

THE SAN FRANCISCO FEDERATION OF TEACHERS COLLECTION

Papers, 1944-1971

(Predominantly, 1956-1969) 4
1/2 linear feet

Accession number 524
L.C. Number

The papers of the San Francisco Federation of Teachers were placed in the Archives of Labor History and Urban Affairs in January of 1972 by Marjorie Sterne and were opened for research in March of 1973.

The San Francisco Federation of Teachers was chartered as Local 61 of the American Federation of Teachers on April 7, 1919. On May 21 of 1919 the local was affiliated with the San Francisco Labor Council.

During the years covered in the collection, the number of union members ranged between 1000 and 2000 public school teachers. The chief goals of the union included increased teacher salaries, lower class sizes and teaching loads, better testing and remedial programs and improved community relations.

Important subjects covered in the collection. are:

Teachers' political activity issue 1950-1955
Teacher strikes and strike threats 1968-1971
Union representation election November 1969

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Approximately 40 photographs relating to an American Federation of Teachers national convention in 1967 and to the San Francisco teachers strikes of 1968 and 1969 have been placed in the Archives' Audio-Visual Collections.

Series I
Boxes 1-2

Executive Board Minutes. The series includes financial reports, membership committee reports and miscellaneous correspondence as found in the original files of the local. The files are arranged chronologically and cover the period of August 2, 1949 to May 19, 1950 and June 18, 1956 to February 10, 1969.

Box 1

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Box 2

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Series II
Boxes 3-4

General (or regular) Meeting Minutes. The series includes membership committee reports. The files are arranged chronologically and cover the period of June 13, 1949 to May 5, 1952 and June 4, 1956 to June 3, 1968.

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1-4. June 13, 1949 to May 5, 1952
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Series III
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General Office File. The series includes a wide range of material reflecting issues and problems of the local over more than a decade. The files are arranged chronologically and cover the period of 1954 to 1970.

Box 4

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11. Membership attendance roll, 1957-60
12. Membership list, October, 1962
13. Executive board and building representative list, 1963-1970
- 14-17. Unfiled correspondence, 1955-68
18. AFT citation award for membership, 1955
- 19-20. Miscellaneous grievance issues, 1956-67
- 21-22. Budget information, 1956-1962, 1964, 1968
23. "Far-West Surveys," report on membership drive; April, 1957
24. Disciplinary code issue, 1957
25. Dues questions, 1958, 1964
26. Executive secretary question; March, 1961
27. Organizational plan, 1964
28. Bay Area AFT Council, 1965
29. Committee on Office Procedures, November, 1965
30. James Ballard's staff representative report; May, 1966
31. Jack Eshleman, public relations consultant; July, 1966 - April, 1967
32. Stanford Research Institute report, 1967
33. Information for new members, 1968
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37. Building representatives' papers; November, 1968 - December, 1968
38. Issues at A.P. Giannini Junior High School, 1969-70
39. Membership lists at A.P. Giannini Junior High School, 1969
- 40-41. "Bread and Water Reception" for AFT President David Selden; May, 1970
42. California Labor School issue; October, 1948

Series IV
Box 5

Union Programs and Salary Proposals. The series includes local membership information on bargaining. goals and salary proposals made to the Board of Education. The files are arranged by type of material, issued in the period 1944 to 1971.

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- 1-10. "Teachers Union Action Program," 1958-63, 1967-71
- 11. SFFT Elementary Committee, remedial and corrective programs, 1966
- 12-23. SFFT salary proposals and resolutions, 1950-52, 1959-68
- 24-25. San Francisco Council of Teachers organizations (Teachers' Central Council), salary petitions, 1944, 1946, 1949, 1952, 1953, 1955-1958

Series V
Box 6

Bargaining Team File. The series contains loose material on union operations not found in the minutes files, including salary statistics, bargaining team reports, correspondence, election information propaganda leaflets and strike information. The files are in chronological order.

Box 6

- 1-46. March 1948 - April, 1971

Series VI
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Teachers' Political Activity Issue. The series contains material from the period 1950 to 1955 relating to the campaign to lift Board of Education restrictions on teachers' political activity.

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- 1-10. Papers; March, 1950 - September, 1955
11. Newspaper clippings, 1954-1955

Series VII
Box 7

San Francisco Board of Education Documents. The files are arranged by type of material, issued in the period 1951 to 1969.

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12. Simson Report, on salary schedules; March 14, 1951
13. Salary statement; June 3, 1957
14. 1961-1962 budget
15. Report of the Assistant Superintendent for Human Relations; June 16, 1964
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17. Salary schedule, 1967-68
- 18-19. SFFT - Superintendent's agreements; January 25, 1968
20. Operation of the Free Lunch Program; September, 1967 - February, 1968
21. Proposed "Master Plan" April, 1969
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Union News Publications. SFFT "Reporter" and "Newsletter" (many issues are missing from the years indicated).

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- 13-18. "Reporter" XIV-XIX (1965-1970)
- 19. "Newsletter;" April, 1957 - October, 1958
- 20-24. "Newsletter;" April, 1965-May, 1970

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Newspaper Clippings. The series contains information on the union's bargaining demands and strike action as covered in the San Francisco area press for the years indicated.

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- 26. March, 1953
- 27. 1956
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- 29. 1960
- 30-52. January, 1968 - May, 1971

Series X
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Miscellaneous. The series contains materials on the California Federation of Teachers, the San Francisco Teachers Association and AFT locals at the San Francisco State College, in Oakland and in Los Angeles. The files are arranged by type of material, issued in the period 1968 to 1971.

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1. SFFT and miscellaneous education issues
2. SFFT and miscellaneous San Francisco labor issues
3. California Teachers Association and San Francisco Teachers Association leaflets; September, 1969-Jan., 1970
4. San Francisco Classroom Teachers Journal; January - March, 1976
5. San Francisco State College strike leaflets, 1969

Bound or stapled material, not in file folders:

California State Senate. "Let Us Teach" (1965)

California State Senate. "Preliminary Report on an Analysis of the Helpfulness of Certain Aspects of the School Program to Classroom Teaching" (1963)

California Federation of Teachers. "An Analysis and Proposal for the AFT in Los Angeles City Schools" (1968)

California Federation of Teachers. Convention report

California Federation of Teachers. Information packets (3 examples, undated)

Rust, Ben. "The Master Teacher and His Craft" (1964)

San Diego Federation of Teachers. Information packet (undated)

Union Review I (1962), 1

AFT Affiliate United Educators of San Francisco Records, Part II

98 linear feet (97 SB, 1.5 MB, 1 OS)

1942-2013, bulk 1961-2009

Walter P. Reuther Library, Wayne State University, Detroit, MI

Finding aid written by Stefanie Caloia on January 22, 2015. Revised February 16, 2016.

Accession Number: LR000524

Creators: San Francisco Federation of Teachers, San Francisco Classroom Teachers Association, United Educators of San Francisco

Acquisition: The Reuther received the AFT Affiliate United Educators of San Francisco Records, Part II in several shipments: from the San Francisco Federation of Teachers on July 9, 1979, August 12, 1982, August 12, 1985; and from the United Educators of San Francisco on July 21, 1992, August 5, 1993, February 7, 1994, August of 1999, and August 4, 2009.

Language: Material primarily in English. Some materials are in Spanish and Chinese.

Access: Collection is open for research.

Use: Refer to the Walter P. Reuther Library *Rules for Use of Archival Materials*. **Restrictions: Researchers may encounter records of a sensitive nature – personnel files, case records and those involving investigations, legal and other private matters. Privacy laws and restrictions imposed by the Library prohibit the use of names and other personal information which might identify an individual, except with written permission from the Director and/or the donor.**

Notes: Citation style: “AFT Affiliate United Educators of San Francisco Records, Part II, Box [#], Folder [#], Walter P. Reuther Library, Archives of Labor and Urban Affairs, Wayne State University”

Related Material: AFT President’s Office: Albert Shanker Records, AFT Oral History Project, AFT Local 61: San Francisco Federation of Teachers Records, Gerry Meister Papers

A VHS tape, an audiocassette tape, and photographic negatives (Box 105) were transferred to the Reuther’s Audiovisual Department.

History

The United Educators of San Francisco formed in 1989 after a merger of the local American Federation of Teachers and National Education Association chapters. The Union represents teachers and paraprofessionals in the San Francisco Unified School District.

Prior to the merger, membership was split between the two unions, and a large number of teachers opted out of membership altogether. Neither union had the numbers to establish a stable leadership position.

California did not have collective bargaining rights until 1976. Prior to that, under the Winton Act, unions and school boards could meet to discuss issues, but could not produce binding agreements. Both SFFT and SFCTA representatives attended the meetings with the school board of the San Francisco Unified School District (SFUSD) until the Educational Employment Relations Act, also known as the Rodda Act, established collective bargaining rights for California public school employees. The act also resulted in exclusive bargaining representative rights. For over two decades, the SFFT and SFCTA fought for control of collective bargaining rights for teachers, alternately winning elections. This divisiveness hurt the unions' bargaining position with the school board.

SFFT won the first election and negotiated the district's first contract in 1977. In 1979, as a result of budget difficulties from Proposition 13, the SFUSD laid off about 1200 teachers. The layoffs and poor treatment of paraprofessionals caused the SFFT to lead a strike that lasted for six weeks. The SFFT succeeded in forcing the district to rehire many, but not all, affected teachers. The SFCTA took over control of bargaining rights in 1981, though the SFFT remained the bargaining agent for paraprofessionals. The SFFT challenged the SFCTA unsuccessfully twice, and finally regained control in 1989. At that point the SFCTA faced likely dissolution.

For many years, beginning with SFFT President James Ballard in the 1970s, the two unions held discussions on a potential merger. At the time, the only successful local teachers union merger was the United Teachers Los Angeles. It wasn't until 1989 under SFFT president Joan Marie Shelley and SFCTA President Judy Dellamonica that the two San Francisco unions finally reached an agreement, which the membership approved by vote. Under the agreement, members of the United Educators of San Francisco would belong to both state teacher union chapters – the California Federation of Teachers and the California Teachers Association – and the AFT and NEA, in addition to membership in the local chapter. This differed from the merger in Los Angeles, where members chose which national organization to join. The United Educators of San Francisco was the first of its kind. In the years since, several locals and even state chapters have merged their AFT and NEA affiliated unions.

Scope and Content:

AFT Affiliate United Educators of San Francisco Records, Part II consist of records prior to, during, and after the merger of the SFFT and SFCTA. Included are correspondence, minutes, newsletters, news releases, leaflets and flyers, membership and dues ledgers, grievance files, salary schedules, contracts, constitutions and bylaws, chronological files, and photographs. The San Francisco Federation of Teachers Local 61 and the United Educators of San Francisco

created most of the material, but some material from the San Francisco Classroom Teachers Association is also included.

Important Subjects:

Class size
Collective bargaining
Education, Bilingual
Paraprofessionals in education
Substitute teachers
Strikes and lockouts—Teachers

Important Names:

Ballard, James
California Federation of Teachers
California Teachers Association
National Education Association of the United States
San Francisco Unified School District
Shelley, Joan Marie

Series 11: San Francisco Federation of Teachers, 1942-1989

Series 11 is comprised of the records of the AFT affiliate San Francisco Federation of Teachers as well as some materials from the NEA affiliated San Francisco Classroom Teachers Association, created prior to the merger of the two unions. Records include meeting minutes, grievance files, fliers, publications, newsletters, news releases, financial records, membership records, correspondence, constitutions and bylaws, contracts and related bargaining files, and chronological files. Much of the correspondence is between SFFT or SFCTA and the San Francisco Unified School District (SFUSD). Correspondence with AFT and CFT is also included. Additional subjects include elections of SFFT and school board leadership as well as San Francisco mayoral and other political candidates, strikes, especially 1968 and 1977, substitute teachers and paraprofessionals, special education, class size, preparation periods, and bilingual education. Files pertain primarily to teachers including substitutes and paraprofessionals, and employees of the union itself.

Series 12: United Educators of San Francisco, 1989-2013

Series 12 consists of records created after the merger of the SFFT and the SFCTA. Files include executive board and assembly meeting minutes and other related material, grievance files, correspondence, contracts. This series also contains material from the San Francisco Substitute Teacher Organization. Also included are materials from the AFT and CFT Executive Councils meetings in 1989 and 1990, as well as COPE (Committee on Political Education) meetings, attended by SFFT/UESF president Joan Marie Shelley.

Series 13: Audiovisual Material, 1968-1993

Material in Series 13 includes of photograph prints, negatives, one VHS tape, one audiocassette tape, and buttons and pins. Images depict union leaders, rank and file members, school board members, students, and events such as meetings, conventions, strikes, and rallies. The majority of the material dates prior to the merger, and was created or commissioned by the SFFT.

Arrangement

Arranged in 3 series – Series 11 (Boxes 10-95, 106-108), Series 12 (Boxes 95-102) and Series 13 (Boxes 102-105). Folders are arranged chronologically and thereunder alphabetically by subject, which reflects the original order of the majority of the files. However, an addition to the collection (boxes 106-108) were simply added to the end of Series 11 and are not arranged.

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- 1 San Francisco Public Schools/San Francisco Unified School District, Salary Schedules, 1942-1977
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 - 7 American Federation of Teachers, Co-Organizations, 1961-1971
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 - 9 Grievance, Gaffney, Thomas, 1961
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 - 12 Stock Certificate, Portland Reporter, 1961
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