Gross: That “ah-ha” moment when students do something on their own and see the relevance it has to their own lives

Lieber: Making a real difference in students’ lives

I love my union because...

Gross: I had a specific situation where I needed support and I got a phone call back the next day. It was really reassuring — they’ll not only fix it for you, they’ll fix it for others.

Lieber: I have a professional organization that values my work and is going to fight for me.

college requirements, scholarships, and AB 540, a state law letting undocumented immigrants who graduate from high school attend college at resident-rate tuition. Recently, the president of the club told Lieber that before joining, he had pictured himself dropping out of high school and going to work at the local McDonald’s.

“He says now he doesn’t worry that he’s undocumented,” Lieber said. “He said, ‘I know I’m going to make it because of my teacher.’”

This kind of dedication and attention to students is one reason Lieber, a member of United Teachers Los Angeles, is a California Teacher of the Year. Her family

in Ecuador did laundry and cleaned houses for a living. No one in her family had gone to college or graduated from high school. When she came to the United States as a teenager, people helped her to get a scholarship to California State University at Northridge. She became a teacher to try and give others the same opportunities she’d gotten.

Lieber spent four years teaching at a middle school, then worked as an instructional specialist — which she loved, she says, but she wanted to return to the classroom. Her school is more than 90 percent Latino and about 60 percent of the

students are immigrants. For her, teaching is an act of social justice, with the opportunity to create a college culture for her students and be an agent of change. Being a member of a union gives her confidence she can do her job well, she says.

“Our union chapter chair is very involved,” she said. “I feel protected and my rights are protected.”

Lieber, a voracious reader, would also like to write. “My plan is to write a couple of books,” she said. “I want to tell my story, as a legacy for my kids.”

— By Emily Wilson, CFT Reporter

BOB RIHA, JR.



ISELA LIEBER

For Los Angeles teacher Isele Lieber, teaching is an act of social justice with the opportunity to be an agent of change.

The good news in 2017: Paid leave for new moms and dads

RICO TAMAYO COUNCIL PRESIDENT

Caring for a newborn, a newly adopted child, or a foster child are all covered under the federal Family Medical Leave Act, but the 12 weeks allowed are unpaid. The state’s new parental leave law builds on federal law by recognizing the value of both parents bonding with their new

child and providing for the leave to be paid.

New moms and dads can now use their accumulated sick leave as paid parental leave. Even if you exhaust your sick leave, you will still receive “differential pay,” which is your salary minus the amount paid to a substitute. If a district does not have a differential pay policy, you would receive half your normal salary.

The governor signed this progressive benefit into law in 2015 for TK-12 teachers only. This year, CFT co-sponsored AB 2393 to extend the benefit to full- and part-time classified employees in public schools and community colleges, as well as all community college faculty.



CLASSIFIED CONFERENCE 2016

Black Lives Matter conversation engages, unites

Powerful discussions make the link to mass incarceration

When we say Black Lives Matter, we're saying we need an agenda that puts our lives right up there with everyone else's," said Christopher Wilson, from Alliance San Diego, a group mobilizing for change in low-income communities and communities of color.

Wilson spoke at the Classified Conference on October 8, before attending the funeral for Alfredo

The AFL-CIO's Maria Robalino describes the privatization of prisons.



important too. It's not an exclusive statement," he explained. "It does not say care about us and not anyone else. It says care about me like you care about others."

Many classified employees spoke in support of Black Lives Matter. A Lawndale member in a family with both interracial marriages and white police officers praised the movement, but asked, "How are we going to make it that police officers are not all bad?"

How is your organization going to work with police?"

Wilson responded, "Your question assumes I have to do something different than be myself. When I get pulled over, I just pray that I have the demeanor to not get killed. There is nothing I can do to live through that situation if that cop is having a bad day."

Others expressed the view that African-American police officers are facing their own challenges and that this is a problem that affects all groups.

On the night before, attendees heard

Maria Robalino, who works at the AFL-CIO's Civil, Human and Women's Right Department, lay out the stark reality that, while people of color comprise 37 percent of the general population in the United States, they represent 60 percent of those in prison: 1 in 15 black men and 1 in 36 Latino men, as compared to 1 in 106 white men.

While the level of crime in the United States is comparable to other industrialized nations, the U.S. incarcerates more people



Guest speaker Assemblywoman Lorena Gonzalez and AFT Guild President Jim Mahler have worked together on San Diego labor issues.

than Russia and China combined. With only 5 percent of the world's population, the U.S. accounts for 25 percent of prisoners worldwide. When Robalino queried attendees, the majority raised their hands



Christopher Wilson from the San Diego Alliance spoke passionately about Black Lives Matter.

Olango, a black man killed by police in nearby El Cajon.

"Don't be offended by Black Lives Matter — what we're saying is that we are

First recipients of popular grant program announced

PAULA PHILLIPS COUNCIL PRESIDENT

The innovative program to help stem the statewide teacher shortage by providing grants to classified who want to become teachers was more popular than many thought it would be.

The California Classified School Employee Teacher Credentialing Program will provide up to \$4,000 annually to staff seeking a bachelor's

degree and credential. The program will fund up to 1,000 classified employees per year for the next five years. The CFT fought successfully to win this program and the \$20 million to fund it.

According to the California Commission on Teacher Credentialing, 61 district or county applicants requested 5,582 slots for classified employees in the program's first year.

The Commission allotted the slots among 24

districts and county offices of education. For example, San Francisco Unified got 25 slots, the Ventura County Office of Education got 50.

Over the course of this five-year program, many classified employees can benefit, as will the California students in need of a credentialed — and dedicated — teacher.



The Classified Conference, held on San Diego's Shelter Island, rewarded attendees with professional learning and fun.



PHOTOS BY JAMIE LYTLE

to say they had family members or close friends in prison.

What's more, immigrants who lack citizenship are four times more likely to be sent to jail as citizens who commit the same crimes. And more than half of incarcerations are for non-violent crimes.

Robalino said many prisons are non-union and privatized, with the Corrections Corporation of America (recently rebranded as CoreCivic) being the largest prison contractor in the state.

In its contracts, the CCA is guaranteed 90 percent occupancy. "They want to keep their beds full," Robalino said.

CCA manages more than 65 correctional and detention facilities with a capacity of more than 90,000 beds in 19 states. The corporation has also helped draft 85 bills nationwide urging incarceration.

When attendees brainstormed about how the labor movement can help, one idea that emerged was supporting the "ban

the box" movement. The box refers to the check-off box on job applications that asks, "Have you been convicted of a felony?" When people mark that box, their application usually gets set aside.

"If you went to prison for theft," explained Christy Figueroa, from the AFT Guild in San Diego, "that shouldn't mean you can't get a job in a line of work that doesn't involve money."

Lawndale's Carl Williams agreed. "The labor movement can do more by creating jobs that are friendlier to the formerly incarcerated." He cited an apprenticeship program in Washington.

"The United Food and Commercial Workers are teaching people how to be retail workers. We can make a pipeline from prison to good union jobs."

— By Jane Hundertmark, CFT Publications Director

San Francisco paraprofessional named Member of the Year

TOM HARRIMAN has been a special education paraprofessional for 30 years at Lowell High School, escorting students into the community to help them develop independence and effective work habits.

Harriman has represented paras on the executive board of United Educators of San Francisco for 15 years, and serves on the CFT Special Education Committee. He stays abreast of local union resolutions, city and state politics.

"Whenever we need someone to lobby, Tom is ready, and he is one of our go-to paras when we need phone bankers," said Carolyn Samoa, UESF vice president for paraprofessionals. "The only time he will say no is when it interferes with his students."



Tom Harriman

HISTORIC VICTORY

New law brings reemployment rights for part-time faculty Successful CFT-sponsored legislation calls for districts to negotiate

Community college districts will soon be compelled to negotiate what CFT-sponsored legislation calls “reemployment preference for part-time, temporary faculty.” The landmark provisions require districts to negotiate with the union in order to receive significant funding available from the state Student Success and Support Program.

What is “reemployment preference”?

Because part-time faculty in the California community colleges are defined in the state Education Code as “temporary,” they are not guaranteed any form of reemployment at the end of each academic term’s teaching assignment. However, many part-time faculty are in practice “re-employed” by colleges and districts where they have previously taught, frequently teaching two or more academic terms per year over many years.

Reemployment preference refers to rights earned by part-time faculty to be reemployed or offered an assignment by a college or district before other part-time faculty who have not yet earned those rights. Such rights are sometimes called “rehire rights” or “the right of first refusal.”

How will this law help part-time faculty?

Part-time faculty without any locally bargained “reemployment rights” have no ability to predict their future employment

at institutions they may have taught at for decades and are effectively “at will” employees. Some but far from all California community colleges have established, through collective bargaining, some form of reemployment rights for part-time faculty. These range from a straight seniority list, with individual faculty ranked and then rehired according to length of service, to “pools” or levels of reemployment pref-

Reemployment preference refers to rights earned by part-time faculty to be reemployed or offered an assignment by a college or district before other part-time faculty who have not yet earned those rights. Such rights are sometimes called “rehire rights” or “the right of first refusal.”

erence in which all members have achieved some minimum length of service. In this latter scenario, all members of a given pool or level have equal reemployment rights.

This law will require districts seeking state Student Success and Support Program funds to establish “minimum standards” for reemployment rights that include: length of time taught at the college or district; number of courses taught there; professional evaluations; and “availability, willingness, and expertise” of individuals to teach specific classes or accept specific assignments.

Will this affect my job? If so, when?

The law stipulates that in order to receive SSSP funds, any district without a collective bargaining agreement for part-time instructors in effect as of January 1 must begin good faith bargaining by July 1 with those instructors’ exclusive representative to establish a system of reemployment rights. Any district with a collective bargaining agreement is required to es-

tablish such a system “as part of the usual and customary negotiations between the district and the exclusive representative for part-time, temporary faculty.” Thus, negotiated changes will occur at varying times over the next several years.

What kind of reemployment can I count on in the future?

Because of the governor’s preference for local control of legislation implementation, we’re likely to see variations in the form reemployment rights take throughout the state. Changes where you work will

Trump Administration does not bode well for unions

JIM MAHLER COUNCIL PRESIDENT

With the election of Donald Trump, we will soon be wishing that the Friedrichs case was the worst thing we had to worry about.

Unless the Democrats can somehow find the courage and fortitude to block his U.S. Supreme Court nomination, Trump will soon have a 5-4

majority in place that will hand down anti-union rulings. We are also likely to see a court that may unravel decades of civil rights gains and support national right-to-work legislation.

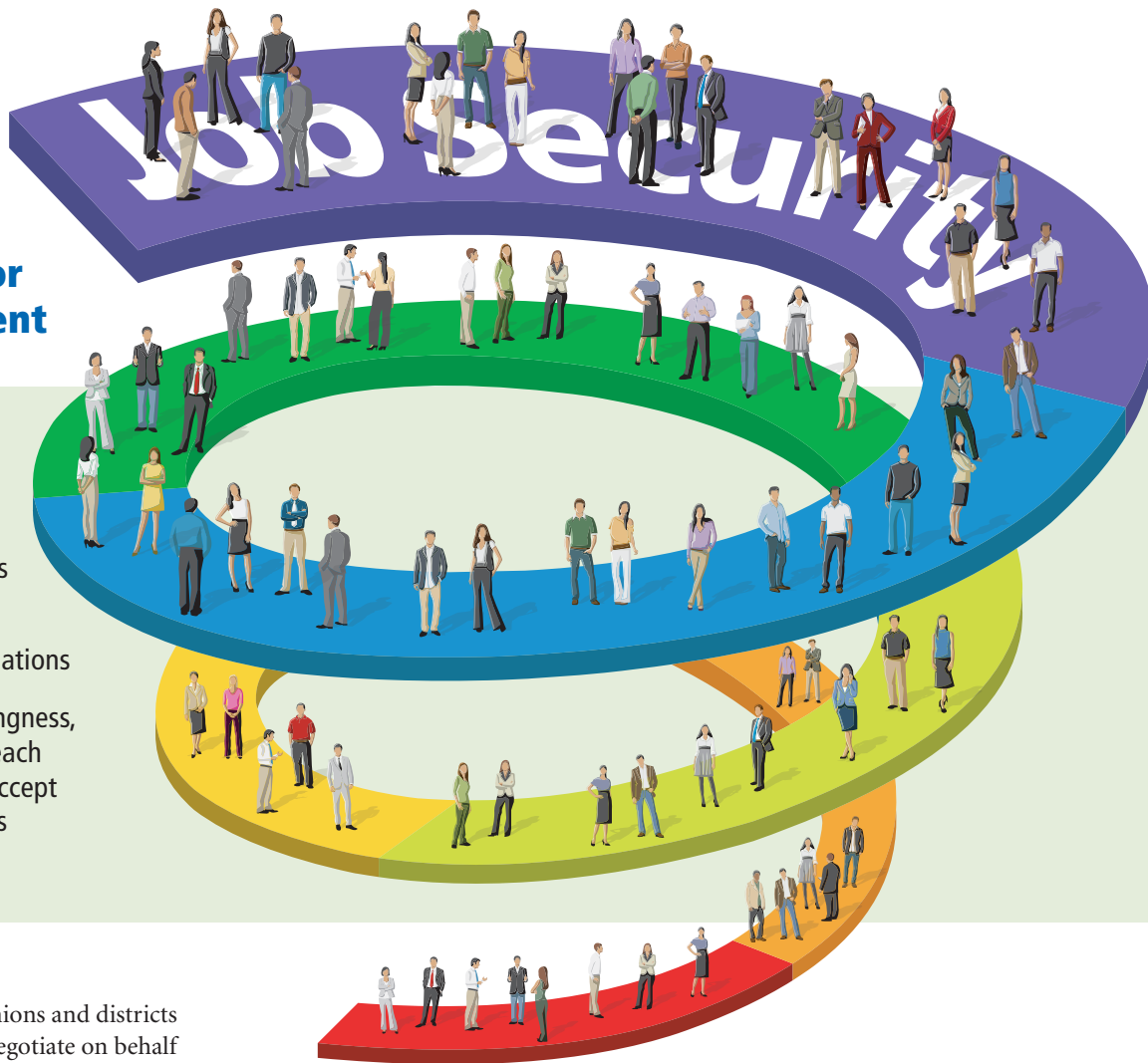
If your local has not yet begun to plan how it will survive if fair share, and possibly automatic payroll deduction, are ruled illegal, it’s time to start.

These changes also make it imperative that

we focus our resources on our local governing board elections as a labor-friendly board of trustees will be able to ameliorate some of the draconian changes that are on the horizon.

Organizing will be the key to our survival until the next national election winds blow our way.





Minimum standards for reemployment preference

- Length of time taught at the college or district
- Number of courses taught there
- Professional evaluations
- "Availability, willingness, and expertise" to teach specific classes or accept specific assignments

depend on what local unions and districts are willing and able to negotiate on behalf of part-time faculty.

How can I strengthen reemployment rights where I work?

Because this legislation requires local bargaining by the exclusive representative of part-time faculty, you should communicate directly with your union leaders. Join in discussions about this legislation, asking questions and adding your thoughts at union meetings and gatherings. Encourage your colleagues to do the same.

—By Linda Sneed, part-time English instructor at Cosumnes River College, member of Los Rios College Federation of Teachers, AFT Local 2279, and a CFT Vice President. This article appeared first in the CFT's *Part-Timer* newsletter

On the long and winding path toward job security

FORMER PART-TIME COMMUNITY college instructor Jose Medina, an assemblyman from Riverside, carried CFT-sponsored **Assembly Bill 1690**. The bill requires districts with no collective bargaining agreement for part-time faculty in effect as of January 1, 2017, to negotiate with their unions to establish standards for reemployment, including workload distribution, evaluation procedures, and seniority rights.

However, after AB 1690 passed the Assembly on a concurrence vote, Gov. Brown requested amendments. In hopes of securing the governor's signature, efforts were made to include his amendments, but it was not possible in the final days of the session. Instead, Medina collaborated with former teacher turned senator Tony Mendoza to, in legislative shorthand, "gut and amend" Mendoza's **Senate Bill 1379** to allow incorporation of the amendments.

SB 1379, among other things, requires minimum standards of reemployment preference, extends the timeframe for compliance to July 1, 2017, and makes compliance a condition of districts receiving funds allocated for the Student Success and Support Program.

The governor signed AB 1690 and SB 1379 on September 30, and the two bills act in tandem.
—By the CFT Legislative Staff

The Trump effect on American politics New book puts dominant parties on the analyst's couch

After the election, *California Teacher* interviewed Robert Samuels, president of the University Council-AFT, and author of the new book, *Psychoanalyzing the Left and Right After Donald Trump*.

California Teacher: What does your approach try to explain that other approaches cannot?

Robert Samuels: I focus on the irrational and unconscious aspects of politicians and their followers. I also offer a critique of both Hillary Clinton and Donald Trump from a historical and psychoanalytic perspective. Although we want to believe people vote according to a rational analysis of policies, most voters make decisions based on unconscious, irrational motivations. It is then easy for someone like Trump to take advantage of their racism and sexism.

CT: Why was Trump so successful with men without a college degree? And why do people with degrees vote Democratic?

RS: Many people with college degrees did vote for Trump, but one thing I critique in my book is the way Democrats have often seen higher education as the solution to jobs, inequality and poverty, and this has allowed them to avoid directly addressing more progressive policies that help the working class. The Democrat Party has become the party of the professional class, and this at times cuts

them off from many voters.

Many liberal politicians and professionals think that because they used higher education to advance, everyone else can do it. They also have a hard time confronting the negative results of their policies and actions because they are highly invested in seeing themselves as doing good.

CT: Do you think the push for free college will succeed?

RS: Due to the high cost of higher education, college now increases inequality and decreases social mobility, and that is why we have to fight to make it free. Some states and counties are moving ahead

“Democrats have often seen higher education as the solution to jobs, inequality and poverty, and this has allowed them to avoid directly addressing more progressive policies that help the working class.”

with free public higher education, but the Trump administration may focus on supporting for-profit colleges.

CT: What does the election say about the future of unions and the organization of labor?

RS: Unions are going to have to do a better job at organizing new workers, but with a new U.S. Supreme Court, they may lose fair share, and so they will have to rethink their

whole economic and political model. They will also have to stop giving the Democratic Party a blank check. We should run our own progressive candidates in primaries.

CT: Do you think the election bears out your conclusions that moderate Democrats have moved away from their support for workers and a more equal society, and that moderate liberals remain tied to outdated policies and the status quo?

RS: Since Bill Clinton, the focus of the liberal class has been on growing the economy and education but not dealing with stagnant wages for most workers. Some

liberals fear that a real radical change would upset their relatively comfortable lifestyles, and so they demonize someone like Bernie Sanders and a true left alternative. Many of our own unions attacked Sanders.

Half of all Americans live in poverty or near poverty, and their pain is real, but conservatives have pushed people to see the liberal elites as the real victimizers. Even very wealthy Republicans see themselves as the victims of taxes, government regulation,

How we respond to this presidency

BOB SAMUELS COUNCIL PRESIDENT

UC-AFT supported Bernie Sanders and, after the primaries, Hillary Clinton. Now we have Donald Trump, who may appoint a conservative Supreme Court justice very likely to tip the balance and eliminate our ability to collect dues from the people we represent. This change will push us to redouble our efforts at signing

up all lecturers and librarians into the union.

Our executive board is committed to working with UC-AFT members to protect their academic freedom and job security in a time of uncertainty. We will also be on the front lines of helping our students of color who may face a much more hostile learning environment. We must maintain our commitment to inclusivity as we seek to expand the educational opportunities

for all Californians.

We will continue our push to make higher education more affordable and accessible as we promote the idea of free public higher education. Now is not a time to retreat — we must organize and work together to promote the values we endorse.





©2016 ION KRAUSE/CO THESPTOT

and progressive politics. The working poor and the billionaire class can then bond over their shared victim identity. We need to provide a real progressive alternative.

CT: Many people see Bernie and his campaign as the direction the Democratic Party should move. Do you think the Sanders candidacy has the ability to point a way forward?

RS: Sanders never was really talking about revolution or socialism, and so he ran to the right of his own radical rhetoric. He did do a great job attacking inequality, Wall Street, and our campaign finance

system. He promoted universal healthcare, free public higher education, and strong climate change legislation. So Sanders defi-

nitely points in the right direction, if the Democratic Party is willing to listen.

Librarians land salary increase, professional development funds

FOLLOW-UP The UC-AFT bargaining team for librarians reached a tentative agreement with administrators on October 17. Seventy-five percent of eligible members cast ballots in the ratification vote, with 68 percent in favor.

Making UC librarian salaries comparable remains a challenge. While UC chancellors received a 3 percent raise last year, UC librarians make up to 27 percent less than their counterparts at CSUs and 19 percent less than community colleges. UC-AFT was able to negotiate a base salary increase of 1.5 percent retroactive to July 1.

Addressing another priority, librarians sought increased support for professional development. The current contract allocated approximately \$750 annually per librarian, an amount well below other institutions. The university agreed to an additional 5 percent for each campus.

Because Hillary Clinton needed to win in Florida, I volunteered, along with CFT and AFT retirees from other states, in the Sunshine State.

We worked with diverse groups of Floridians in the AFT and other labor unions through the Working America Coalition, a political action committee of the AFL-CIO. Working America fights for working families, union and non-union, in campaigns to elect progressive candidates and pass legislation to improve the lives of working families. Through targeted canvassing and phone banks, we connected with local teachers and other Florida residents, and heard their concerns about low wages and lack of job security in this “right-to-work” state.

Julie Armstrong, left, was honored as AFT's top volunteer in the state, after knocking on doors of Florida residents for six weeks.



PAT LERMAN

Kudos to our far-flung retiree volunteers

OHIO Bob Coble North Monterey Federation of Teachers

FLORIDA Mary Flodin Pajaro Valley Federation of Teachers Pat Lerman Former CFT Field Representative

Louie Shelleda Peralta Federation of Teachers Margaret Shelleda CFT Retiree Organizer, former CFT Executive Director

Retirees work presidential election in swing states Pajaro Valley's Julie Armstrong named top volunteer in Florida

I met a union building representative, a teacher with 18 years experience who spoke about his stress over poor student test scores and his fear of being fired. He indicated that many experienced and competent teachers are pressured to resign. This exchange strengthened my resolve to advocate for the due process system in California so that our students can be taught by knowledgeable educators.

I enjoyed the face-to-face contacts and talking to people in their homes. They repeatedly expressed hope for change and appreciation for our efforts. I was thrilled to hear a woman I was canvassing say, “I am a Republican and I am voting for Clinton.”

We also attended picnics and local labor events to distribute information on early voting. Floridians responded by voting early in record numbers.

Meeting AFT retirees from active chapters in New York state inspired me to strengthen my own retiree group of the Pajaro Valley Federation in Watsonville. I want to give back to the union after being a special education teacher for 27 years.

For all retirees and soon-to-be retirees, AFT has more great volunteer opportunities, which I call “workcations,” to assist in back-to-school membership drives, particularly in southern states with no collective bargaining. The AFT pays for airfare,

lodging, meals, and car rentals. Also AFT booked my return trip for two weeks after election day, which allowed me to visit the Everglades, the Florida Keys, and Cuba.

My trip was fantastic except for one big disaster — the results of the presidential election. After we recover from our shock and stupor, the big fight begins to prevent the rollback of much progress. Retiree experience and knowledge may be more valuable than ever before.

—By Julie Armstrong, Pajaro Valley Federation of Teachers, AFT Local 1936

»To volunteer call the AFT at 800-238-1133. Speak to the Political Department for campaigns and the Organizing Department for back-to-school drives.

Protecting Medicare from the billionaires corrupting politics

JOHN PEREZ COUNCIL PRESIDENT

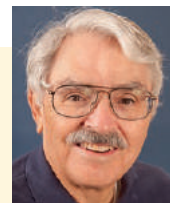
The results of the presidential election are certainly not good for retirees. Early reports indicate that Republicans want to turn Medicare into a voucher program, which would be a disaster for nearly 54 million retired Americans, many with no other health insurance.

Like many other educators, I get medical

insurance through my former school district. But because of Medicare, my insurance costs 80 percent less than for retirees who are not yet 65.

If Medicare were to become a voucher program, there would be no annual inflation factor, so the voucher would decrease in value over time, making our healthcare more expensive every year. All this while we are living on fixed incomes.

The CFT Council of Retired Members is examining how CalSTRS retirees might make monthly contributions to the union's political action fund, the Committee on Political Education, to defend one of America's most popular, successful, and valued federal programs — Medicare.



UC-AFT

#NoDAPL: University members have been steadfast in support of the Standing Rock Sioux resisting the Dakota Access Pipeline that threatens tribal water sources.

On November 10, **UC-AFT Berkeley** members rallied in front of Wells Fargo Bank in Oakland, urging it to stop financing the pipeline.

On November 22, more than 100 members staged a “Say No to Trump, Say Yes to Standing Rock” protest at UC Irvine. Standing in solidarity with the Sioux, the crowd called out the president-elect’s dangerous position on climate change.

Andrew Tonkovich, president of **UC-AFT Irvine** declared the protests “part of our commitment to teaching for the advancement of critical thinking.”

Although other unions may have convinced the AFL-CIO to support the pipeline for jobs, the project violates Native American treaty rights and increases global warming. The CFT sent a letter to the AFL-CIO in opposition to the Dakota pipeline route.

The CFT Executive Council passed a resolution supporting Standing Rock on December 3, the same weekend the Army Corps of Engineers issued a halt construction order.



UC-AFT member Melissa Stoner speaks at an Oakland rally organized by labor unions and activists opposing construction of the Dakota Access Pipe Line. Organizer Paul Bissemer holds the bullhorn.

DAVID BACON

LOCAL 6084

#NativeEd: Robert Chacanaca joined AFT members from Hawaii, Alaska, the Midwest and Southwest at the recent National Indian Education Association convention in Reno.

The event included a presentation on the Standing Rock Sioux tribe’s fight to stop the Dakota Access Pipe Line, as well as scores of workshops.

Chacanaca — a member of the Kupa tribe who heads the **Santa Cruz Council of Classified Employees** — said the AFT stepped up its support for the NIEA last year, when President Randi Weingarten was the keynote speaker at the annual convention, resulting in “more Native awareness within the AFT.”

Classified employees often play a key role, Chacanaca said, in “schools where there are Native teaching aides, food service staff and office personnel, but not necessarily Native teachers.” The majority of

California’s Native students attend public schools.

LOCAL 6563

#unionstrong: Teachers and staff at the Spanish-immersion Escuela Bilingue Internacional have joined the **Bay Area French-American Federation of Teachers**, which represents French-immersion Ecole Bilingue de Berkeley and other private schools. A majority of educators at Escuela chose AFT as their exclusive bargaining

representative on October 18.

“Joining the CFT reassures our teachers and staff that they will not be forgotten,” said educator Laura Guevara, “and that they continue to play a central role in the school’s success and longevity.”

LOCAL 2317

#ABCteachernews: Over 110 educators participated in the Annual West Coast Labor Management Institute held in Buena Park on October 19.



ABC Federation President Ray Gaer, right front, with conference-goers and Saul Rubinstein, who shared new research on labor-management collaboration.

COURTESY LOCAL 2317

District teams throughout California shared promising labor-management collaboration practices.

Other guests included top officers of the CFT and AFT, CTA and NEA, Consortium for Educational Change, and representatives from the South African Democratic Teachers Union. Saul Rubinstein, professor of Labor Relations at Rutgers University, presented the latest research on labor-management collaboration and its impact on student achievement and teacher retention.

The next day, participants joined the **ABC Federation of Teachers’ 17th Annual Partnership of Administration and Labor Conference**, where union site representatives and school principals share best practices of collaboration. In workshops, teams from district schools promoted technology projects and Positive Behavioral Intervention and Supports.

Raj Singh, teacher in the School of Business Administration at UC Riverside, and member of AFT Local 1966, recently received the Golden Apple Award for Teaching Excellence. Singh holds advanced degrees from universities in India and the United States, including a doctorate in Policy Planning and Administration.

He teaches organizational behavior, introduction to business, human resource management and leadership development, and has co-authored a textbook in crime analysis. Singh is a past chair of the Professional Development Committee for lecturers at UCR.

Francisco Rodriquez, president of the Pajaro Valley Federation of Teachers, AFT Local 1936, and CFT vice president, was awarded the 2016 Tony Hill Award by the Pajaro Valley Cesar Chavez Democratic Club for his

years of community activism. A California Senate resolution signed by Sen. Bill Monning, D-Carmel, cited Rodriquez' work with special needs students, the Association of Mexican American Educators, the Pajaro Valley Federation, and his efforts to draw attention to the use of pesticides near schools.

Ingrid Gunnell, member of United Teachers Los Angeles, AFT Local 1021, will represent CFT on the Education Specialist Preliminary Credential Workgroup of the Commission on Teacher

Credentialing, which is identifying the additional knowledge and skills necessary to teach students with disabilities and recommending a structure for licensing Education Specialists. Gunnell is also legislative chair for PACE, UTLA's political action committee, and was recently named the Los Angeles County Democrat of the Year for Assembly District 43.

Cynthia Mahabir, sociology instructor at Oakland's Laney College and member of the Peralta Federation of Teachers, AFT Local

1603, co-authored a study of data collected from part-time sociology instructors in the nation's community colleges. Mahabir is the only part-time faculty member on the American Sociological Association taskforce assembled for the investigation. The results published in the journal *Teaching Sociology* document differences in working conditions between full- and part-time instructors, arguing for greater support among all faculty and administrators for their part-time colleagues, who are the majority of sociology instructors.

Convention 2017 to forge union's path forward

CONTACT YOUR LOCAL UNION NOW if you want to run as a delegate to the CFT Convention that will be held March 31-April 2 at the Sheraton Grand Sacramento.

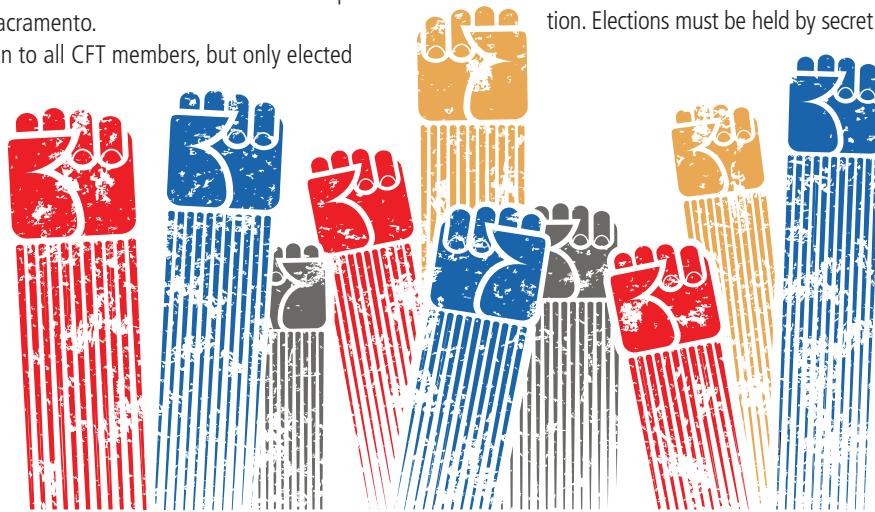
The Convention is open to all CFT members, but only elected delegates can vote. It is the Federation's highest governance body, where delegates shape union policy and positions on issues affecting all members. The Convention will also elect CFT officers.

Voting delegates must be elected following the legal requirements in the AFT and CFT Constitutions and the federal Landrum-Griffin Act. Under these rules, each member shall

have a reasonable opportunity to be nominated as a delegate, and local unions must mail a notice to members at least 15 days before the election. Elections must be held by secret ballot, the results must be published, and records must be kept for one year. Look for notice of the election from your local union or contact it to learn when elections for delegates will be held.

You can expect discussion on pressing issues facing the Federation and workshops on a wide range of topics. But the Convention isn't all work. There's time for fun as well, with receptions and get-togethers sprinkled throughout the three-day weekend.

» Learn more about CFT Convention at cft.org/convention-2017.



ORGANIZE. RESIST.

CFT CONVENTION 2017 ■ MARCH 31 – APRIL 2 ■ SACRAMENTO