



Organizing for the future, educating to succeed

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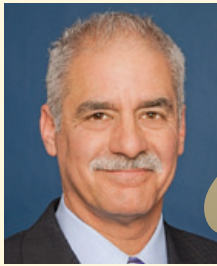
Two-tier fees violate Master Plan

Labor opposes Santa Monica proposal

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Up Front Josh Pechthalt, CFT President



Merged measure calls for the largest single tax increase on the rich in California history

We all know the challenge to maintain salaries and benefits and keep our members working has never been more difficult. But in spite of difficulties, our members and local leaders continue to organize and win victories.

In the face of a disastrous state budget and those who would turn public education into a non-union, low-wage institution, your activism and commitment to CFT goals have made us a leading union in the fight for progressive education reform, and economic and social justice.

The past year has seen major accomplishments and occasional setbacks. One large step forward has been the Strategic Campaign Initiative. The SCI was adopted

by the Executive Council last summer to maximize CFT resources as well as coordinate our political and organizing work.

Through extensive outreach to our locals, CFT has identified organizing priorities that will help shape the direction the union takes in coming years. While the labor movement continues to see its ranks decline, CFT, with major support from the AFT, is looking to aggressively organize new members.

On the legislative front, CFT celebrated many successes including passage of the Bilingual Seal of Literacy and the California Dream Act. We stopped the Legislature from creating a two-tier education system in the community colleges, but that hasn't stopped Santa Monica College from attempting to do the same.

We also had our share of disappointments. In addition to the debilitating state budget, we were unable to stop legislation that asks school employees to administer Diastat. The Legislature opted to add another burden on the shoulders of untrained educators rather than place a qualified

nurse in every school.

During this economic crisis, we must be vigilant, watching for attempts by legislators to erode seniority protections, weaken our pension plans, and promote merit pay schemes. Masquerading as market reforms, these measures would subvert the ability of working people to improve their lives.

Our members have been active in the Occupy Movement, which has given voice to the demand for change brought about by the growing economic disparity in this country. CFT has joined with statewide labor and community coalitions, such as Refund California, to develop a common strategy around a broad progressive agenda.

A year ago, I ran for president as part of a team with Jeff Freitas. You made a wise decision last year to elect Jeff secretary-treasurer. He is smart, dedicated, and tireless in his commitment to CFT. You also elected a knowledgeable Executive Council, and CFT employs one of the best staffs in the labor movement.

We talked about energizing our

(Continued on page 7)



EDITOR'S NOTE: *This is an adapted version of the State of the Union address delivered by CFT President Josh Pechthalt on April 14 at the 70th Convention of the California Federation of Teachers.*



GETTY IMAGES



JANE HUNDETMARK

ON THE COVER

Kristia Groves helped research the Education Code, comparing job duties and responsibilities of 90 employees working in an enrichment program to those of union-represented staff in Lawndale. Her work helped the Lawndale Federation of Classified Employees organize the workers into their local union. See story page 13.

PHOTO BY BOB RIHA, JR



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

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All-Union News



Members take decisive action to pass initiative Coalition partners praise Millionaires Tax efforts at Convention



Coalition partners from ACCE, California Calls, and the Courage Campaign joined the Convention discussion.

SHARON BEALS

CFT AND ITS COMMUNITY partners were well on the way to qualifying their Millionaires Tax proposal for the November ballot when the governor negotiated merging it with his own. Even though the unified proposal is far more progressive than the governor's original, many activists expressed a sense of loss.



One community organizer, describing his group's reaction, said, "We went through the seven stages of grief when we heard the news." Anthony Thigpenn, founder and president of the group California Calls, explained, "The measure of our success will be whether we win with the initiative, whether we built a broad coalition,

and whether we changed the electorate so it looks more like the state itself."

Thigpenn took part in a panel discussion that looked at the revenue campaign for the November election and the longer-term challenge to Proposition 13, corporate tax loopholes, and a power structure opposed to systemic change.

Another community partner on the panel was Christina Livingston from Alliance of Californians for Community Empowerment who said, "Our members embraced the Millionaires Tax, so it was hard to let it go. But the new compromise is better than what was originally proposed by the governor so our people are behind it."

Delegates pass assessment to fund political action

CFT MEMBERS ARE GOING INTO the November elections playing offense with their tax proposal and defense to defeat the anti-union Corporate Deception Act, coupled with campaigns for president, a senator and many congressional and legislative seats.

Thus the first proposal on the floor included an amendment to levy a \$2.50 per member monthly assessment for the CFT Committee on Political Education fund. Melinda Dart spoke in support and described her Jefferson Federation of Teachers as "a small local with no raise and escalating health costs, but we need to elect friendly school board members and we don't have wealthy benefactors. I think we should be part of the big discussions like 'corporate deception.' That's the dagger to our heart."

There were counterproposals to lessen the weight of the assessment on lower income workers but several speakers pointed out that the union dues structure already works on a sliding scale. The \$2.50 assessment passed without further amendment.

On the web

>Download a toolkit to help pass the Schools and Local Public Safety Protection Act of 2012 at cft.org. Learn how to fight the Corporate Deception Act at calaborfed.org and abetterca.org.



The third panelist was Rick Jacobs, leader of the Courage Campaign. He described the traditional political involvement of unions as an "export of dollars every four years where we forget to focus on progressive issues for California."

Jacobs said the ordinary power arrangement allows big money contributors to dictate who has clout in a coalition. Instead CFT said, even though money was important, each organization is bringing something to the table. All three panelists agreed that it was a breakthrough template for labor-community partnerships.

All three also praised the working relationship with CFT and predicted that the larger unions — CTA, SEIU and others — were likely to take more progressive postures in the future.

In his State of the Union address, following the panel, CFT President Josh Pechthalt told delegates, "Labor is strongest when it acts in its own interest and is not beholden to any political party. We need to act independently and with our allies."

He said that, while the original Millionaires Tax was likely to qualify for the ballot, resources were finite and "a volunteer effort is not yet enough to overcome the tens of millions of dollars that would have been spent in an opposition campaign."

As part of the compromise, regressive measures in the governor's plan were cut. The "Schools and Local Public Safety Protection Act of 2012" now includes a tax increase on those earning over \$250,000 per year that will generate \$8 billion in revenues in the first year.

Political organizers call for defeat of corporate power grab

The November California ballot

will have a measure called "Paycheck Protection," a thinly-veiled attack on the political voice of unions. It would outlaw a member's voluntary paycheck deduction to a union's political action fund.

Joel Flores, Newport-Mesa Federation of Teachers, called it "The Corporate Deception Act" and noted that corporations already outspend unions 15:1 in politics. He said the measure is Step Two in a three-step anti-labor campaign led by the wealthiest one percent.

Step One was to give corporations free speech via *Citizens United*, a 2010 Supreme Court decision allowing corporations to make unlimited political contributions as a First Amendment right.

With union opposition crippled, Step Three will be seeking more deceptively named "right-to-work" laws. Those laws, already in 23 states, prohibit collective bargaining agreements that require all members to join a union or otherwise pay dues, allowing employees to get free rides.

Janelle Hampton, from the Peralta Federation of Teachers, suggested tactics to oppose the Corporate Deception Act including the

use of local newsletters, email lists, department and board meetings, and social media.

"If you find yourself in a situa-

tion where it feels tacky to bring this up," Hampton advised, "throw off the chains of concern. This issue is worth it."

English teacher Hampton quoted the poet Bonaro Overstreet who wrote: "You say the little efforts I make will do no good; they never will tip the scale where justice hangs in the balance. I don't think I ever thought they would. But I am prejudiced beyond debate in favor of my right to choose which side shall feel the stubborn ounces of my might."



SHARON BEALS

Janelle Hampton and Joel Flores explained the measure at Convention.

TOP: SHARON BEALS

Vote June 5

Primary election to determine candidate choice in November

CFT supports changes to term limits and new tax on cigarettes to fund cancer research

JUNE 5 WILL BE THE first primary election held under the new voter-approved rules that eliminate partisan primaries in every race except president. On the ballot, voters will select delegates to the national political conventions and consider two significant propositions.

CFT and AFT have endorsed the reelection of President Obama, who has sought to revive the economy, invest more in education, and protect women's rights, despite determined Republican efforts to hobble the administration.

In the Republican primary, likely nominee Mitt Romney has attacked collective bargaining and specifically singled out education unions. Romney supported state-level, anti-labor attacks in Ohio and Wisconsin, and bashed the United Auto Workers for working with management and the federal government to save a million

industry-related jobs.

A number of seats are in play in California. CFT and AFT are working to elect more pro-education, pro-labor Democrats to Congress, and to defend against conservative efforts to defeat good incumbents. The most vulnerable CFT-endorsed incumbent is Lois Capps, who represents Santa Barbara and San Luis Obispo Counties.

There are a record number of seats that will change hands in the Califor-



Glenda O'Neal-Foster, from the AFT College Staff Guild, discusses candidates.



Delegates spoke out for favored candidates in the June 5 primary election at CFT Convention.

nia Legislature due to term limits and the once-a-decade redistricting that follows the census. CFT has made several endorsements and is ramping up its organizing because the end of partisan primaries has increased the need for volunteer political action.

Under the old system, CFT would support a candidate in a crowded primary in a heavily partisan district, where winning the Democratic primary was tantamount to being elected in November. Now, the top two candidates in a district in Oak-

land or Los Angeles are both likely to be Democrats. The same two candidates who battled in June will likely have to fight it out again in November.

In regional races, a number of local unions are supporting facility bonds and parcel taxes as a way to cushion cuts in state funding of education.

— By Kenneth Burt, CFT Political Director

CFT says Yes to Propositions 28 and 29

VOTERS WILL HAVE THE opportunity to approve two CFT-endorsed measures on June 5. Proposition 28 will alter voter-enacted state legislative term limits and Proposition 29 will impose an additional tax on cigarettes.

Prop. 28 will reduce the total number of years a politician can serve in the California Legislature from 14 years to 12 years. Individuals will be able serve those 12 years in either house, giving them more time to develop expertise and reducing the constant turnover as new members of the Assembly focus on running for the Senate.

The Los Angeles County Federation of Labor and the Los Angeles Chamber of Commerce sponsored the measure.

Prop. 29, the California Cancer Research Act, will add a \$1 per-pack tax to the price of cigarettes. This tax will raise more than \$700 million annually for cancer research and public efforts to discourage kids from smoking.

Proposition 29 is supported by the American Cancer Society, the American Heart Association, and the American Lung Association.

These propositions will be the last statewide measures to appear on a June ballot. The Legislature voted to return to the historic practice of placing propositions on the November ballot, when a larger number of people generally go to the polls.

>To learn more about Prop. 28, go to cafreshstart.com, and for Prop. 29, go to californiansforacure.org. — KB

On June 5, your union recommends...

FEDERAL OFFICES

President Barack Obama*	6 Doris Matsui*	16 Jim Costa*	29 Tony Cardenas	41 Mark Takano
U.S. Senate Diane Feinstein*	7 Ami Bera	17 Mike Honda*	30 Howard Berman*	43 Maxine Waters*
U.S. House	8 Jackie Conaway	18 Anna Eshoo*	32 Grace Napolitano*	44 Janice Hahn*
<i>(By district number)</i>	9 Jerry McNerney*	19 Zoe Lofgren*	33 Henry Waxman*	45 Sukhee Kang
2 Jared Huffman	10 Jose Hernandez	20 Sam Farr*	34 Xavier Becerra*	46 Loretta Sanchez*
Norman Solomon	12 Nancy Pelosi*	24 Lois Capps*	35 Joe Baca*	47 Alan Lowenthal
3 John Garamendi*	13 Barbara Lee*	26 Julia Brownley	37 Karen Bass*	51 Juan Vargas
5 Mike Thompson*	14 Jackie Speier*	27 Judy Chu*	38 Linda Sanchez*	52 Lori Saldaña
	15 Pete Stark*	28 Adam Schiff*	40 Lucille Roybal-Allard*	53 Susan Davis*

*Incumbents

STATE OFFICES

California Senate	California Assembly	17 Tom Ammiano*	41 Chris Holden	62 Steven Bradford*
<i>(By district number)</i>	<i>(By district number)</i>	18 Abel Guillen	42 Mark Orozco	63 Anthony Rendon
5 Cathleen Galgiani	2 Wes Chesbro*	19 Phil Ting	45 Bob Blumenfield*	64 Isadore Hall, III*
7 Mark DeSaulnier*	4 Mariko Yamada*	20 Bill Quirk	48 Roger Hernandez*	69 Julio Perez
9 Loni Hancock*	6 Reginald Bronner	22 Kevin Mullin	49 Edwin Chau	70 Bonnie Lowenthal*
11 Mark Leno*	7 Roger Dickinson*	25 Bob Wieckowski*	50 Torie Osborn	77 Greg Laskaris
15 Jim Beall	8 Ken Cooley	27 Nora Campos*	51 Jimmy Gomez	78 Toni Atkins*
17 Bill Monning	9 Richard Pan*	28 Paul Fong*	52 Norma Torres*	79 Shirley Weber
19 Hannah-Beth Jackson	10 Mike Allen*	29 Mark Stone	53 John A. Perez*	80 Ben Hueso*
27 Fran Pavley*	14 Susan Bonilla*	30 Luis Alejo*	56 Manuel Perez*	
33 Ricardo Lara	15 Nancy Skinner*	37 Das Williams*	59 Reggie Jones-Sawyer	
39 Marty Block	16 Joan Buchanan*	39 Richard Alarcon	61 Jose Medina	

*Incumbents



Gov. Brown makes a surprise appearance while Sen. Joe Simitian was speaking.



PHOTOS BY STEVE YEATER

Members bring local reality to legislators in Sacramento

Union brings back Lobby Day to give CFT greater voice in Capitol

GATHERING FOR CFT Lobby Days, members traveled from Southern California, the Central Valley, and the Bay Area to ask their elected officials in Sacramento to do the right thing for public education.

The state treasurer kicked off the April 24 event. Standing before a crowd of about 100 educators, Bill Lockyer said anti-tax ideologues continuously tell the public that California has the highest taxes in the nation. But in fact California ranks 11th in sales tax rates and 10th in

vices delivered per person. Lockyer concluded that more revenues are needed to fix California's problems.

Throughout the day, K-12 teachers, classified staff, UC lecturers and librarians and community college faculty fanned out in the Capitol to speak with their elected officials.

Joanne Waddell, president of the Los Angeles College Faculty Guild, led a team of four part-time instructors to their first meeting. All four — Kathy Holland, Renee Berg, Tim Gilmore and Salvador Sanchez —



Lobbying teams strategized before meeting with their elected representatives.

Their first stop was the office of Senator Alex Padilla. The senator was on the floor in session, but the delegation told their stories to an aide. As a result of the cuts, Berg said, there are just three class sections offered for a required child development course, so students can't get in.

Gilmore, a counselor and instructor said students can't get the classes they need to fulfill their educational plans, and aren't able to see a counselor to make a new plan because the ratio of students to counselors is now more than 2,000 to 1. "They are becoming discouraged, and dropping out," he told the staffer, who promised to tell Padilla what was said.

In one of the day's highlights,

termed-out Senator Joe Simitian described his efforts to pass legislation that created the new transitional kindergarten program for children whose fifth birthday falls after September, but before December. He described this work, supported by CFT, as "one of the three or four most important things" he accomplished during his 12 years in the Legislature.

But the big moment was a surprise drop-in visit by Gov. Jerry Brown. He bemoaned the fact that education has



Speaking to CFT members: Senator Ted Liu, Assemblyman Louis Alejo and Senator Curren Price.

corporate taxes. Because of Proposition 13, property taxes rank 34th in the nation. Overall, it turns out, California is a middle-of-the-pack taxing state. The only tax that can be considered high is the one on top-bracket incomes, but this group has doubled its share of total California income.

He noted that when Ronald Reagan was governor, the state spent 6.02 percent of personal income on government-provided services. Today that number is 5.14 percent. That makes California 46th among states in ser-

vice have felt the negative impact of budget cuts brought about by the recession, and so have their students.



Southern California members talk with Assemblyman Jose Solorio, from Anaheim.



Christy Figueroa, from San Diego, poses a question to her representative, Assemblyman Marty Block.

"lost so much money and is down 23 percent." Referring to the 23rd Psalm, Brown said "the bad news is we're still in the valley of darkness." He thanked CFT for its work on the

tax initiative and voiced the hope that our joint efforts would push it across the finish line in November.

— By Fred Glass, CFT Communications Director



CFT lobbyist Dolores Sanchez lays out current issues in the Capitol.



Pajaro Valley community succeeds in banning carcinogenic methyl iodide

TEACHERS AT OHLONE Elementary School were greatly relieved when Arysta LifeScience, a Japanese chemical company, announced on March 20 that it would no longer sell methyl iodide in the United States for use as a pesticide.

The school sits on the edge of Watsonville. Long rows of strawberries, artichokes and brussel sprouts end 30 feet from the playground. Those fields get sprayed with pesticides and everyone at the school gets a dose.

When methyl bromide was banned

CFT calls for CalSTRS to divest in manufacturer

DELEGATES TO CFT Convention in 2011 passed a resolution asking the state to do more independent research about the health and environmental impacts of methyl iodide use and to “withdraw approval of methyl iodide for use in agricultural production until this research is completed....”

The resolution also called on CalSTRS to “immediately divest from Permira until the private equity group sheds its investment in Arysta LifeScience, or directs that firm to stop manufacturing methyl iodide for agricultural use.” According to CalSTRS, its Divestment Policy requires staff to investigate the issue, the investment, the risks involved, and to engage directly with management.

In an email to CFT, CalSTRS said, “We were not able to ‘sell’ or ‘divest’ of the Japanese chemical company that made the product or the product itself since we did not own a direct interest in the firm. Our exposure to the company was in the form of a Partnership, which owns over 10 different companies and by its investment structure is very illiquid.” Nonetheless, “the company decided to discontinue selling [methyl iodide] in the United States for a number of reasons.”

—Jane Hundertmark, Editor

>To learn more about the Partnership, go to calstrs.org and click on Quarterly Private Equity report.



Teachers at Ohlone Elementary School are concerned about the drift of methyl iodide, a toxic pesticide, from the strawberry fields across the street from the school.

in 1990, Arysta sold methyl iodide as a substitute soil fumigant for strawberries. Both OSHA and the Centers for Disease Control list methyl iodide as a carcinogen.

Nevertheless, the EPA approved it in 2007. In December 2010, during the final days of the Schwarzenegger administration, the California Department of Pesticide Regulation approved it as an “emergency regu-

lation that has fought methyl iodide and methyl bromide use for years.

Teachers worry about the increasing effects of chemical exposure on students. Jenny Dowd has worked at Ohlone Elementary for 18 years. “I’ve seen a rise in asthma and behavioral problems over that time,” the second grade teacher says. “We have more kids with autism. There’s more hyperactivity among students, attention

“We know that methyl iodide causes birth defects, but we also suspect it is having far-reaching effects on students, and on teachers.”

— Jenn Laskin, Pajaro Valley Federation of Teachers

lation.” Just three months later the department’s chief regulator went to work for chemical giant Clorox Corp.

Despite a lawsuit filed on January 5, 2011, challenging the approval, methyl iodide application began in Fresno County in May 2011.

“We know that methyl iodide causes birth defects,” says Jenn Laskin, grievance officer for the Pajaro Valley Federation of Teachers, Local 1936. “But we also suspect it is having far-reaching effects on students, and on teachers.” Laskin and a group of Local 1936 members are part of a broad coal-

span problems and chronic respiratory infections.” Dowd adds, “If I could, I’d monitor every field next to every school.”

Watsonville is a major growing region so there are many children of farm workers. Gonzalo Herrera, who teaches kindergarten at Ohlone, explains, “Their moms and dads come home with pesticides in the dust on their clothes. When their kids hug them, they get exposed.”

Local 1936 joined other unions and the Pesticide Action Network, first to get the methyl bromide ban enforced,

and then to stop methyl iodide from replacing it. Through 2011 they testified at hearings and won the support of state legislators who called for its ban. Over 200,000 people supported prohibition in the EPA’s public comment period, and 30,000 signed petitions. The United Farm Workers marched to Sacramento calling for labor law reform in the fields, including restricting the use of pesticides such as methyl iodide.

“The partnership between our union and migrant students brought the first resolution to the school board in Pajaro Valley, where it passed unanimously before methyl iodide had been approved,” Laskin says. “Our students took it on to the city council.”

Santa Cruz County passed the first resolution calling for the ban. Then the Monterey County Central Labor Council brought it to their Board of Supervisors, traditionally a bastion of growers’ power. After an attempt to pull it off the board’s agenda was greeted by public uproar and a protest at an Arysta reception, Monterey was forced to pass a resolution.

The public outcry, together with



High School teacher Jenn Laskin helped in the effort to ban use of methyl iodide.

the discovery of corporate influence over staff scientists at DPR, had an effect on the court case. Alameda County Superior Court Judge Frank Roesch said the approval had been “cobbled together” and that “no evidence” justified it. The company’s lawyer then said, “Arysta, even if it wanted to, could not sell this product in the state of California any longer.”

— By David Bacon, CFT Reporter



WHERE WE STAND

Your commitment has shaped CFT into a leader of progressive reform

(Continued from page 2)

union to resist the budget attacks and the assault on public education. We talked about building political power by forging alliances with community partners. Both of those ideals have guided us during the past year, in our work on the Millionaires Tax and the new merged tax initiative.

The importance of working with our key community partners, California Calls, ACCE and the Courage Campaign, cannot be overstated. We are broadening this coalition to tackle issues such as Proposition 13 and development of a grassroots campaign to reform education.

Our work on the Millionaires Tax has built a solid foundation for the future and taught us valuable les-



sons. One year ago Gov. Brown called for a Special Election to raise revenue by regressive taxation. Because of our efforts, and the simultaneous emergence of the Occupy and Student Movements, the governor finally agreed to work with us on a merged tax initiative.

The new measure is an overwhelmingly progressive income tax measure, the most ambitious in California history. No major union in California but CFT took the lead in this effort. Not bad for what the press described as a "backwater union."

Labor is strongest when it acts in its own interests and is not beholden to any political party. That doesn't mean we don't work with elected leaders, only that we build power independently and with our community allies.

Had CFT signed on to the governor's



measure early on, as other unions did, the governor would have had no reason to minimize the regressive elements or increase the progressive portions. As a result of our work, California now has a stronger, more progressive measure. That is the strength of CFT working in coalition.

The abrupt end of the Millionaires Tax came as a shock and was a major disappointment for many people in the state. While the new merged measure is a huge victory for CFT and our partners, we could have done some things differently in the process of compromise. We will learn from this experience and we will get better.

The Millionaires Tax resonated with the public, but in assessing our ability to move forward we had to weigh our capacity to wage a successful campaign. We could have qualified the measure for the ballot, but we were unlikely to marshal resources beyond what CFT, AFT, and our community partners could provide to run even a minimal campaign. Throughout this effort, we had strong backing from the AFT and President Randi Weingarten.

Some believed that even a symbolic effort would have been worth pursuing, but a symbolic initiative with minimal resources to win would have been politically and financially irresponsible. Others have speculated that the populist nature of the tax-the-wealthy measure and the growing political

movement would have carried the Millionaires Tax. CFT will be active in that emerging movement, but it will not be forged in one election cycle.

The merged measure is not everything we wanted. It retains a small regressive element and has no permanent income tax increase on the wealthy. But the income tax increase on individuals making more than \$250,000 per year will generate \$8 billion in the first year alone, the largest single tax increase on the rich in California history.

The seven years of increased income tax revenue will give us time to push for needed changes such as ensuring that commercial property owners pay taxes based on fair market value. Working with our community partners, CFT can help build the kind of political power necessary to take on these issues.

No union has used its resources more effectively, or wisely, than CFT. We are willing to dig a little deeper and support our political work. We can defeat the Corporate Deception Act ballot measure this November, a power grab that would hand over the political process to corporations and the wealthy. We cannot let that happen.

Your vision, your activism, and your continued dedication to unionism have caused the governor of the largest state in the United States to do the right thing. For your commitment to making CFT a leading force for progressive change in California, you have earned the admiration of union and community activists throughout the nation.

Joel Pectulato



**OUR STATE
OUR FUTURE
OUR FIGHT**
aft



JANE HUNDERTMARK



JANE HUNDERTMARK

Top leaders Josh Pechthalt, Jeff Freitas, and Lacy Barnes.



members march

Educators and San Jose workers join One-Mile March for Fairness

As delegates flooded into the ballroom of The Fairmont San Jose, they met a do-it-yourself sign factory set up on long tables. There were blank posterboards and enough colored markers to supply a dozen kindergarten classrooms.

To prepare for the day's march and rally, delegates wrote signs that said it all. *I paid more in taxes than Romney. Already slashed to the bone. Support unions, support workers.* And the classic: *Tax the rich.* Signs defended worker pensions, decried tuition increases, layoffs and cutbacks, derided the Corporate Deception Act, and supported the 99 percent.

After the first 90 minutes of Convention business, six men and women entered the ballroom wearing white dockworker hats and jackets adorned

with buttons from past campaigns. Calling cadence and marching in tight formation, the ILWU Drill Team leaned forward in a synchronized freeze and called out the picket line ditty, "We are the union, the mighty, mighty union."

Taking their cue, delegates grabbed their new signs and headed for the exits. Time to march. Outside it was overcast and windy with a 90 percent chance of rain. Street monitors in orange safety vests stopped traffic. While nearly 400 people crossed the street, the halted motorists read signs like *Fund schools, not jails.* Many waved and honked support.

Monitor Peter Petrosky got the call from his union, Carpenters Local 405. More than 300 journeymen in his local have been out of work for two



The ILWU Drill Team led the march in San Jose.

years. His third extension of unemployment benefits will expire soon. His stepson just finished college saddled with huge student debt. Even though he landed a job, Petrosky said, "at his wages he'll be hand-to-mouth for 10 years."

Frank Espinoza, a counselor from the San Jose/Evergreen Faculty Association said, "We're out here trying to make a difference for the

disenfranchised."

Jose Aguirre wore a jacket emblazoned with "Laborers International Union." He had received an email from his Local 270 and knew it was important to come. Other line monitors came from SEIU, Communication Workers, Electricians, AFSCME, UCFW, IATSE and others.

One member of SEIU, Jorge Contreras, was using the event to collect signatures for the unified tax initiative that combined the governor's proposal with the Millionaires Tax.

The One-Mile March for Fairness ended with a rally at a park near the hotel. As it drew to a close, the skies opened up and poured down rain. The hundreds of workers turned their signs into umbrellas and hurried off to find shelter.

Students mobilize about minimum wage, tax fairness and the Dream Act

During the Student Speak Out, the next generation of firebrand organizers inspired delegates with student-led campaigns that are making a difference.

Lila McCabe, vice president of the Campus Alliance for Economic Justice at San Jose State, said their campaign began when four students in an economics class concluded it would take an entire day's earnings at minimum wage to fill the gas tank of an average car.

The students researched minimum



Shannell Williams



Steve Li



Lila McCabe



Charlie Eaton

wage laws, started focus groups and formed a coalition. By April 13, they had collected 35,814 signatures to qualify a measure for the November ballot that will raise the minimum wage from \$8 to \$10 per hour in San Jose.

Charlie Eaton, an Occupy activist at UC Berkeley, credited CFT with "going to the wall for progressive taxes." Saying a lot has changed in a year, Eaton saluted the Occupy Wall Street movement: "When we go to the Capitol, we don't beg anymore.

We occupy. Our calls are returned."

Shannell Williams, a student body officer from City College of San Francisco, characterized the recommendations from the Student Success Task Force as "No Adult Left Behind." Williams said the proposals would strip her of education opportunities because she re-entered community college in her mid-20s.

Fellow student Steve Li recounted the morning when five black-clad immigration agents arrested him at his home. He

spent the next 61 days in a privately-owned prison in Arizona and was released only after a public campaign that included the efforts of AFT Local 2121. Many of the estimated 25,000 undocumented students who graduate from high school in California every year, "live every day fearing deportation," Li said.

Moderator Kent Wong from UCLA, said state law has long required immigrant students to attend K-12 school and the newly-passed California Dream Act finally makes them eligible for financial aid in college. After college, they are not allowed to work legally, which Wong says creates "a new apartheid" for the estimated 2 million students across the country in Li's situation. Attempts to pass a national Dream Act have stalled in Congress.

"Everywhere we go, People want to know, Who we are. So we tell them,

ION 2012



speakers inspire



delegates debate

Delegates debate and pass resolutions

The floor action of resolution debate is like the NCAA basketball playoffs. Some resolutions are slam-dunks, but others are as contested as the closest elimination game, with the added frisson of parliamentary trash-talk. Through it all, the discussion remains doggedly democratic.

Here is what the delegates passed:

Resolution 1 asks for stable, adequate and equitable funding for adult education.

Resolution 2 opposes excessive district ending balances and calls them harmful to students, employees and communities.

Resolution 4 calls for CFT to sponsor legislation requiring that non-unionized workers get written notice of changes in working conditions.

Resolution 10 calls for CFT to sponsor legislation providing multiple paths to special education authorizations.

Resolution 12 calls for districts with dual-immersion biliteracy programs to adopt the Guiding Principles for Dual Language Education.

Resolution 17 opposes the recommendations of the Student Success Task Force.

Resolution 18 calls for including ESL teachers in policy formation regarding English Language Learners in the community colleges.

Resolution 22 calls on Congress and the president to reduce military spending and redirect funds to public services at home.

Resolution 24 opposes Arizona's ban on Mexican-American Studies and the state's SB 1467, which would punish teachers for profane speech. (See story page 12)

Resolution 30 calls for adoption of the Educator Evaluation Principles developed by a task force of the CFT EC/K12 Council.

Resolution 31 reaffirmed rank-and-file democracy in the CFT.

Fletcher places education unions at the epicenter of change

Author and activist Bill Fletcher returned to CFT Convention to say that the union has a critical role to play for the entire country, not just for its members. His message so resonated that, throughout the Convention, delegates making all manner of arguments cited his speech like evangelists quoting scripture.

Fletcher's core message was that progressives squandered an opportunity when Obama was elected in 2008. He likened it to the 1864 Battle of the Crater, where Union troops in the Civil War exploded a mine to blow a hole in the Confederate defense. But when Union troops entered the vast crater, they marveled at the carnage rather than attack-

ing the retreating Confederates. The Confederates quickly recovered and counterattacked.

"In 2008, we were in the crater. Fox News did not know how to explain Obama's victory," he explained. "The conservative forces were in complete disarray. We sat back and waited for Obama to deliver. We thought we had elected Merlin the Magician. Meanwhile, the other side regrouped."

Fletcher cited the personal experience of his mother being a teacher in New York. "Teacher unions did an incredible job for their members — my mother has a very good pension. But the union stopped fighting, stopped being at the vanguard; it didn't build community alliances."

He told delegates, "Education unions are ideally placed — sitting at the epicenter of community groups — to lead such community alliances.

This agenda is not created in the legislative department of some union. This is about engaging the rank-and-file so it becomes their agenda."

Himself a member of several unions and a former staffer for the AFL-CIO, Fletcher referred to Samuel Gompers, the 19th century founder of the AFL. "Exorcising Gompers' ghost is what is called for today and that's a repudiation of special interest unionism."

Gompers was not thinking of leading a fight for economic justice, Fletcher said, he was trying to improve the lives of the people who were lucky enough to be in a labor union.

"To get ourselves out of this, we must rethink trade unionism. In 2008, labor needed to be clear about what it wanted from the administration. Labor needed its own program — not just a program for teachers, or postal carriers, or machinists — a program for economic social justice."

>Watch for Fletcher's forthcoming book, *'They're Bankrupting Us' and Twenty Other Myths about Unions*, from Beacon Press.



Bill Fletcher

Pulitzer-prize winner predicts the rich will get richer

David Cay Johnston, an investigative reporter for Reuters, won a 2001 Pulitzer Prize for his coverage of the tax system while writing for the *New York Times*. He showed how the top 10 percent of income earners in 1973 had a one-third share of national income. Their share is now 48 percent and Johnston predicts it will soar well above 50 percent as the stock market recovers.

Johnston warned about the rich advancing the myth that pensions are a gift to workers. "Pensions are earned — they are deferred income." He challenged those jealous of public employee pensions: "The question is not 'Why do



David Cay Johnston

we have pensions?' but 'Why don't you have them?'"

Our nation's founders did not trust corporations, Johnston explained. "They believed that corporations evolved to serve the state, but now the state serves the corporations. We have a Supreme Court that ignores history and makes up its own as exemplified by the *Citizens United* case that gives the entire universe to corporate power."

>Read David Cay Johnston at blogs.reuters.com/david-cay-johnston.

"We are the union, the mighty, mighty union."





Award winner Butler with family members.

Velma Butler honored with CFT Women in Education Award

Every day, Velma Butler witnesses the “whole village” that is necessary to support a community college student. Butler, who received the CFT Women in Education Award, sees it in one classified worker giving a student lunch money and in another who loans a student her phone for an important call.

Butler is president of the CFT Council of Classified Employees and the AFT College Staff Guild, which represents 1,000 clerical-technical workers in the 10-campus Los Angeles Community College District.

As she accepted the award, Butler said she was the fifth of seven children and the daughter of a laborer in Memphis. “I am also a product of the California community college and CSU systems, and I know the importance of public education, free education. If education becomes available only to people with six-digit incomes, then where will our children go?”

Butler’s first experience with a union was not a good one, she recalled. “Although they did not do what they were supposed to,” she said, “the experience gave me the desire to learn everything about the union. I read the contract over and over. A collective bargaining agreement is a beautiful thing.”

She reeled off the benefits her union has won for classified employees in Los Angeles including education incentives and paid family medical leave. Then she described how her union has given back to the larger community through food bank drives and donating clothes to women just released from prison.

“Union work,” she concluded, “is local, political, family and women’s work.”



A historic moment: President Josh Pechthalt with former presidents Marty Hittelman, Miles Myers and Mary Bergan.

Paul Fong and Tom Ammiano named Legislators of the Year

CFT Legislators of the Year Paul Fong and Tom Ammiano both scored 100 percent on the union’s report card for the 2011 legislative year.

Assemblymember Paul Fong told delegates that education is under attack and he has a vested interest in the outcome. “I carry your values,” he said. “Every day when I wake up I know I’ll be a faculty member again when I get out of the Legislature.”

An early supporter of the Millionaires Tax, he noted that the merged proposal was more CFT’s than the governor’s and called the new tax proposal “Millionaires Tax II.”



Assemblymember Paul Fong

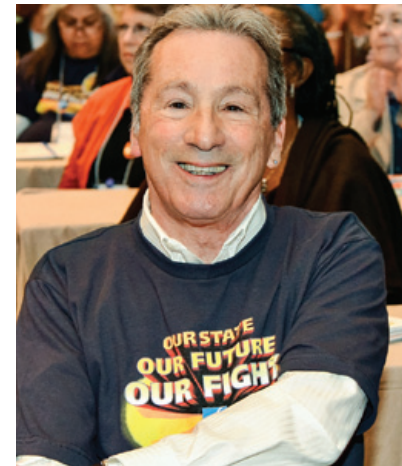
Fong is carrying CFT-sponsored AB 852 which would grant community college part-timers rights of first refusal in their faculty service areas. “The power I have is your power,” Fong said. He serves on several committees including Higher Education and Career Technical Education and Workforce Development.

Fong’s district is in the South Bay. Before election to the Assembly, he was a political science professor at Evergreen Valley College and a community college trustee. He is a member of the San Jose/Evergreen Faculty Association.

Like Fong, Tom Ammiano was a teacher before entering politics. He was also a stand-up comic, experience that plays well in the Assembly.

Ammiano gained prominence for his opposition to the Briggs Amendment in the late 1970s, which would have banned gays from teaching. Ammiano told delegates, “When we talked about gay teachers, I said, ‘Show me a room of teachers and I’ll show you a gay bar.’”

When introducing Ammiano, Dennis Kelly, president of United Educators of San Francisco, praised Ammiano’s support for a split-roll



Assemblymember Tom Ammiano

tax. The split would end the tax breaks enjoyed by commercial properties under the state’s Proposition 13, but leave in place protections for residential properties.

Ammiano has been a reliable critic of Prop. 13, the 1978 measure that froze property tax rates and made other state and local tax increases require a two-thirds vote for passage. “I just hope I live long enough to see the mother die,” he told the delegates, who couldn’t stop laughing during his acceptance speech turned stand-up routine.

Hittelman attains CFT’s highest honor: The Ben Rust Award

Marty Hittelman likened the task of changing society to the math symbol for square root. This math teacher turned labor leader, who served four years as CFT president, turned his acerbic focus on himself to accept CFT’s highest honor.

Hittelman explained to the large crowd at the Ben Rust Award luncheon that he climbed into leadership first as the elected president of his eighth grade Civics Club, which he described as a group of left-wing kids.

He confessed that he had an internal conflict between his shyness and his leadership. “I grew up with a very strong disrespect for authority. I never did like the idea of bosses or being bossed around.”

He became an adult in the era of

Students for a Democratic Society and participatory democracy, influences that led him to support shared governance in the community colleges where he spent most of his teaching life.

Hittelman recounted traveling to Berkeley with his older brother for the founding of the precursor to the Free Speech Movement. There he spoke to students and became hooked on rabble-rousing.

He quoted Abraham Lincoln and Malvina Reynolds, the 1960s era folk-singer. He explained that the square root symbol has the same base as the word “radical” and concluded, “Radical change is the opposite of cosmetic change.”

And the Malvina Reynolds quote?



Immediate past president Marty Hittelman accepts the Ben Rust Award.

It isn’t nice to block the doorway, It isn’t nice to go to jail, There are nicer ways to do it, But the nice ways always fail.

Around CFT



The One-Mile March for Fairness started in sunshine and ended in downpour.

Want to make positive social change? Consider attending the first CFT Union Summer School in August

ARE YOU MOTIVATED TO BE A UNION LEADER? Organize successful campaigns? Build community partnerships? Negotiate winning contracts? Keep the union's financial records? If yes, then the new CFT Union Summer School is for you.

Coming August 13-17 at UCLA, the union training boasts rigorous week-long courses, skilled trainers, applied learning, and evening workshops. There will be ample opportunity to share best practices with your colleagues from around the state and to find inspiration in one another's work.

The program will focus on building skills to expand union membership, involve members in union activities, increase political power, build community partnerships, organize successful campaigns, and establish



top-notch representation and collective bargaining programs.

You can sign up for one of five week-long courses: Winning the Best Contract, Having Voice at the Worksite, Building a Strong Local Union, Power of the People, and Treasurer's Training.

The program is geared toward emerging leaders and veteran leaders who want to take their skills to the next level. The leadership development offered at CFT Union Summer School is a critical ingredient for building strong democratic unions that can achieve gains for educators, students, and communities.

Scholarships are available and applications are due May 29. The deadline to register for CFT Union Summer School is June 4.

► If you are interested in attending CFT Summer School, talk to your local union leaders. Download the program brochure and register online at cft.org. To request a scholarship application, phone the Costa Mesa Field Office at (714) 754-6638 or email ekappen@cft.org.

Mark your Calendar

Division Councils of the CFT meet **May 18** at the Hilton Oakland Airport. All members are welcome to attend. **State Council** meets the following day, **May 19**, at the Hilton.

Cast your vote in the **Primary Election** on **June 5**.

Application deadline for continuing college students to apply for a **CFT Raoul Teilhet Scholarship** is **July 1**.

AFT TEACH Summer Academy, the national union's professional development academy, formerly called ER&D, will be held **July 10-18** at the Maritime Institute in Linthicum, Maryland. Learn more at aft.org.

AFT Convention, the most important policymaking body of the AFT, will be held **July 27-30** at the COBO Center in Detroit, Michigan. Important resolutions, constitutional amendments, as well as the election of the AFT president, secretary treasurer, executive vice president and 43 vice presidents, will be in the hands of the delegates. Delegates to the AFL-CIO Convention also will be elected. Learn more at aft.org.

Union Summer School, a new program of the CFT, will be held **August 13-17** at UCLA. The week-long training offers five courses plus evening classes. To learn more, go to cft.org or contact the Training Department at (714) 754-6638. (See full story at left.)

Committees of the CFT meet **September 22** in Oakland.

Division Councils of the CFT meet **September 28** at The Westin Los Angeles. **State Council** meets the following day, **September 29** at The Westin.

The event of the year for classified employees and paraprofessional members of the CFT, the **Classified Conference**, will be held **October 26-28** at the Double Tree in San Jose. Plan now to attend!

Cast your vote in the **General Election** on **November 6**.



Raoul Teilhet SCHOLARSHIPS

2012 high school senior scholarship recipients

THE CFT RAOUL TEILHET Scholarship Program awarded scholarships to 23 high school seniors planning to attend institutions of higher learning. The scholarship recipients are listed below with the name of the parent or guardian who is a member of an AFT local union.

Applications are now being accepted from continuing college students through July 1. Recipients will be announced prior to the fall semester. To obtain an application, go to cft.org and click on Scholarships, or phone the CFT Costa Mesa office, (714) 754-1514, to have one mailed to you.

Zoe Altenberg, daughter of Edward D. Altenberg, Pajaro Valley Federation of Teachers

Allen Colborn, son of Isaline Colborn, Ojai Federation of Teachers

Melody Dahlgren, daughter of Susan Dahlgren, Santa Cruz Council of Classified Employees

Alexandria Fredsholm, daughter of Katherine Wallace, Lompoc Federation of Teachers

Natalie Girshman, daughter of Helen Ogilvie, Jefferson AFT Federation of Teachers

Clara Hartman, daughter of Miriam Kaplan, Greater Santa Cruz Federation of Teachers

Glynis Kincaid, daughter of Shelly Kincaid, Petaluma Federation of Teachers

Mark Lutgen, son of Daniel and Jayne Lutgen, Poway Federation of Teachers

Gabriel Michaels, son of Stacy Michaels, United Teachers Los Angeles

Marika Miner, daughter of Tom Miner, Los Rios College Federation of Teachers

Khalif Moore-Stevenson, son of Chanita Stevenson, Berkeley Council of Classified Employees

Alyssa Neumann, daughter of Genevieve Neumann, Galt Federation of Certificated and Classified Employees

Nicholas Perkins, son of Magda Noffal-Perkins, Ojai Federation of Teachers

Alyssa Petersen, daughter of Lorri Petersen, Evergreen Federation of Teachers

Alexi Pyles, daughter of Cathy Pyles, Los Angeles College Faculty Guild

Isabel Reeder, daughter of Marla Burg, Ventura County Federation of College Teachers

Emily Schefke, daughter of Judith Schefke, United Teachers Los Angeles

Janae Stewart, daughter of Beverly Stewart, San Jose/Evergreen Faculty Association

Camille Stout, daughter of Lori Stout, Carpinteria Association of United School Employees

Lev Tautz, son of Elena Tautz, AFT College Staff Guild-Los Angeles

Megan Veach, daughter of Robert Veach, North Monterey Federation of Teachers

Kortney Whaley, daughter of Jody Whaley, Santa Paula Federation of High School Teachers

Tanner Wrout, son of Jeffrey and Lori Wrout, Oxnard Federation of Teachers and School Employees

Delegates spoke passionately in opposition to the Arizona ban.



Pre-K and K-12

Arizona outlaws core Mexican-American Studies program Tucson High School teacher recounts story of textbook and curricula ban

A FEW DAYS BEFORE SHE traveled to CFT Convention in San Jose, María C. Federico Brummer received an email at 8 p.m. from the Tucson Unified School District. It contained a list of newly banned books that the district wanted packed by noon the next day. During class, her students watched her comb the cabinets and remove classroom sets of the affected titles.

She packed Shakespeare's *The Tempest*, Toni Morrison's *The Bluest Eye*, Howard Zinn's *A People's History of the United States*, Rudolfo Anaya's poetry collection *Take the Tortillas Out of Your Poetry* (a title included in the National Common Core Standards) and every textbook dealing with Mexican-American history.

Brummer's students are 60 percent Latino and 25 percent white. The high school once suffered a high



María C. Federico Brummer detailed the events leading to the statewide ban and described its devastating effects on students and educators.

SHARON BEALS

dropout rate. In 1998, the Tucson Unified School District began a Mexican-American Studies program, in part as response to a court desegregation order. Within a few years, 97 percent of the program's students were graduating and 70 percent were continuing to higher education.

Arizona responded in 2010 by passing House Bill 2281, legislation that outlawed the Mexican-American Studies program. When the governing board of Tucson Unified balked at the new law, the state superintendent threatened to cut \$14 million in district funding. The Tucson board caved.

Brummer, a high school government teacher of 14 years, told her story at a workshop on April 13. The following day delegates passed a resolution opposing Arizona's ban on Mexican-American Studies and supporting a student's right to a well-rounded and culturally rich education.

The state of Arizona has long been a Petri dish for reactionary ideas, such as refusing to recognize Martin Luther King's birthday as a holiday, setting up its own immigration enforcement system, and now eliminating successful curricula in public schools.

Brummer said the program chal-

lenged students to academic excellence. She shared a Mayan philosophy called "En Lak Ech" used in the program. It concludes, "Si te amo y respeto/ If I love and respect you, Me amo y respeto yo/ I love and respect myself."

Yet Superintendent of Public Instruction John Huppenthal told Amy Goodman on the NPR show *Democracy Now!* that the classes were "promoting ethnic solidarity in ways that are really intolerable in an educational community."

Huppenthal called the program an indoctrination. "In no way, shape or form are we banning any kind of books or any kind of viewpoint from the classroom," he said. "But we are saying that if all you're teaching these students is one viewpoint, one dimen-

sion, we can readily see that it's not an accurate history." Last summer, before the program was banned, Huppenthal hired Cambium Consulting to validate his critique but the group's audit report concluded that the program did not violate state law. He discounted the report.

Brummer said many school board meetings have been tumultuous. Police in riot gear search people as they enter. Students have tied themselves together. Just three days before she left the state, the long-time head of the banned program was dismissed. After an April 2 interview with board member Michael Hicks on *The Daily Show*, students now give out burritos before meetings. Hicks said on the show that faculty members were serving burritos in class as indoctrination.

And the Arizona Legislature has more in the pipeline. SB 1202 would



rescind a credential if the teacher used partisan speech in the classroom. SB 1203 would require any supplemental reading in the classroom to be posted online. SB 1467 would adopt FCC standards of speech decency for all teachers.

CFT is not alone in opposing the ban. The California Legislature passed a resolution supporting ethnic study programs. It says the actions in Arizona, "distort our hallmark as a diverse nation and mischaracterize educational curricula that affirm this diversity as reverse racism, hatred and ethnocentrism."

— By Malcolm Terence, CFT Reporter

GARY RAVANI
COUNCIL PRESIDENT

Return to real reform

Self-styled education reformers advocate cheap fixes: value-added methodology, merit pay, and school closure are all ideas that have no basis in research.

Two programs proven to have merit are the Perry Preschool Program and the Tennessee STAR (Student Teacher Achievement Ratio) Program.

In Perry, Michigan, during the early 1960s, three- and four-year olds from high-poverty environments were divided randomly into groups receiving high quality preschool or no preschool. Tennessee's STAR randomly placed students in smaller classes (13 to 17 students) or in regular classrooms.

Both programs proved empirically that increased academic achievement is sustainable, resulting in higher graduation rates, fewer underage pregnancies, and, in adulthood, lower arrest rates and increased earning power. It's way past time to put real reform back into our school reform.



TOP: SHARON BEALS

Many delegates to Convention sported Obama endorsements.



Classified

Lawndale organizes workers in afterschool program District voluntarily recognizes 90 workers who provide enrichment to district students

MORE THAN 90 ACADEMIC support employees staffing a successful extracurricular program in the Lawndale Elementary School District recently joined the ranks of the AFT, granting them the same workplace rights as unionized classified employees in the Los Angeles County K-8 district.

“The services these workers provide are as essential as those provided by instructional assistants and support personnel in the district,” says Carl Williams, president of Lawndale Federation of Classified Employees, AFT Local 4529. “It made no sense to exclude them from our bargaining unit.”

According to Williams, an outside organization started the program called Realizing Amazing Potential, or RAP, which offers before- and afterschool activities at nine campuses.

RAP employees prepare students for regular classroom curriculum, help them with homework by providing background knowledge and hands-on activities, and plan and implement unique lessons. They also lead activities such as computer learning classes, silkscreening, and participation in sports and a musical rock band. The district eventually absorbed the program.

Over the years, RAP workers had experienced unfair treatment includ-

community partnerships, manage parent volunteers, and provide resource information to families and staff.

Kristia Groves, an activities specialist at Will Rogers Middle School, said the RAP employees approached Local 4529 because they wanted the same benefits as the union-represented classified employees in the district.

BOB RIHA JR.



Kristia Groves is an activities specialist in the successful enrichment program at Lawndale.

The local immediately launched a card-signing campaign. After a few months of personal visits, meetings and phone calls, more than 86

similar to those of instructional support positions in the district.

The local presented the signed cards to the Lawndale district during contract negotiations, and within hours, the district recognized the workers as part of the union.

With union recognition, the RAP employees gained basic rights such as

move forward,” she says. “The union gives everyone a voice. Union protection allows us to ask questions and not be afraid.”

Andrew Sanchez, an activities specialist at Mark Twain Elementary, agrees. Before winning representation, “we felt like a stepchild of the district,” he explained. “We wanted to be fully embraced, to have the same rights as other district employees, and strengthen how RAP is perceived.”

As a result of its success, the Lawndale Federation received an award for the largest growth in membership through new unit organizing at CFT Convention. “It was easier than I thought,” Williams concludes. “To anyone thinking about organizing, my advice is, ‘Just do it.’”

— By Mindy Pines, CFT Reporter

VELMA BUTLER
COUNCIL PRESIDENT

Organize to build power

Organizing drives are central to the task of bringing new workers into the union. The main way a union brings in new members is to convince the workers to choose the benefits of unionization and to vote for the union during an organizing campaign.

Respect for workers’ rights plays a significant role in determining the outcome of an organizing election, in recruiting new leaders, and in retaining new members. When the union proves its effectiveness at representing workers, an employee’s perception of the union usually improves.

Organizational strength comes primarily from our membership. Unions lose members every day through death, retirement, and job loss, so we need to constantly recruit new members to maintain membership levels and to build power at the workplace.

Collective bargaining has traditionally been and remains today, the most important mechanism for the pursuit of social and economic justice for workers.



“The services these workers provide are as essential as those provided by instructional assistants and support personnel in the district. It made no sense to exclude them from our bargaining unit.”

—Carl Williams, President, Lawndale Federation of Classified Employees

ing at-will dismissals, reductions in work hours and transfers without notice. There was no process for discipline or evaluation.

The new members of Local 4529 fall into two job classifications. Program leaders plan and lead student activities, and tutor. Activities specialists perform administrative tasks, help build

percent of the RAP employees had signed union cards.

Groves helped research the Education Code, comparing job duties and responsibilities of the RAP employees to those of union-represented staff. Because of her research, the union was able to present a strong case showing how the duties of RAP employees were

due process for grievances, evaluation and discipline; paid holidays, sick days, and vacation leave. The district retroactively paid program workers for holidays from February 2011 through April 2012.

Having job security and a democratic process at the workplace were important to Cathy Kizine, a program leader at Anderson Elementary. She played a key organizing role at her site by distributing flyers and union cards, attending meetings, and explaining why having a union was a good idea.

Kizine says that there are still some issues to hash out. The RAP workers want job titles that more accurately describe what they do and there are unresolved details about employee dress code and uniforms. “Now members can democratically decide what’s important to them, and how to

TOP: SHARON BEALS

Students were vocal on May 1, especially after being pepper-sprayed a month earlier.



Community College

Labor leads opposition to two-tier fee plan at Santa Monica Faculty and students defend the working class on International Workers' Day

IT TOOK THE PEPPER-SPRAYING of 30 Santa Monica College student protestors to put the brakes on a two-tier pricing plan that threatens to deny higher education to thousands of students.

Announced by the Santa Monica College Board of Trustees in March, the plan would offer high-demand, core education courses — English, history, math — at a cost of \$180 per unit, while all other state-funded classes would remain at \$46 per unit. The college planned to implement the program this summer with enrollment beginning in May.

This news brought out residents, faculty, staff and students. But instead of having a voice at the April 3 Board of Trustees meeting, the protesters

were pepper-sprayed. It was this incident, carried out with what students called a total lack of common sense, that led to a large protest at the next board meeting on May 1.

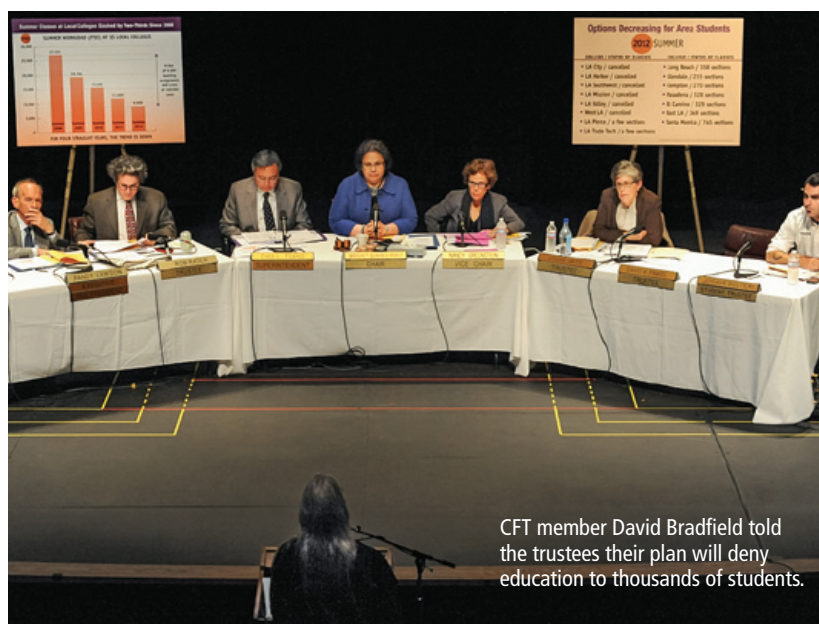
Fittingly on International Workers' Day, students, faculty, and community members spoke out together against the Santa Monica plan.

ter and summer semesters is the only solution to the problem of classes being cut. Quiñones-Perez is a counselor at El Camino College in Torrance, a member of the El Camino Federation of Teachers and the local's executive board.

During the pre-meeting protest, Quiñones-Perez saluted the protesters



Los Angeles faculty members John McDowell, Deborah Kaye and Phyllis Eckler at the protest.



CFT member David Bradfield told the trustees their plan will deny education to thousands of students.

tricts are already lined up waiting to copy the Santa Monica model," Waddell told the board. "If this is allowed to go through, it will change forever the face of public education."

CFT helped organize the May Day protest with dozens of labor unions. Maria Elena Durazo, leader of the Los Angeles County Federation of Labor, told the Board of Trustees, "This is about free public education for everyone. On behalf of hundreds of thousands of union members, we want to abandon plans to create a separate high fee track at community college, instead let's use our energy and resources to pass the governor's tax initiative."

The Santa Monica plan is still on the table, and the two-tier issue is not going away. CFT led last summer's fight against AB 515, which would have allowed high-fee extension classes in the community colleges.

"We are adamantly and steadfastly opposed to any two-tier fee structure," said Carl Friedlander, president of the CFT Community College Council, "as are the Statewide Faculty and Student Senates. Everyone in the system across the state has opposed Santa Monica's effort to create a special track of classes for people who can afford them."

He points in particular to Jack Scott, chancellor of the California Community Colleges, who called the Santa Monica plan illegal, and Attorney General Kamala Harris, who agrees.

— By Kelsey Duckett, Special to the California Teacher

CARL FRIEDLANDER
COUNCIL PRESIDENT

CFT fights two-tier student fee proposal

Discriminatory "two-tier solutions" are popping up all around us: toll lanes, congestion pricing, and high fees for matriculated CSU students to take credit classes through Extension.

In response to dwindling access in the California community colleges, Santa Monica College has become the principal promoter of this divisive and phony solution to the problem of shrunken resources.

The community college system is decentralized, with locally elected boards of trustees having a high degree of autonomy in each district. But that independence does not include the right of an individual district or college to create a two-tier fee structure.

CFT is leading a coalition to oppose the wrongheaded efforts in Santa Monica, and, as long as the college pursues two-tier education, the coalition will broaden and its opposition efforts will intensify. District trustees and President Tsang must drop their ill-conceived plans to create a high-priced toll lane for California students.

Addressing the trustees and the 300 protesters, CFT leaders said the mission of the California Master Plan for Higher Education is to make college education accessible to all families.

John McDowell, an instructor at Los Angeles Trade Technical College, called it "extremely unfair" to set up a toll lane where only students who have the means to pay for classes will get them. "California has a huge problem," he said. "Hundreds of thousands of students are being turned away. This plan will exacerbate the problem and undermine support to restore funding."

With the exception of Board of Trustees Chair Margaret Quiñones-Perez and Student Trustee Joshua Scuteri, college officials have maintained that increasing fees in the win-

and called her fellow board members "stubborn in their adherence to the self-funded classes."

Her fellow AFT local union leader,



Board of Trustees Chair Margaret Quiñones-Perez called her fellow trustees "stubborn."

Joanne Waddell, president of the Los Angeles College Faculty Guild, called the two-tier plan "ground zero for public education in California. Dis-



UCLA's Kent Wong marches in stride with the 99%.

Classics lecturer maintains classic ideas about unions New local president Rundin says union makes lecturer job worth having

CLASSICS LECTURER John Rundin feels privileged to pass on to another generation the cultural treasures that were given to him by the previous generation. The teacher of Latin and ancient Greek is one of two recipients of this year's Award for Excellence in Teaching from the UC Davis Academic Federation.

"I live my job, love what I do, and I love my students," says Rundin. "It is a great honor."

In a packed classroom, *California Teacher* observed the animated and energetic Rundin bring Latin subjunctives to life for his inquisitive students. History major Caroline Whyler, who is taking her third class with Rundin, appreciates his patience and describes him as having "just the right amount of eccentricity needed to make Latin interesting. He is never boring."

Rundin credits the union with "keeping culture, the arts, and humanities alive." The newly elected president of UC-AFT Davis, Local 2023, explains,

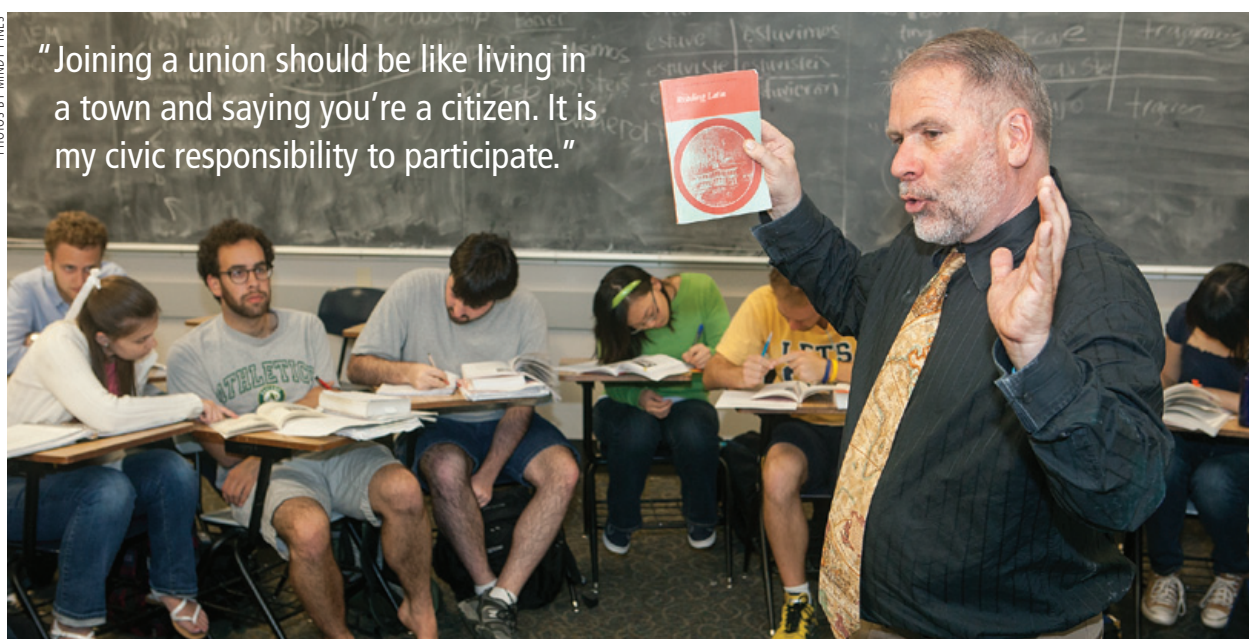


before lecturers unionized, "they didn't have a fair review process. They earned less." There were no rehire standards or job security.

"UC did not merely give us a fair grievance procedure. All the fairness in our job is due to what the union negotiated. The only reason the lecturer job is worth having is because of the union," Rundin says. "Joining a union should be like living in a town and saying you're a citizen. It is my civic responsibility to participate."

The union protects public education and fights against those who

PHOTOS BY MINDY PINES



"Joining a union should be like living in a town and saying you're a citizen. It is my civic responsibility to participate."

New local president John Rundin has been recruiting fellow lecturers on campus, resulting in a 12 percent membership increase for UC-AFT Davis.

"would turn education into mere job training...into making us cogs in the machine," he says. He is angered by the "impoverished view of education reformers who don't see our role as building citizens who will make our country worth living in."

Unionism and civic responsibility are nothing new for Rundin, who has always been active politically and served as faculty union president when he taught at the University of Texas. But until he passed his six-year review at UC (the equivalent of probation) in January 2011, Rundin simply attended union meetings and kept up on the issues.

After his review, he amped up his activity and led the local's membership drive. His energy and persistence resulted in a dramatic 12 percent increase of lecturer members at Davis.

Rundin says access is the biggest challenge in organizing lecturers, who are spread across a vast area in isolated units. "You have to talk to people face to face. UC supplies lists of eligible bargaining unit members, but they list only names and departments,

no phone or room numbers. I had to hunt them down by going to department administrative offices and, if I was lucky, I found office hours and room numbers." Once he found them, he explained to the lecturers how more union members meant more union strength at the bargaining table.

When local president Alex Borg stepped down, Rundin stepped up. Rundin wants to continue building local membership, and to increase member activity and political involvement. An engaged membership, he believes, is essential to protecting public education against "the massive propaganda effort against unions waged by the right."

"Teacher unions are vital to the world of education," Rundin asserts, and "education, economic growth, and cultural amenities essential to our well-being." But, he concludes, while "UC has been a premium university, over the last couple decades, California has stepped away from its responsibility to foster this institution."

— By Mindy Pines, CFT Reporter

BOB SAMUELS
COUNCIL PRESIDENT

Why UC always loses in the state budget

Due to the structure of the California state budget, it is almost guaranteed that each year, UC and CSU will get a funding reduction. That's because more than 70 percent of state dollars are locked into funding K-14 education (through Proposition 98), prisons, and healthcare.

That leaves less than 30 percent to fund everything else, and means that the universities have to fight it out with the poor, the hungry, and the disabled for an ever-shrinking piece of the budget pie.

Even if legislators say they care about higher education, when push comes to shove, they know that the UC can always raise tuition, while other programs do not have an alternative source of income.

The only solution to this long-term problem is to increase state revenue and force legislators to support higher education in a lasting way.



TOP: JANE HUNDETMARK

Local Wire

Reporting Local Action
Around the State



Mirella Burton (center, second row), conference co-chair and counselor at Evergreen Valley College, surrounded by students she works with in the Enlace program.

LOCAL 6157

Success beyond the classroom...

Never underestimate the hunger of community college students to achieve their dreams.

When the **San Jose/Evergreen Faculty Association**, the AFT, and the South Bay Labor Council cosponsored the first annual “Student Success Beyond the Classroom” conference, 35 students from San Jose City College and Evergreen Valley College gave up a precious Saturday

to learn about advocacy efforts that will enhance their success in class.

California’s budget crisis hit the San Jose colleges particularly hard because they serve a large working-class community. At least 25 percent of enrollees are first generation Hispanic immigrants.

“The young voting population is important, and we need to expose them to what is going on in their community, both in education and politics,” says Mirella Burton, a coun-

ALL LOCAL UNIONS

Signed, sealed, delivered...With an April 25 deadline looming for the submission of voluntary signatures to qualify the Schools and Local Public Safety Protection Act of 2012 for the November ballot, CFT members stepped up and quickly gathered more than 10,000 signatures.

As many faculty and classified were returning from spring break, 48 local unions collected an impressive 11,135 signatures in just over three weeks. The signature gathering marks a major step in building awareness about the need for state budget reform. CFT offers a big shout-out to members who worked hard to ensure that the new tax initiative qualifies for the ballot.

TOP SIGNATURE GATHERERS

- 2,048: *Los Angeles College Faculty Guild*, Local 1521
- 1,006: *United Educators of San Francisco*, Local 61
- 798: *Glendale College Guild*, Local 2276
- 672: *Ventura County Federation of College Teachers*, Local 1828
- 628: *Cabrillo College Federation of Teachers*, Local 4400

TOP SIGNATURE GATHERERS AS PERCENTAGE OF LOCAL MEMBERSHIP

- 290 percent: *San Mateo Adult School Federation of Teachers*, Local 4681
- 160 percent: *Galt Federation of Certificated and Classified Employees*, Local 2219
- 160 percent: *Mendocino College Federation of Teachers*, Local 6322
- 130 percent: *Glendale College Guild*, Local 2276
- 120 percent: *Cabrillo College Federation of Teachers*, Local 4400

selor at Evergreen Valley College. “Their voice is crucial.”

At the conference, students discussed political action inside the classroom and out, such as the “Schools and Local Public Safety Protection Act” ballot initiative, and the AFT’s Just Ask campaign, which encourages students to ask college representatives about the treatment of college employees.

Khalid White, instructor of African American studies, said that many students were struggling. “You have students that are dealing with life’s challenges. If I don’t eat, if I don’t have money to get to and from school, homework is fifth, sixth, seventh on the list of priorities.”

Typical of the challenge is Norma Diego, soon to graduate from San Jose City College, who has to balance school, family and work. “I work full time, and I go to school full time, so it’s hard to please everybody,” she concluded. — By Patrick Evans

LOCALS 4794 & 1911

Coast on the move...The **Coast Federation of Classified Employees** is aggressively building its union, according to President Ann Nicholson, and with successes stacking up, plans to ramp up its efforts.

Working closely with CFT, Local 4794 has developed a plan to increase membership, create a retiree chapter, and recruit and train more site reps. And it’s working. Already the union has signed up 39 new members and eight retirees. The local also plans a major recruitment drive to increase participation in its Committee on Political Education, or COPE.

In the ongoing fight for fair funding, Coast classified teamed with sister faculty union, the **Coast Federation of Educators**, to persuade the district to take a hard look at its budget and find the funds to restore essential classes that have been canceled.

Rank & Files

Jerry Smith, a high school English teacher for 35 years and member of the Salinas Valley Federation of Teachers, Local 1020, recently published a novel titled *It’s Not About the Students*, a provocative look at the bittersweet struggle that is the American education system. Smith was a long-time member of the local’s executive board and an ad hoc



political coordinator. Local president Steve McDougall called the novel “a useful teaching tool for learning how to organize a local’s membership for common causes. Jerry walked a picket line before he received permanent

status, was laid off, was on management’s ‘most wanted list,’ and pushed for former teachers and students to serve on our school board.”

Frank Bardacke, author of *Trampling Out the Vintage: Cesar Chavez and the Two Souls of the United Farm Workers*, reviewed in *California Teacher* (Feb-Mar 2012), has won the 2012 Hillman Prize for Book Journalism. Bardacke taught at the Watsonville Adult School for 25 years and is a member of the Pajaro Valley Federation of Teachers, Local 1936. The Sidney Hillman Foundation honors journalists who pursue deep storytelling in service of the common good. Hillman was the founding president of the Amalgamated Clothing and Textile Workers Union of America and an architect of the New Deal who fought to build a vibrant union movement.

Jenn Laskin, member of the Pajaro Valley Federation of Teachers, Local 1936, was awarded the Irene Agosta Memorial Award for Outstanding Achievement in Rights for Union Women by the Monterey Bay Central Labor Council on April 27. Laskin was one of six people who marched up the Central Valley in the March for California’s Future in 2010. She is currently grievance officer and political organizer for Local 1936 and is involved in a host of community coalitions.