



## “Power analysis” helps member leaders formulate effective local plan

Anticipating challenging contract negotiations next year, member leaders of United Educators of San Francisco met recently to begin planning how to increase their power at the bargaining table. With assistance from the AFT, the 5,000-member local began a “power analysis” process in which the union develops steps it can take to strengthen power, achieve bargaining objectives and organizing goals.

One recent Saturday morning, seven UESF members and several AFT and CFT staff met to begin power analysis. The objective was to map the current power structure surrounding education issues in San Francisco.

Participants started with fundamental questions such as “Who decides issues and policies that matter to us, who could influence them, and with whom should we develop stronger alliances?” They systematically examined or-



Gene Bruskin, director of the AFT Strategic Campaigns Department, facilitates “power analysis” training with UESF leaders and members. The training aimed to develop an understanding of the political landscape in San Francisco and examine UESF’s relationships with elected officials and community groups and leaders.

ganizations and individuals who have direct influence over education policies and issues in San Francisco. They assessed the power of each organization, and whether each is more or less supportive of UESF positions.

The group also discussed their parent organizations, the labor movement, religious groups, education-related advocacy groups, the business community,

politicians, and civil rights groups. While undertaking a “power analysis” can occur fairly quickly, doing the work necessary to change power dynamics takes considerable time and effort.

Coming out of the workshop, member leaders had a much clearer picture of the work required to build support for education issues during the lead up to next year’s bargaining. They plan to engage UESF members more than ever before to build a strong community-based coalition of allies on issues affecting

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education.

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**TO FIND OUT MORE** about how your local can begin a power analysis project, contact Sandra Weese at [sandraweese@sbcglobal.net](mailto:sandraweese@sbcglobal.net).

# Week of Action mobilizes CFT members to demand fair and just state education budget

Facing a large budget deficit this year, the state's social service and public safety networks have been cut dramatically, putting a large strain on state infrastructure. Funding for public education has dropped by nearly \$17 billion since its peak in 2007. This bad situation will get much worse without additional revenue.

Last month, education unions, in partnership with faith-based leaders and community allies, participated in CFT's Week of Action May 9-13 to raise public awareness about the impact of these cuts. CFT members participated in actions throughout the state aimed at stopping cuts to vital services. The demand was simple: "No more cuts to education and pass the tax extensions in the governor's budget."

More than 57 AFT local unions took action. Mem-

bers of United Teachers Los Angeles organized a rally in Pershing Square on May 13 that drew more than 5,000 people. Addressing the rally, CFT President Josh Pechthalt spoke about the need for unions and community members to pressure state legislators to end the cuts.

United Educators of San Francisco organized a rally in San Francisco attended by more than 3,000 people including CFT members from the Jefferson Elementary Federation; the Berkeley Federation; the Novato Federation; and the San Francisco, San Mateo and Peralta Community College Federations.

UESF also sent 70 members to the state Capitol in support of efforts there spearheaded by the California Teachers Association. Classified employees from AFT local unions in Compton Unified, and the Los



*A May press conference called for tax equity and passage of AB 1130 with attendees bill author Assemblywoman Nancy Skinner, CFT President Josh Pechthalt, Berkeley Federation President Cathy Campbell, Oakland Education Association President Betty Olson-Jones, and UC Berkeley Labor Center Director Ken Jacobs.*

Angeles and Coast colleges lobbied legislators in the Capitol about issues affecting support staff.

In addition to calling for an end to education cuts and extending the expiring tax provisions, CFT members are pushing the California Legislature to generate additional state revenue. Members from locals have collected thousands of cards in support of AB1130, a bill that would raise the income tax on Californians

making \$500,000 or more a year by 1 percent. AB1130, carried by Assemblywoman Nancy Skinner, D-Berkeley, would produce upwards of \$2.5 billion annually.

The bottom line is that in order to fix the state's budget problems, all CFT members must take action. Local unions must continue to *Get Organized* and engage members and the broader community in this struggle — it's the only way to make change happen.

## NEWPORT-MESA TAKES ACTION...



**ON MAY 31**, members of the Newport-Mesa Federation of Teachers, the CSEA, and clergy and parishioners from four Orange County churches called on state Senator Tom Harman, R-Costa Mesa, to support the tax extensions in the budget. Partnering in this action was Clergy and Laity United for Economic Justice, a statewide organization of faith leaders that is mobilizing people of faith to speak out about the need for a "moral budget." This outreach was part of Newport-Mesa's ongoing efforts to build deeper relationships with community and faith leaders.

## AT THE COMMUNITY COLLEGES...



**COLLEGE OF MARIN** faculty members John Sutherland and Nancy Morales role play at an activist training held May 7 that was attended by 27 leaders and members of United Professors of Marin. The training prepared members to go out and talk to their co-workers about the importance of signing up for COPE (Committee on Political Education) deductions and completing the local's survey that aims to assess member needs and community connections.



**MEMBERS OF THE** Coast Federation of Classified Employees attended an annual membership meeting on April 21. As part of the meeting, CFT Director of Organizing Sandra Weese discussed the organizing project and provided an update on CFT's state budget campaign by showing the presentation, Talking Taxes: Fixing Our Future.

## Organizing of early childhood centers and teachers expands in San Francisco

After last winter's successful outreach to early childhood education centers in San Francisco, the growing group of early education providers continued its collaborative meetings with ACCE, the Alliance of Californians for Community Empowerment. The joint effort culminated in a town hall meeting with city Supervisor Malia Cohen.

The group of more than 50 parents, providers, and community members brought a list of demands to the meeting, including end cuts to early education centers and increase investment in communities.

Khalida Anwar, a teacher

at the South of Market Childcare Center, told the group, "While the actions of one person might not be much, if we all stand together we can be a powerful force and get the city's attention." Supervisor Cohen, representing the city's District 10, assured attendees that she would bring these priorities before the full San Francisco Board of Supervisors.

Following the community meeting, providers met again to discuss their union, Local 6361, and how to move its advocacy campaign forward. The meeting, hosted by teachers from South of Market Childcare

Center, opened with a discussion of common issues identified in the centers.

Throughout the discussion, members consistently stressed that providers need to be respected as educators and professionals, that programs need adequate funding, and that people doing the work need fair wages and support for professional development.

"Even though San Francisco puts an emphasis on early education as a way to help close the achievement gap," explained Bethica Quinn, director of Centro Las Olas, "preschool teachers are paid less than kindergarten teachers —

and less than dog walkers — and that's got to change."

After discussing different strategies, the providers committed to several actions that will help grow capacity. They included addressing a group of directors that was meeting the following evening and reaching out to centers where individuals have personal connections.

Organizing for power is all about having one conversation followed by another conversation, and early educators in San Francisco are ready and stepping up.

# Coalition of workers and progressive allies say “We Are One!” on April 4

While tens of thousands of workers have lost their jobs and essential public services have been slashed in every state, well-funded, rightwing corporate politicians are engaged in a stealth campaign to strip workers of their rights.

On April 4, an unprecedented coalition of labor unions, progressive allies, and individual working people expressed solidarity by participating in rallies, teach-ins, and faith-based events to say “We Are One” with working people in Wisconsin and dozens of other states. In California many CFT locals participated in rallies across the state.

The message heard across the nation that day was that Wall Street and corporate America must be held



Members of the Berkeley Federation of Teachers call for support of public services during a rally at Oakland City Hall sponsored by the Alameda Central Labor Council.

accountable. These events proved that when the labor movement joins together, it has the ability to take on those who want to undermine public services and public education.

When unions are strong, they are able to ensure that workers have a voice in the workplace, are paid fair wages, and are considered in corporate decision-making processes.

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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## MONTEREY BAY GETTING INVOLVED...



**MONTEREY BAY** CFT members joined the April 5 meeting of the Monterey Bay Central Labor Council at the offices of the Pajaro Valley Federation of Teachers in Watsonville. CFT Field Representative Pat Lerman reported that local leaders found it helpful to learn about happenings in each local and to hear directly from CFT President Josh Pechthalt and Secretary Treasurer Jeff Freitas about events in Sacramento and the labor movement.