

United Educators of San Francisco
Executive Board
Wednesday, December 7, 2016, 4:15 p.m.
Minutes

Order of Business (Meeting called to order @ 4:23 p.m.)

1. Roll Call A.J. Frazier, Sergeant at Arms

Approval of Minutes and Financial Report

1. Approval of Minutes M/S/CLisa Gutierrez Guzmán, Secretary
CORRECTION: p.5, \$60M, not \$16M
2. Financial Report M/S/C..... Antonio Mankini, Treasurer
+ (p.9) Still pretty much on target w/revenues and expenditures
+ (p10) Still reconciling some figures
COPE Report:
+ Where we're supposed to be, can spend it all
DEBATE AND DISCUSSION: Changes in COPE budget for next year

President's Recommendations for Expenditures M/S/C..... Susan Solomon for Lita Blanc

1. SFLC MLK, Jr Memorial Breakfast, 1/16/17 [10@\\$100.00=\\$1,000.00](#)
2. Mujeres Unidas \$500.00
3. Coleman Advocates \$1,000.00
4. NAACP Dinner, 11/19/16 (retroactive) \$450.00
5. CPA Celebration 12/8/16 (retroactive)..... \$1,000.00

Officers Reports

- Executive Vice-President's Report (p. 12-15)Susan Solomon
 - + 12/13: Black Lives Matter Committee meeting (4:30 p.m.), will hear detailed report on CFT Racial Justice Task Force
 - + Interviewing candidates for AFT Organizer; hopefully, person in place before bargaining
 - + Report from Grievance Committee (Paula Mancillas, chair): Will have detailed report in January, looking @ options for grievance re: 7-hour day (other issues will be discussed later)
 - + Grievance votes don't need to be voted upon at every meeting, can be reviewed in office
 - + Can give report re: #s and kinds of grievances(see "Debate and Discussion")

DEBATE AND DISCUSSION: Highlights (#6,--Hearing from members key, details important); questions from Lowell UBC re: number of grievances, grievance template in place; possibility of getting # of grievances filed, won and lost, data base; getting idea re: kinds of grievances filed

COPE Report..... Ken Tray

(Brother Tray came later, attended Emergency Response meeting in Oakland.)

- + Emergency Response Network Meeting: Neighbor-to-neighbor community organization, skeleton of a Bay Area network when and if immigration raids, if Muslims attacked, etc.
- + 450 volunteer shifts during campaign
- + Press conference @ City Hall organized by office of David Campos re: \$2.5M for legal defense if possible deportation (Mayor Lee balking)
- + 1/8/17: Democratic Party meeting, internal battle between progressive and traditional slates, 10 – 1, location will be announced @ later date

DEBATE AND DISCUSSION: Threatening phone calls/harassment of union (rec'd approx.. 80 e-mails, "snail" mail and/or phone calls from right-wingers), questions re: attendees @ Emergency Response Network meeting

Special Order of Business

- Election Committee Report Jeremiah Jeffries
 - + Passed out "UESF Election Report Dec. 2016 – UESF Smart Voter"
 - + Research done last year, hired Big Pulse as vendor, began summer hits, demo w/Executive Board, submitted required documents, launched last week
 - + Gave summary of report, need to constantly update member information
 - + Will revise ballot to say, "Only people who have access to your password can respond."
 - + Will accept late surveys, Jeremiah made himself available to help individuals

DEBATE AND DISCUSSION: Hacking, e-mails going to spam, updating addresses, won't be getting ballots if not getting blasts, inserting links, language barriers, sending out a second link, accessing Smart Voter Ballot, paper survey, thanks to area reps for getting personal e-mails, going back to get more responses, stopping midway

Resolutions

1. Housing Crisis Forum M/S/C (**unanimous**) Lita Blanc, et al
Whereas UESF is committed to protecting tenants' rights and fighting for affordable housing for all and

Whereas Tenants Together has created a Tenants' Bill of Rights and

Whereas Tenants Together, ACCE and SEIU are sponsoring a statewide series of community forums to bring community and labor allies together to discuss the housing crisis and to strategize collectively and

Whereas ACCE is sponsoring a San Francisco Housing Forum on Saturday, December 17th at 1:00 pm at the Mission YMCA

Therefore, be it resolved that UESF endorse the December 17th Housing Crisis Forum and be it

Finally resolved that UESF shall publicize this event to our members through print and electronic media.

Motivated by Sister Anna Slavicek, one of makers of motion

2. Sick Leave Transfer M/S/C Linda Plack, et al

Whereas the implementation of improvements to the Sick Leave Bank **(Editorial Amendments in Bold) Certificated:** Appendix C: UESF Sick Leave Transfer Program; **Classified:** Appendix F) in has had unintended negative consequences for some members who have received donations of sick leave from colleagues, and

Whereas those sick leave donations have been made available to the members only after the use of all other leave, including Extended Sick Leave, and

Whereas Extended Leave has a reduced monetary value to the member on sick leave since it is the remainder of an individual's daily pay after the subtraction of the substitute's pay, thereby seriously reducing the take-home pay of the person on sick leave, and

Whereas there is no cost to the district for the use of donated sick leave days prior to the application of Extended Sick Leave:

Therefore be it resolved that the President be directed to take the following actions:

Determine or appoint UESF's representatives to the Catastrophic Sick Leave Bank Committee;

Request that the district meet and confer to consider the correction of this unintended situation through the development of a corrective side letter;

Prepare and propose contractual language to address the problem in the next round of negotiations

Motivated by Sister Linda Plack, one of makers of motion

DEBATE AND DISCUSSION: Examples given of need for resolution, clarifying question re: process of donating days to extended sick, ownership of sick days, update given by Sister Solomon (Formal "Meet and Confer" denied, will ask for Act of Compassion to revisit issue); Committee responsibility (e-mail Sister Solomon if interested on being on committee)

(Motion to extend this portion of agenda by 10 minutes: Passed)

3. AROS Day of Action, 1/19/2017 M/S/C Susan Solomon, et al.

Whereas the Alliance to Reclaim Our Schools (AROS), through at least two national conference calls that included representatives from at least 11 cities and eight states, has developed the following plan in response to the election of Donald Trump to the United States Presidency:

1. **Date:** We agreed that the AFT should fully participate in the **January 19th** AROS nationally coordinated Day of Action to Protect Our Schools, Communities and Students.
2. **Message Demands (language to be worked on further)**
 - Our schools and campuses will be sanctuary spaces from the threat of deportation, racism and bullying.
 - Our Schools are Not for Sale to Privatizers and Charterers: Vote No on DeVos.
 - Invest in our Schools: Make the Billionaires and Wall Street pay their fair share/Protect Title 1.
3. **Action:** There was support for “Hands around our Schools” as the primary tactic, but also recognition of the need for each local coalition to find the best tactic for their city or town. Additional thoughts included:
 - Invite local elected officials to the action to express their opposition to the Trump agenda.
 - As part of the organizing leading up to January 19, get local officials to sign on to a letter opposing the Trump agenda.
4. **Moving Forward**
 - We don't want January 19 to stand alone.
 - AROS will be meeting in Chicago on December 15-16 to plan January 19 and longer-term strategy and action.
 - May 1 was raised as a next possible major mobilization.

And whereas, UESF Executive Vice President Susan Solomon and Jobs with Justice Executive Director are attending the December 15-16 AROS meeting to represent our Close the Gap Alliance; and

Whereas, UESF and Close the Gap are members of AROS and have participated in the last three nationwide AROS school walk-ins, each time increasing our level of participation;

Therefore, be it resolved that United Educators of San Francisco endorse the January 19, 2017 AROS Day of Action to Protect Our Schools, Communities and Students; and

Be it resolved that United Educators of San Francisco work with our Close the Gap partners and through our Union Building Committees to plan actions for January 19 ~~(AMENDMENT:)~~ and 20 in San Francisco, and

Finally be it resolved that United Educators of San Francisco take a similar resolution to the San Francisco Labor Council and recommend support for participation and publicity from the SFLC ~~(AMENDMENT:) on January 19 and 20.~~

Motivated by Sister Susan Solomon, one of makers of motion
(AMENDMENT: Failed.)

DEBATE AND DISCUSSION: Resolution to Labor Council

4. In Support of Safe & Supportive United Action, 1/20/17 M/S/C as **amended**A. Libson, et al
Whereas President-Elect Donald Trump has promised to wage an all out assault on our communities of color and our public schools in his first 100 days in office, and

Whereas he plans to continue and expand the racist attacks on immigrants by expanding the wall between the US and Mexico, pulling federal funding from sanctuary cities, deporting immigrants with a criminal record, and

Whereas he has threatened to suspend immigration from “war-torn’ areas of the world despite the fact that our country continues both occupy and bomb those countries creating even more immigrants desperate to escape the violence the US has caused, and

Whereas the appointment of Betsy DeVos to the Dept. of education promises to expand the use of Common Core testing, school choice and a voucher system which will severely threaten the funding of public schools throughout the country, and

Whereas **(AMENDMENT BY DELETION:)** ~~tens of thousands of~~ SF students showed the way to fight this agenda by walking out of their school on the day after President-Elect Trump’s election, and

Whereas in the eventuality that walk-outs will happen again on inauguration day, Jan. 20, 2017, and

Whereas educators and our unions must be prepared to be in solidarity with our students who are under attack as well as join them in the fight against racist scapegoating and efforts to privatize public education, and

Whereas both SFUSD and UESF have made statements about protecting our immigrant students and families in any way we can, and

Whereas teachers around the district are looking for leadership from UESF and support in our efforts to defend our students and school from SFUSD.

Therefore be it resolved UESF will seek assurances from SFUSD that educators will not be retaliated against for supporting our students in their actions and in making sure we are there to keep them safe during protests on Jan. 20, and

Further be it resolved that UESF will reach out to UASF and SFCLC to call for united action **to help keep our students safe** on Jan. 20th, and

Finally Be it Resolved, just as UESF released a strong statement in support of academic freedom and supporting our right to dissent, UESF will make and publicize a similar statement **urging our members to work with our students and families to make our students safe** in coming up with joint plans of action for Jan, 20th.

Motivated by Brother Andy Libson, one of makers of motion

DEBATE AND DISCUSSION: Liability of teachers, language and spirit of resolution, S.F. Educators against Trump, “Field Trip for Justice” @ B.V.H.M., how union takes a stance

Motion to call the question on all questions before the house: Yes 14, No: 4

AMENDMENT: Yes: 15, No: 2; Abstentions: 4 PASSED

Yes: 16; No: 5; Abstentions: 1

5. Million Woman March 1/21/17 M/S/C..... Hene & Dennis Kelly
Whereas efforts are being made to create a Million Woman March the day after the inauguration of the 45th President, and

Whereas the major focus of the March is in Washington, DC, but complementary Marches are planned in various cities, including San Francisco and Oakland, and

Whereas labor in the first phases of its “Organize and Resist “ plans to peacefully show power, strength and courage to demonstrate our opposition to the agenda of fear, hate, misogyny, and discrimination, and to oppose actions which endanger the rights of women, immigrants, the LGBTQ community, and others;

Therefore Be It Resolved that UESF endorses the Million Woman March on 21 January in Washington, DC, San Francisco, Oakland, and other communities, and

Be It Finally Resolved that UESF urges our members, both women and men, to join whichever branch of the March they can and to stand united with our sisters and brothers as we “Organize and Resist”.

(MOVED TO EXTEND FIVE MINUTES)

Motivated by Susan Kitchell for makers of motion

DEBATE AND DISCUSSION: Sending delegates to D.C. march

Divisional Reports (None given due to lack of time)

Executive Session (motion to strike from 12/7/16 Minutes passed at 1/4/17 ExBd Mtg.)

Sergeant at Arms Report: 31 Members

GOOD OF THE ORDER: Dakota Pipeline stopped for now; written reports welcome, party on Friday
Adjournment @ 6:46 p.m.