



afterwords

CONVENTION 2016

THURSDAY JULY 21, 2016

TODAY @ CONVENTION

- ◆ Installation of Officers
- ◆ U.S. Rep. Bobby Scott
- ◆ Dolores Huerta
- ◆ Porter Scholars Awards

Panel brings AFT's first 100 years to life

DISTINGUISHED GUESTS SHARE THEIR STORIES ABOUT THE UNION



PHOTO BY MICHAEL CAMPBELL

AN IMPRESSIVE PANEL of speakers came together on Wednesday morning to bring to life the AFT's amazing first century.

Nat LaCour, the AFT's former executive vice president and secretary-treasurer as well as longtime United Teachers of New Orleans president, spoke about the challenges of unionizing teachers in the Deep South in the 1960s and 1970s. LaCour recalled that when he began his teaching career in 1960, he took home just \$270 per month after taxes, with almost no benefits. Working conditions were far from ideal.

He was elected UTNO president in 1971, and eventually, after a series of strikes, orga-

nizing efforts and political action, the union in 1978 became the first in the South to win collective bargaining rights.

Jennie Shanker, who was born the same day in 1964 that her father Albert was first nominated to run for president of the United Federation of Teachers, talked about how appropriate the union's theme of "generation to generation" is to her and her family. She said that in addition to following in her father's footsteps as a union activist, as an adjunct faculty member at Temple University she deals with some of the same difficult working conditions that drove her father to become involved.

Continued on page 2



Francine Lawrence

Richard Kahlenberg

Beatrice Lumpkin

Edward McElroy

Nat LaCour

Jennie Shanker

Loretta Johnson

Continued from page 1

“I feel his presence and I feel his loss, as I think about this landmark anniversary and the work you are all doing. I honor each of you, and your families, and the people who came before you.”

Richard Kahlenberg of the Century Foundation, who wrote a noted biography of Al Shanker, said the AFT is a unique institution in American democracy. “Only the AFT stands directly at the intersection of the two most important sources of equality—public education and the trade union movement.” Unlike some other teacher leaders of his day, Shanker realized that his members needed to be part of the broader labor movement to push for better wages, healthcare and housing, all of which make it easier for children to learn in schools. “That commitment to having an energetic, unified voice” has continued with all the AFT presidents since Shanker, Kahlenberg added.

Francine Lawrence, the longtime president of the Toledo (Ohio) Federation of Teachers and the AFT’s former executive vice president, talked proudly of the Toledo local’s peer assistance and review plan, which started under her husband, Dal, who preceded her as the local president. The program “opened the door for more collaboration and innovation through collective bargaining,” she said.

“Toledo is just one example where the AFT has used collective bargaining to transform the system in which we work so that we have a real voice in our profession, are respected and maybe a little bit feared.”

Ninety-eight-year-old **Beatrice Lumpkin** has learned many lessons from spending 83 years in labor and community organizing, but she summed them up with three words: peace, unity and struggle. “Our children need peace, home and abroad,” she said, calling for an end to violence and wars. “How can we say that all lives matter, unless we make sure that black lives matter?”

Lumpkin, who was still in high school when she fought to save the nation’s safety net of unemployment insurance and Social Security, encouraged the audience not to be afraid to stand up for what is right. That battle continues today: “They’re trying to take away our safety net—trying to raise the Social Security age and take away our right to organize. But we’re not going to let them take those things away.”

In her early years with the AFT, Secretary-Treasurer **Loretta Johnson** took her first trip out of the United States when she and Al Shanker visited Belgium, France and Germany with other union members. “It was the first of many trips that I would take that helped me learn from my labor brothers and sisters around the world.”

Shanker’s firm belief in the power of unions to promote freedom and democracy around the world led him to form the AFT’s international affairs department in 1981 to support international programs from union development training to democracy promotion to AIDS prevention. “While some people talk about those things, Al worked to make them reality, and we’re proud to carry on his legacy in that work today,” Johnson said.

Former AFT President **Edward McElroy** said there are a lot of organizations representing teachers but none with a connection to the labor movement, and that’s the difference between them and the AFT. He noted that the move to gain collective bargaining happened in places where there were strong unions. “It was the trade union that went into the legislatures and said these people deserve the right to be represented. And it was the AFT, as part of those trade unions, that pushed for collective bargaining.”

He acknowledged the challenge that union activists have in taking on many different roles. “I was a teacher, a building rep and a local union officer,” McElroy said. “I think about what kind of world it would be if there weren’t people like you doing this important work, and I want you to congratulate yourself for doing it.”

PHOTOS BY ROB LEVINE

Professionalism, from generation to generation

AFTER AN INSPIRING TRIBUTE to our centennial, a distinguished gentleman stepped to the mic. “Hello to all you AFTers,” he said. “I have this black badge on my lapel. It says: ‘Teachers are my heroes.’ Congratulations on your 100th, and thanks for honoring retirees.”

But Ken Ricker isn’t just a fan of teachers and retirees; he is a retired high school math teacher, born and raised on the Iron Range in northern Minnesota. He recounted how his father had worked in the iron mines for 37 years, which is how he became familiar with the AFL-CIO. When he landed his first teaching job, he was thrilled to find his union affiliated with the AFL-CIO.

“If you have belief in your profession, as I do, you want someone who will carry on,” he said. Someone who is dedicated and enthusiastic. And with that, he introduced his daughter, AFT Executive Vice President Mary Cathryn Ricker.

“It is easy to belong to a ‘union of professionals’ when you come from a family of professionals,” the junior Ricker said. She said she learned firsthand about high expectations from her father, a professional both at work and in his union.

“Generation to generation, we pass along

Scavenger Hunt Clue

Robert Porter

our values,” said Mary Cathryn.

Later in the day, she introduced Robert Chacanaca, a school safety officer from Santa Cruz, Calif., president of the Santa Cruz Council of Classified Employees and a member of the AFT Task Force on Professionalism.

Chacanaca asked for a professional courtesy and thanked the security guards, food service workers, stagehands and AFT staff working the convention.

“As a union of professionals, we advocate for our members at every stage of their careers, in the same way we advocate for bread-and-butter issues like compensation and working conditions,” he said, outlining the work of the task force. Our affiliates have the right to demand genuine two-way communication, he said, along with effective systems for recruiting and retaining employees. And we will keep campaigning for legislation, contract language and community initiatives that give our members authority over their work, fair compensation and access to the knowledge they need to do their jobs.

Last but not least, the task force is calling for an end to the exploitation of part-time workers, Chacanaca said. Going forward, it will continue to take advantage of opportunities to elevate our members’ work.

“Our members are professionals,” he said. “¡Si se puede!”

Mulgrew: Member engagement begins with empathy

THE BEST WAY to engage new members is to remember old ways. That was the message brought by United Federation of Teachers President Michael Mulgrew in a Wednesday afternoon convention session that focused on avenues of member engagement and effective union outreach.

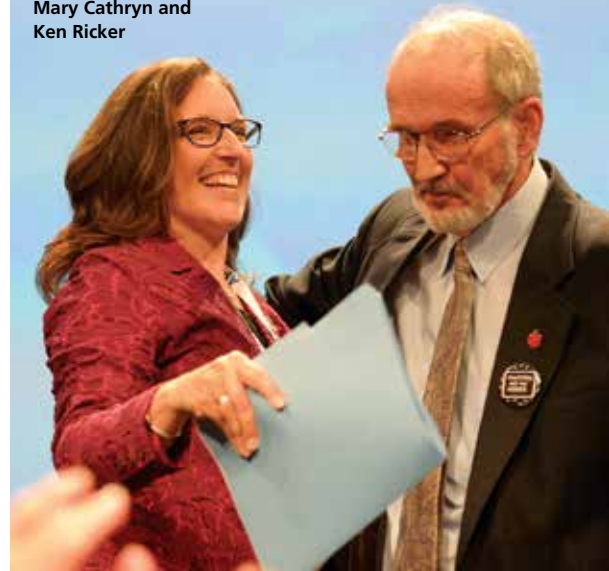
Strong member engagement isn’t an exercise in finding the latest and greatest tool available to organizers, Mulgrew told delegates. Often, it simply requires activists to remember their own histories, to walk once again in the shoes of new members—recalling how it felt to be fresh on the job, fueled with nothing more

than a desire to do the best work possible.

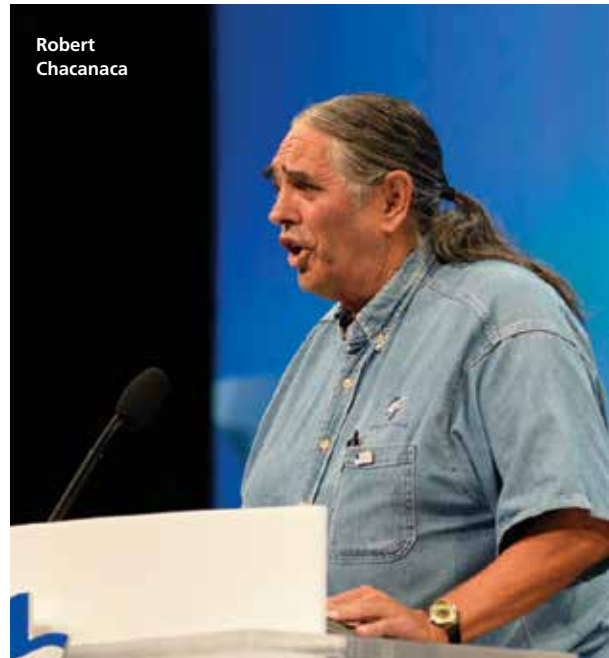
“You have to get back to the very roots of why we get into this profession in the first place—to help,” he said. “We all want to make a difference in people’s lives, and that is the key to understanding why the union is important” as a vehicle to empower those dreams.

The implications of this mindset are clear and compelling for organizing, Mulgrew said, and it gives focus to the work of building the union. Success begins when we reach new members “on the professional side—helping them to do their jobs, helping them to fulfill their dreams.”

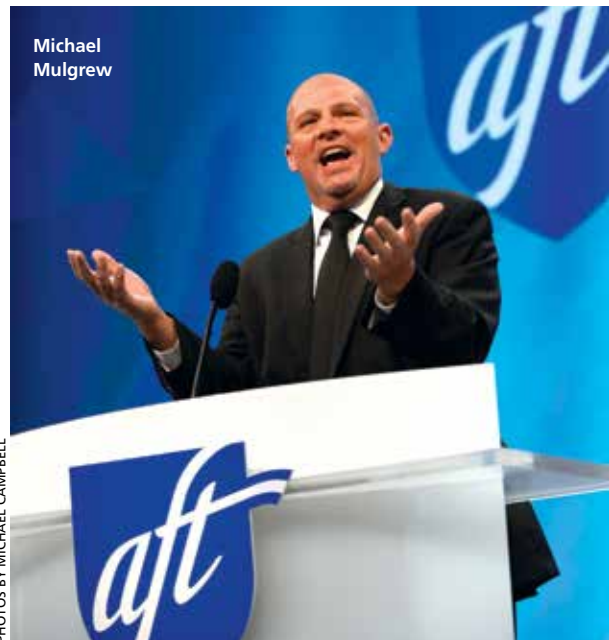
Mary Cathryn and Ken Ricker



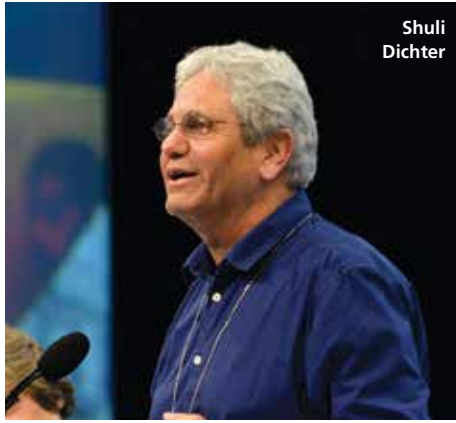
Robert Chacanaca



Michael Mulgrew



PHOTOS BY MICHAEL CAMPBELL



Shuli
Dichter

PHOTO BY MICHAEL CAMPBELL



Inas
Deeb

PHOTO BY RUSS CURTIS

Hand in Hand bridges Arab-Israeli divide

AFT DELEGATES on Wednesday heard about an inspiring group of schools in Israel that educate Jewish and Palestinian students side by side.

Typically, these students live apart, attend separate schools and speak different languages, said Shuli Dichter, the executive director of Hand in Hand, as the program is known. “We are there to disrupt this separation, to build joint, equal schools and to organize a shared community around these schools,” he said.

Earlier in the session, delegates unanimously passed a resolution supporting the work of Hand in Hand, which now has six schools, almost 1,600 students and 240 teachers. The teachers—one Jewish and one Arab in each class—teach together in Arabic and Hebrew. In history, for example, they will discuss the conflicting histories, narratives and related issues that students in each group are accustomed to hearing in their own communities.

“We are acting to build up a better future that is more just, more equal and more inclusive,” said Inas Deeb, Hand in Hand’s director

of education.

The day’s proceedings also included remarks from Susan Hopgood, president of Education International. “Are our school systems still a safeguard of democracy, or are they the safeguard for markets?” she asked, neatly framing the argument against the privatization of public education, a scourge facing countries all over the globe.

Hopgood and Education International, the largest federation of unions, have been powerful AFT allies in attacking injustice and advocating for access to education for all. Fifty million children around the world are out of school, she said. “It should not make a difference whether they are poor, whether they are girls, whether they are refugees; we must work harder to ensure they, too, can go to school.”

AFT regularly collaborates with international unions to ensure that high-quality education and social justice are accessible for everyone, in every country around the world. Read the whole list of international guests online at <http://www.aft.org/convention/international>.

Flint champion lauded at early childhood breakfast

A WEDNESDAY MORNING convention breakfast for early childhood educators featured remarks from Dr. Mona Hanna-Attisha, the pediatrician who blew the whistle on politicians who put dollars over safety and switched the Flint, Mich., water supply—spiking lead exposure across the community and jeopardizing children’s health and development.

Hanna-Attisha’s work has sparked national attention. She has endured public attacks and remained a courageous voice on behalf of young children whose futures were threatened when Flint emergency managers, seeking only to cut costs, moved the public water supply to the Flint River. The doctor told the breakfast audience it was raw, undemocratic politics at its worst, and young children are paying the price from the threat of lead exposure—a crisis that is by no means limited to her city.

“Kids across the country are suffering,” Hanna-Attisha told the crowd. Lead is a “potent irreversible neurotoxin, and if we do nothing, we will see these effects in our classrooms.”

The pediatrician made it clear, however, that she was not there to serve hopelessness and despair to the audience. She spent most of her time addressing the social components that, along with safe water, can mean strong beginnings for children. Those supports include outstanding prenatal care, high-quality child care, strong and universal early education, excellent home-visit programs, and federal support for states working to expand services to young children and families.

Also needed, she said, are professional wages that reflect the vital work performed by early childhood educators and caregivers. “Science

is telling us that 0-5 is the most critical time, and early education is the most potent medication I can prescribe.”

At the breakfast, Sandra Cappelli, this year’s AFT Everyday Hero for early educators, presented Hanna-Attisha with a 2016 “Superhero Award” for defending kids’ health.

From left, AFT Michigan President David Hecker, UM-Flint lecturer Laura McIntyre, Dr. Mona Hanna-Attisha and AFT Everyday Hero Sandra Cappelli at the Early Childhood Educators Breakfast.



PHOTO BY MICHAEL CAMPBELL



From left, Marla Kilfoyle, Randi Weingarten, and Jamy Brice-Hyde

PHOTO BY ROB LEVINE

AFT and Badass Teachers Association work together to improve educators' lives

JAMY BRICE-HYDE knew educators were suffering high levels of stress, but when she got several reports of teacher suicides in one day, she felt desperate. She fired off a late-night email to ask for help, and 20 minutes later an AFT staff member called her back.

"Are you OK?" was the first question. And it was followed by a series of actions and conversations leading to a quality-of-worklife survey of more than 30,000 educators, a collaboration between the Badass Teachers Association (BATs) and the AFT that ended up influencing policy that helps address working conditions that aggravate stress, anxiety and depression among teachers and paraprofessionals.

"This is the power of union," said Brice-Hyde, a social studies teacher, a member of the New York State United Teachers and the direc-

tor of BATs' Quality of Workplace Steering Committee.

"From that moment forward, we worked together," she said, listening to educators' stories of workplace bullying and abuse. The 80-question survey compiled by BATs and the AFT showed that three out of four educators don't have enough staff to get their work done, three out of four are physically exhausted at the end of the day, and 86 percent are being treated for stress-related illness. Teachers of color, those with disabilities and LGBTQ educators were more likely to leave the profession over stress.

It's no wonder, said Marla Kilfoyle, executive director of BATs. Corporate interests demonize and demoralize public school teachers and paraprofessionals and their children, she said. Attempts to privatize schools, and the related

defunding of public education, have stolen the resources teachers and paras need to do their jobs well. There is more standardized testing, more mandatory curricula, and less training and professional development.

"We're suffering at a catastrophic rate," said Brice-Hyde. "If a teacher's work environment is a student's learning environment, what is this doing to our kids?"

Kilfoyle and Brice-Hyde urged AFT delegates to be "all in" for their members, to build personal relationships with them so they don't lose stressed-out educators to other professions, or to depression.

"Do not be silent bystanders as your union members are being bullied and harassed in their workplace," said Brice-Hyde. "Together, we are going to attack this, but we can't do it alone."

Julie Blaha taps leadership potential

JULIE BLAHA is living proof that persistence pays off when it comes to member mobilization. She said "no way" when a friend first asked her to run for office, but eventually became the first AFT member to hold executive office at the Minnesota AFL-CIO, and the first woman to become its secretary-treasurer, a position she holds today. She is also a former president of Anoka Hennepin Education Minnesota and a middle school math and science teacher.

"Studies show it takes an average of seven or more 'asks' before women commit to run for office," she told convention delegates. But AFT

persistence is legendary for everything from coaxing reluctant readers into their first chapter books to coaching patients through their first insulin injections to patiently mentoring homeless students until they earn a degree, she said.

Blaha challenged delegates in the hall to think about a promising member back home, and plan on asking that member to say "yes" to a leadership position—or to take one on themselves.

"When AFT members raise their voices, good things happen," she said. "AFT members who lead amplify that voice even further."



Julie Blaha

PHOTO BY MICHAEL CAMPBELL

A call for community engagement

AFTER PRAISING EDUCATORS for their commitment to students, which “will leave an everlasting mark on their lives,” Baltimore Mayor Stephanie Rawlings-Blake on Wednesday urged AFT members to engage with their communities as much as they can and bring aboard as many allies as possible.

Intentional, strategic and collaborative efforts will raise the quality of life in neighborhoods, she said: “I encourage you, if you’re not already engaged, to reach out to your elected officials.”

Rawlings-Blake, who became president of the U.S. Conference of Mayors last year, offered cautionary advice: If AFT activists are going to take a larger role in their communities, they need to educate themselves on laws and regulations. She cited an example. Tired of having

four of five Baltimore schools rated in poor condition, activists together with elected officials resolved to make sure every building would be renovated or rebuilt. They became a constant presence, calling, emailing and “publicly describing conditions far worse than those enjoyed by students in surrounding counties.”

As a result, the city has undertaken a plan to redesign and rebuild more than two dozen schools. Rawlings-Blake said her goal is to attract 10,000 new families, adding that you can’t expect parents to enroll children if they can’t see out the windows, drink from the water fountains or dodge leaks when it rains.

All of this, she said, began with community engagement. She urged AFT members to continue their advocacy on behalf of children, and continue to reap the rewards.

Stephanie Rawlings-Blake



PHOTO BY RUSS CURTIS

Workplace Leaders Celebration



PHOTOS BY RUSS CURTIS AND MICHAEL CAMPBELL

Top officers re-elected

SIX NEW VICE PRESIDENTS ELECTED

DELEGATES TO THE AFT CONVENTION re-elected **Randi Weingarten** president, **Lorretta Johnson** secretary-treasurer and **Mary Cathryn Ricker** executive vice president in July 20 voting.

They also elected 43 vice presidents, six of whom were elected for the first time. The new vice presidents are: **Zeph Capo**, president of the Houston Federation of Teachers; **Alex**

Caputo-Pearl, president of United Teachers Los Angeles; **Don Carlisto**, president of the Saranac Lake (N.Y.) Teachers' Association; **Larry Carter**, president of United Teachers of New Orleans; **Jan Hochadel**, president of AFT Connecticut; and **Wayne Spence**, president of the New York State Public Employees Federation.



WEINGARTEN



JOHNSON



RICKER

CONVENTION RESOLUTIONS ADOPTED ON JULY 20

Resolution 42

Attack Economic Inequality

Resolution 45

Oppose Trans-Pacific Partnership

Resolution 46

Achieving Tax Fairness by Cracking Down on Offshore Tax Havens

Resolution 15

Putting an End to Out-of-Control Prescription Drug Prices

Resolution 14

Reining in Abusive Medical Billing Practices and Crippling Debt

Resolution 13

Fighting Back Against Consolidation in Healthcare

Resolution 57

¡Sí Se Puede!: Improving Outcomes for Latino Children and Youth and Addressing the Needs of the Latino Community

Resolution 59

Lobby to Remove the Congressional Block on Funding for Gun Violence Research

Resolution 62

Overtake Citizens United Decision

Resolution 19

The Fight Against Student Loan Debt and for Public Investment in Higher Education

Resolution 21

Legislative Initiative to Rectify Unfair and Detrimental Employment Practices in Higher Education

Resolution 25

End Garnishment of Social Security to Pay Student Loan Debt

Resolution 78

Championing Professional Standards in the Midst of a Changing Healthcare System

Resolution 79

Petition the Occupational Safety and Health Administration (OSHA) for a Workplace Violence Prevention Standard for All Healthcare Workers

Resolution 80

Sepsis Awareness and Education

Resolution 34

Push Back: Defeating the Global Movement to Privatize Education and Public Services

Resolution 36

Immigration and Islamophobia

Resolution 37

Hand in Hand

Listed in order of passage.

ELECTION RESULTS

The final audited results of the election on Wednesday, July 20, 2016, for AFT president, secretary-treasurer, executive vice president and vice presidents are as follows:

PRESIDENT

Weingarten, Randi 98%

SECRETARY-TREASURER

Johnson, Lorretta

EXECUTIVE VICE PRESIDENT

Ricker, Mary Cathryn

VICE PRESIDENTS

Abrams, Shelly Young
 Armstrong, Mary
 Bowen, Barbara
 Campbell, Christine
 Capo, Zeph
 Caputo-Pearl, Alex
 Carlisto, Don
 Carter, Larry
 Chavez, Kathy
 Cropper, Melissa
 De Jesus, Evelyn
 English, Marietta
 Feaver, Eric
 Flynn, Francis
 Fortino, Catalina
 Gray, David
 Hecker, David
 Hochadel, Jan
 Ingram, Fedrick
 Jordan, Jerry
 Kirsch, Ted
 Kowal, Frederick
 Lewis, Karen
 Magee, Karen
 Malfaro, Louis
 McCall, Joanne
 McDonald, John
 Messner, Martin
 Montgomery, Dan
 Mulgrew, Michael
 Newbold, Ruby
 Owley, Candice
 Pallotta, Andrew
 Pechthalt, Joshua
 Pecorale, Paul
 Quolke, David
 Rooney, Stephen
 Specht, Denise
 Spence, Wayne
 Stoelb, Tim
 Stutman, Richard
 Twomey, Ann
 Urbanski, Adam

When glass ceilings shatter, everyone wins

WITH HILLARY CLINTON poised to shatter the most significant glass ceiling of all, Wednesday's "What's Your Glass Ceiling?" panel of women leaders was charged with hope.

Working to advance the upward mobility of women is not just about women getting ahead, but also about improving the lives of all Americans, the panelists agreed; "women's issues" are relevant to everyone. Reproductive justice, for example, isn't "just" a social issue, said Ilyse Hogue, president of NARAL. "When we are able to make decisions about how and when we parent and be supported by our society, not only do we thrive but our families, our communities and our country thrive."

Reproductive justice, healthcare, public pensions and student debt affect everyone, said Heather McGhee, president of Demos, a public policy organization working for equality in democracy and the economy. Low wages are particularly harmful, and have an exponentially damaging effect because of the perception that a person making very little money also has very little to offer in the political arena, and has less voice in the democratic process.

Women not only must vote to change that paradigm, but also must run for office, said Karen Finney, who works with Hillary Clinton's campaign. Stephanie Schriock's organization,

EMILY's List, is built on that premise. "I see a whole room of potential candidates," she told the crowd, urging them to consider political office. The number of women in the Democratic Caucus in Congress has increased from about 5 percent to 33 percent since EMILY's List began its work, said Schriock, who is president of the organization.

Angie Craig, a new candidate to represent Minnesota in the U.S. House of Representatives, has accepted the challenge. If elected she will prioritize funding for public education, which helped her mother lift her family out of poverty. "You don't get anything if you don't step off the sidelines and go for it," she said. "I'm taking the risk that voters are going to support someone who's going to work for working families."

She will likely be tackling issues in which Heidi Hartmann, president of the Institute for Women's Policy Research, is immersed, including sensible family leave policies and Social Security. These make a huge difference for families, Hartmann said, as does union membership. AFT President Randi Weingarten pointed out that while women still earn only 78 percent of a man's salary, women in unions earn \$255 a week more than non-union women. She urged the women in the

room to "exercise the power muscle," to run for office, to speak at the table.

"When women are fully contributing and not just sitting there for diversity, businesses do better," said Craig. Once women begin taking more positions of power, "We're going to realize we've only started to tap into the potential of the United States in business and in politics."

From left, Demos' Heather McGhee and EMILY's List's Stephanie Schriock at the Women's Economic Agenda Forum.



PHOTO BY RUSS CURTIS

Credentials Report #2

CHAIR—DAVID KAZANSKY
UNITED FEDERATION OF TEACHERS
(NEW YORK CITY)
LOCAL 2

REGISTRATION AS OF 5 P.M., JULY 19, 2016

TOTAL DELEGATES.....2,651

locals represented— 467

state federations—24

councils—0

executive council ex-officio—6

total alternates—17

TOTAL ELECTION VOTES.....784,851

(includes 40,846 sequestered votes)

AFTerwords is produced by the AFT communications department. Contributors include Laura Baker, Jennifer Berney, Adrienne Coles, Amy Darling, Shawnitra Hawkins, Annette Licitra, Sean Lishansky, Kion Lofton, Mike Maiorini, Virginia Myers, Jane Nusbaum, Mike Rose and Barbara Tobias. Photos by Michael Campbell, Russ Curtis and Rob Levine. Dan Gursky, editor.

PHOTO BY RUSS CURTIS

'Killing is wrong. I don't care who's doing it.'

DELEGATES ON WEDNESDAY morning overwhelmingly approved a special order of business on fighting for safe communities and racial justice for citizens and for first responders.

The resolution, put together by the AFT's task forces on racial equity and on criminal justice, calls on the AFT to advocate for community policing; to support movements that expose injustice and mistreatment, such as Black Lives Matter; to develop a program to address bias-based harassment in our schools and workplaces; and to collaborate with unions representing police officers and public safety officers to advocate for fair policing through greater transparency and accountability—among other things.

LeRoy Barr from the United Federation Teachers in New York City clearly captured the sentiment of the body when he declared, in supporting the resolution, "Killing is wrong. I don't care who's doing it. It's wrong."



PHOTO BY RUSS CURTIS