

**United Educators of San Francisco  
Assembly Meeting  
Wednesday, December 14, 2016, 4:15 p.m.  
Minutes**

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**4:22 pm –Committee of the Whole w/o quorum; (Quorum determined @ 4:49 pm)**

**Approval of Minutes and Financial Report**

1. Approval of Agenda and Minutes M/S/C **as amended** .... Lisa Gutierrez Guzmán
2. Treasurer’s Report M/S/C ..... Antonio Mankini

+ No surprises in UESF or COPE budgets

DEBATE AND DISCUSSION: Decisions on how much to spend on items, clarity re: “Issues Contributions” (Please correct spelling of “**issues.**”)

**Officers Reports**

1. President’s Report..... Lita Blanc

+ If questions re: bargaining survey, speak to Leslie Clark, co-chair of Election Committee. Has paper surveys, if needed.

+ Respect and equality of voice @ meetings

+ Three committees looking for volunteers: Pro. Development Committee (training people to run PDs @ site, 1<sup>st</sup> mtg. in January); Sick Leave Bank Committee (need at least, one classified member); Curriculum Development Comm.

+ UBC Training: retirement workshop (CTA will be presenting)

+ Good workshop re: student debt, may be able to get debt forgiven (difficult process)

+ AFT fact sheet re: cabinet nominees

+ Bargaining Timeline: Survey, E-Board will be presented w/summary of priorities, will be sunshining priorities @ Bd. of Ed. (i.e., which articles we’ll be negotiating)

**Brother Jeremiah Jeffries** gave presentation re: electronic survey: Have reached 25%, 5.700+ personal e-mails, deadline tomorrow night; process will start up again for state and national affiliates, poster will be designed, check spam/junk files if you haven’t received ballot; acknowledgement of Michelle’s and Leslie’s contributions; want feedback from people

(Continuation of **Sister Blanc’s** presentation:)

+ Appreciation of area reps who went out to sites to get personal e-mails, 300 surveys mailed out (making it close to entire membership)

+ UESF participating in statewide strategy network, looking @ commonalities and common interests among similar unions

DEBATE AND DISCUSSION: # of paras who have responded, possibility of having a training on how to use computers (in works); sending back surveys late

**COPE Report**..... Ken Tray

- + November election: over 400 volunteer shifts, played factor in election
- + Don't know how bad Trump era will be, role of activists: put roadblock on any right-wing policies, his nominees for Cabinet positions (Betsy DeVos, Dept. of Ed)
- + Charter School Association funded a lot of people, inc. Democrats (Scott Weiner); union will be meeting w/Weiner later
- + Going to school sites to talk re: importance of COPE, new members need to be educated re: importance of union
- + Emergency Response Network: made up of # of unions and community groups to prepare for onslaught of Trump's possible deportations (may be three million or more), group has met twice; we need 1000s of activists participating

DEBATE AND DISCUSSION: Black Lives Matter Committee: Not getting instructions of what we can/should do if Immigration comes to site

**Special Order of Business "Labor's Fight for Affordable Health Care"..... Kelly Dugan**

- + Sister Dugan came to us from S.F. Labor Council, temporary political director
- + Spoke to high cost of health care insurance and re: bill demanding how insurance companies come up with their rates, public hearing on 2/1
- + Disappearance of Affordable Care Act, prioritizing our policies

DEBATE AND DISCUSSION: Projection of #s from other unions and what hearing will look like, Labor Council position on single payer, showdown w/Kaisar, agreement for them to become more transparent; on heels of inauguration

**Resolutions (5 minutes each)**

1. Housing Crisis Forum M/S/C.....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 17<sup>th</sup> at 11:00 am at the Mission YMCA

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

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

Moved by maker of motion

2. Sick Leave Transfer M/S/C ..... Linda Plack, et al  
Whereas the implementation of improvements to the Sick Leave Bank (Certificated: Appendix C: UESF Sick Leave Transfer Program; Classified: Appendix F) 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

Moved by Sister Kathy Melvin, one of the makers of motion

DEBATE AND DISCUSSION: Meet and Confer requested, turned down by District, will be repropose in January; contract language on p.14&15; four people signed up for Sick Leave Committee (will meet in January); clarification re: use before 100 days; sick days for subs (use them, lose them, or donate them to catastrophic fund); Day-to-Day sick days not contractual; can't get donated sick days back (need to get legal opinion)

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 19<sup>th</sup>** 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 Charterizers: 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 a 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 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.

Moved by one of the makers of the motion

DEBATE AND DISCUSSION: Funding, similarity to Close the Gap Coalition’s vision

4. In Support of Safe & Supportive United Action, 1/20/17 ..... Andy Libson, et al (substitute motion Moved by maker of motion

M/S/C Yes: 15; No: 8, Abstentions: 2

Whereas, President-Elect Donald Trump has indicated his intent to continue his attacks on our immigrant communities by expanded monitoring of the border between Mexico and the US, by withdrawing federal funding from sanctuary cities, and by deporting select immigrants, and

Whereas, he has threatened to suspend immigration from various areas of the world thereby barring people desperate to escape from ever-escalating violence in war-torn countries, and

Whereas, he has shown disrespect and disregard for people with disabilities,

Whereas, the appointment of Betsy DeVos as Secretary of Education promises to severely threaten the funding and survival of public schools throughout the country, and

Whereas many San Francisco public school students were in the vanguard and led the way to fight this agenda by staging a walk-out from their classrooms on the day after President-Elect Trump's successful bid for the White House, and

Whereas, there are signs that such a student walk-out will occur again on January 20, 2017, a designated National Day of Action, and

Whereas, both UESF and SFUSD have strongly and publicly supported the protection of our immigrant students and their families by all legal methods in fighting against their mistreatment by the federal government, and

Whereas, UESF stands against school voucher programs and the privatization of public education in the United States and provides leadership in defending the rights of our students and the success of our public schools,

Therefore, be it resolved that UESF work independently as well as in collaboration with SFUSD to develop a plan whereby educators and students and their families will be safe and protected from retaliation during the National Day of Action on January 20, 2017, and

Be it further resolved, UESF will continue to support academic freedom and the rights of our members to political and public dissent, and

Be it finally resolved, UESF will urge our members to work with our students, families, co-workers and administrators in developing joint plans of actions for January 20, 2017 with the end goal and result of student safety and educator protection from retaliation.

DEBATE AND DISCUSSION: Resistance, taking leadership with and away from students, ensuring student safety, differences between two resolutions, possibility of meeting w/SFUSD in timely fashion, speaking to original makers of motion when planning to offer substitute resolutions, postponing votes

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 45<sup>th</sup> 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 by Sister Linda Plack for makers of motion

DEBATE AND DISCUSSION: Having UESF presence @ event

**Divisional Reports**

1. Early Education Committee Report Betty Robinson-Harris

- + Met w/Associate Superintendent, most classes not full, walked through city-wide enrollment process; if aware of problem, let EEC know.
- + District moved offices to De Haro
- + Two interim administrators, no consistent attendance from administration on committee
- + Shared space still problem @ many sites

2.Paraprofessional Division..... Carolyn Samoa

- + Para survey going out to all paras in January re: what we can do to help paras, try to get every para to fill one out, will give more info in January
- + Para Leadership Network, five people added to cohort, Prof. Leadership Communities--resources to paras, District taking paras more seriously, maybe b/c of big shortages two years in a row, paras leading paras

3. Substitute Division ..... Elizabeth Conley

- + Problem w/sub election (a # of subs left out), will look @ doing election on-line

**Sergeant At Arms Report** ..... Liz Conley for A. J. Frazier

- + 40 people in attendance from various divisions

**Adjournment @ 6:20 p.m. in honor of the victims of the Oakland fire**

Respectfully submitted,

*Lisa Gutierrez*

*Guzman*