

MID NOV?

The ten demands of the Black Student Union and the additional five demands of the Third World Liberation Front are fully supported by the joint art department faculty-student conference.

This support will be demonstrated in the following ways;

1. By the Art Department resolution of November 11th
2. By the participation of individual Art Department students and faculty in the student strike.
3. By the holding of a continuous session of student-faculty conferences until the demands are met (in lieu of classes)
4. By the creation of a "model" organization to replace the structures of the past in an effort to exorcise racism inherent in the educational system in this country.
5. To provide a situation for creating a learning experience to be determined by the students and faculty with emphasis for decision and the attendant responsibility resting with the students.

We the members of the joint Art Department faculty-student conference, feel that the fifteen demands presented so succinctly by the BSU and the TWLF must be met, not with empty promises, not with rhetoric but with action. We recognize the racism of this institution and of all institutions that exist within the educational system. We also believe that the only form our action could take would be to NOT in any way allow the system that was in effect up to last Wednesday to continue. We started by changing our first area of influence and concern; the department within which we learn and teach.

For the time being and for the immediate future our involvement will take these forms;

1. Conferences between students and faculty will defy the open class order.
2. The art department Communication committee will agitate in as many forms as it can discover to inform the public, campus press

and other persons who must be informed of our role, and will handle all communication with other groups, requests for information, coordination of on and off campus action, and the formation of a student patrol to observe police action on this campus.

3. All other students and faculty that do not involve themselves in the first two actions will be asked to either picket with the strike committee or to stay home.

When the BSU-TWLF demands are fully met we will of course continue to work for change through our new structure until the environment of the campus conforms to the needs of the students.

The Art Department Communications Committee

12/11

AFT STRIKE BULLETIN # 2

De cember 11, 1968

THERE APPEARS TO BE SOME CONFUSION ABOUT THE AFT'S POSITION ON ITS PRE-CONDITIONS BEFORE NEGOTIATIONS CAN BEGIN WITH THE TRUSTEES. THE PRE-CONDITIONS ARE THREE AND THEY ARE AS FOLLOWS:

1. NO POLICE ON CAMPUS.
2. THE CAMPUS MUST BE CLOSED.
3. WARRANTS FOR ARRESTS MUST BE WITHDRAWN.

IF THESE PRE-CONDITIONS ARE NOT MET, THEN THE AFT WILL BEGIN ITS STRIKE ON MONDAY MORNING, DECEMBER 16.

WHY WE SEEK STRIKE SANCTION

From: Local 1352, AMERICAN FEDERATION OF TEACHERS (San Francisco State College)

To our Brothers in the Labor Movement:

Working Rights, Sanction

The news media are full of the strife-torn situation at San Francisco State College. But the story of the teachers who work there has not been made clear yet in labor terms. You can hear endlessly of "dissident professors" through the media but not of their defense of their legitimate working rights--or of their ability to get their students thinking constructively about social ills.

Our Local 1352, A.F. of T., at San Francisco State College held a large membership meeting on the afternoon of December 3, near the campus, after the bloodiest day in our college's history, and voted unanimously to request strike sanction from the San Francisco Labor Council, AFL-CIO. We instructed our Executive Committee to seek system-wide support from other AFT locals in the State College System and broadly based support in the whole labor movement.

Grievances

The faculty at San Francisco State College always has had a voice in the selection of its presidents through the Presidential Selection Committee of the Faculty. Last week, S. I. Hayakawa was suddenly foisted on us as Acting President by Governor Ronald Regan's hand-picked majority in the State College Board of Trustees.

Because of the emergency powers claimed by the Acting President, we are now subject to immediate suspension if we assemble on campus, if we make a public speech on campus, or if we disobey a presidential order. To defend ourselves we passed a resolution saying that we will strike when any faculty member of the San Francisco State College faculty is suspended for these legitimate activities." Owing to a suddenly-discovered budgetary deficit, we are also threatened with massive layoffs (estimated at about 100 persons) for the Spring semester, 1963.

Please turn over

Examples of Particular Grievances

1. One of our professors has already been suspended for reminding his students of a clause in the United States Constitution -- the right of citizens to bear arms.
2. Another professor has been denied tenure on the sole order of Acting President Hayakawa even though he was recommended for tenure by his fellow professors in the economics department. (He attempted to keep the peace by interposing his body between the police and demonstrating students.)

Lack of Finances and Lack of Power at SFSC

The Chancellor of the State College System has an emergency fund of \$3,000,000.00 which reverts to general funds (becomes unavailable to the System) if it is not spent this year. He refuses to allow this fund to be touched in any effort to meet the demands for more teachers and programs requested by the ethnic minority groups at San Francisco State College.

The Board of Trustees had refused to allow the former President, Dr. Smith, to negotiate with the striking students over their demands. Dr. Hayakawa likewise does not have this power, even if he were well disposed to negotiate. The only power brought back by him from the Board of Trustees was the power to threaten and repress. Hayakawa is a puppet general. There is thus no power on the campus to deal with our grievances and those of the students. Our negotiations will have to be with the Chancellor and the Trustees.

Our strike, if it takes place, will be first of all a defensive strike for our own teaching colleagues, for our own economic security, and for a just solution to the educational demands of the ethnic minority students. We would, then, not be striking for the student demands as such, but to insure just implementation of any Black Student Union or Third World Liberation Front demands that are agreed upon."

2. Strike Headquarters:

- a. Local 1352 staff and equipment and strike headquarters is now located at 4097 - 19th Avenue. As soon as phones are installed, members will be informed.
- b. Housed at Strike Headquarters:
 - (1) Strike Leadership Committee
 - (2) Campus Runners -- 2 or 3 AFT members who will have the task of providing the Strike Committee with continuous reports on the strike's progress on campus.
 - (3) Strike Communication Man -- the person who maintains walkie-talkie communication with the several picket captains (see 3., below)
 - (4) Two writers:
 - (a) Jess Ritter, who will be responsible for writing and releasing daily reports on the strike to faculty and students on campus. Ritter will sit in on Strike Committee meetings.
 - (b) Bud Hutchinson, a member of the Strike Committee, who will handle relations with the press, arrange press conferences, contacts with the several media, and issue press releases.
 - (5) Office Staff.

3. Other Strike Units:

a. Seven Picket Captains:

- (1) Each picket captain will be assigned a specific duty station covering a specific number of entrances to the campus, and a specific number of pickets to picket at those entrances.
- (2) Each Captain will be charged with:
 - (a) Appointing his own deputy to handle the picket line when he is off duty.
 - (b) Working out a picket line schedule which assures picket coverage from 7:30 a.m. until 4:00 p.m. During the initial stages of the strike, picketing will continue until 7:30 p.m.
 - (c) Maintaining picket line discipline -- among faculty pickets and others who may join picket line.
- (3) Each Captain will be provided a walkie-talkie, to maintain contact with strike headquarters.

b. Faculty pickets:

- (1) AFT members will be assigned picket stations at campus entrances where faculty members known to them are likely to enter.
- (2) A map of the campus on which the several picket stations are marked and specific assignments of AFT faculty members will be sent to all AFT members shortly.
- (3) In addition, each AFT member will be phoned and told the location of his picket station.

c. Roving AFT Ambassadors:

- (1) 7 or 8 two-man teams of AFT faculty members, wearing "On Strike" armbands, will visit with non-striking faculty members, explaining the strike and urge their support.
- (2) Chairman and organizer of these teams: George Rothbart.

d. Comfort Station Truck:

A panel truck, manned by AFT members, which will be constantly on the move to different picket stations.

e. AFT Wives Committee

Several wives of the strikers will be asked to organize, prepare, and deliver coffee and refreshments to the picket lines.

4. Telephone Communication Systems:

a. For AFT Members -- a number of AFT members and faculty wives are being contacted to act as telephone communicators to AFT members. These people will relay, nightly, information and instructions from the Strike Committee, and they will obtain feedback from the strikers.

b. For Non-AFT faculty

- (1) AFT members will be sent names of non-AFT faculty and asked to relay information to those faculty members by telephone at night.
- (2) This information will, itself, be telephoned to the AFT members by those persons (a., above) responsible for phoning just AFT members.

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The AFT has included these student demands in the list of demands presented to the Trustees. We realize that the problems of this campus are not restricted to any single group.

We support the students in their pursuit of their demands. We realize that solutions can only be achieved through joint efforts.

The following are among the strike issues we have presented to the administration and the Trustees:

1. Black Students Union and Third World Liberation Front grievances must be resolved and implementation assured.
2. Approval of the Student Union plan presented by the Associated Students at San Francisco State College.
3. Cancellation of proposed changes in Title 5 that would take away student control of student body funds.
4. Protection of Constitutional Rights:
 - a. Amnesty for all faculty, students, and staff who have been suspended or have been subject to other disciplinary action and/or arrested, and withdrawal of outstanding warrants as a result of activity to end racism at San Francisco State College.
 - b. No disciplinary action for exercising constitutionally protected rights.
5. Rescission of the ten disciplinary rules passed by the Trustees on November 26, 1968.
6. Recognition of college constitution that emerges from the Constitutional Convention called by the Academic Senate at San Francisco State College.
7. All agreements on the above to be reduced to a written contract.

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AFT

MASS RALLY

12:30 TODAY DEC. 13

SPEAKER'S

PLATFORM

BE THERE FOR THE STRIKE
DEADLINE COUNTDOWN

AFT LOCAL 1352

LABOR DONATED

12/12

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Jack Trombley, a teacher of the blind for over four years, a doctoral student at SFSC, husband, father of three children and a faculty member at SFSC, last week was physically beaten up and thrown into jail. Yes, Jack Trombley must go to court and face the charge of battery and resisting arrest. The facts are really plain. After attending class, Mr. Trombley proceeded to his car across campus when the Tactical Squad invaded SFSC. Mr. Trombley was swept up in a stream of fleeing students and a plain-clothesman grabbed him and said, "You're under arrest". He was handcuffed and pushed into a paddywagon. He was beaten up (I know this is difficult for some of us to believe) and thrown into jail. Perhaps Jack was in the wrong place at the wrong time, or could it have been his long hair and beard? Maybe he didn't run fast enough! The gory details of Mr. Trombley's experience have shattered my disbelief in the slogan: "Police Brutality".

The point is, what are we going to do about it? We can help by contributing to a defense fund which has already been set up. None of us can afford the aches, pains, and bruises of a beating, nor could we afford a \$500.00 bill for attorney and legal fees. The California Mobility Teachers Association is backing and contributing in Mr. Trombley's defense. The Council for Exceptional Children and the Albany Center are also contributing. We also need the help of the students and faculty in the School of Education as well.

THIS IS NOT FUN AND GAMES! THIS COULD BE YOU! A teaching career is at stake and we are dead serious about this problem. I am urging you to donate one dollar to this defense fund. Your well-spent dollar means more than just money. It means the security of those of us who care for not only Justice, but an Educational Belief in the concern for our fellow colleagues. You are most urgently needed not -- TODAY. Please leave your dollar in Room 105-A, Education Building. THANK YOU.

David M. Butler

President C.E.C.

SAN FRANCISCO STATE COLLEGE FEDERATION OF TEACHERS · LOCAL 1352

STRIKE ISSUES

- I Strike Issues Directed to the President and Administration at San Francisco State College:
 - A. Negotiation of and adoption of comprehensive rules and regulations governing:
 1. Grievance procedures related to faculty affairs.
 2. Personnel decisions (hiring, firing, tenure, promotion, demotion, suspension, lay-off).
 3. Conditions under which pay can be reduced or docked.
 4. Sick leave and other fringe benefits.
 5. Unit and class load assignments for full and part time faculty.
 5. Stipulation of prerogatives and delineation of authority at various administrative levels.
 7. Guidelines and standards for professional perquisites (sabbaticals, travel, research leaves.)
 8. Faculty involvement in decisions on academic matters (curriculum selection, assignment of faculty and staff, grading, graduation requirements, determination of calendar, admission requirements.)
 9. Faculty involvement in decisions governing all local administrative matters (office space, parking.)
 10. Recovery of faculty positions bootlegged for administrative purposes.
 - B. Protection of Constitutional Rights.
 1. Amnesty for all faculty, students, and staff who have been suspended or have been subject to other disciplinary action and/or arrested, and withdrawal of outstanding warrants as a result of activity to end racism at San Francisco State College.
 2. No disciplinary action for exercising constitutionally protected rights.
 - C. Black Students Union and Third World Liberation Front grievances must be resolved and implementation assured.
 - D. All agreements on the above to be reduced to a written contract.
- II Strike Issues Directed to the Trustees of the California State Colleges:
 - A. All agreements made with the local administrations under (I) above shall be binding upon and accepted by the Trustees.
 - B. Sufficient funds shall be provided from current reserve and emergency funds to:
 1. Maintain the present faculty positions (this will prevent the lay-off of 100-125 faculty in the Spring Semester, 1969).
 2. Gain new positions to replace those given by various departments and schools to staff a Black Studies Department and a School of Ethnic Studies.
 3. Protect the revised work loads presently scheduled in many departments for Spring, 1969, and assure the same for everyone who requests it.
 - C. Rescission of the ten disciplinary rules passed by the Trustees on November 26, 1968.
 - D. Approval of the Student Union plan presented by the Associated Students at San Francisco State College.
 - E. Cancellation of proposed changes in Title 5 that would take away student control of student body funds.
 - F. Recognition of college constitution that emerges from the Constitutional Convention called by the Academic Senate at San Francisco State College.
- III Strike Issues Directed to the Governor and the Legislature:
 - A. That a special joint committee of the California State Assembly and Senate be appointed to conduct negotiations with the State College Board of Trustees and the Union to agree on systematic and continuing financing for the proposals under I and II above and to provide the necessary increases in salary required to maintain a qualified faculty at San Francisco State College.
 - B. That when the special Legislative Committee, the Board of Trustees, and the Union have reached agreement, the Committee report to the next session of the Legislature so that necessary monies may be provided to put the agreement into effect.

WHY WE STRIKE

1. **ETHICS**

Teachers are professional people, as doctors and lawyers are. Just as doctors owe their patients the obligation to insist on good hospitals to care of the ill, teachers owe their students the obligation to insist on good schools for their education.

2. **MINORITY STUDENTS**

The public should know that the quality of higher education in California is threatened now as never before. As professionals, teachers owe it to their students and the public to bend every effort to improve higher education regardless of the personal cost to themselves. Minority students are among those to whom we owe an obligation: to enroll more of them and to provide them with a relevant curriculum.

3. **QUALITY EDUCATION**

The teachers' strike at San Francisco State College is an effort of its union teachers to save quality higher education. A few facts will demonstrate this.

First, the teaching load at San Francisco State College is 50% higher than at comparable colleges. This heavy work load makes it difficult to give students individual attention and cripples recruitment of the best teachers.

Second, Salaries lag 30-40% behind those of other colleges and universities.

Third, and most important, absentee political control of S.F. State's destiny has made it impossible for our college to adapt to the unique urban conditions and needs of minority students in San Francisco.

4. **TRUSTEE RESPONSIBILITY**

Flexible response to the needs of higher education will not occur without local leadership and local control. To this point the Board of Trustees has steadfastly refused to engage in meaningful discussions to mediate and negotiate the problems facing us. After two months of turmoil on our campus, they have not even seen fit to call a special meeting to address these problems. Such intransigence on the part of state leadership is irresponsible and intolerable.

Our strike comes after ten years of effort to improve conditions. To wait longer is to condemn the college to a second-rate future. We know San Franciscans want the best for their young people.

DISTRIBUTED BY

SAN FRANCISCO STATE COLLEGE FEDERATION OF TEACHERS - - LOCAL 1352
Off-Campus Headquarters - - 4097 - 19th Avenue - - San Francisco 94132

PICKET INSTRUCTIONS

ALL PICKETS MUST OBSERVE THE FOLLOWING INSTRUCTIONS, THIS INCLUDES STUDENTS AND OTHER SUPPORTERS AS WELL AS STRIKING TEACHERS. EACH PICKET STATION WILL HAVE A CAPTAIN PRESENT AT ALL TIMES WHO WILL BE WEARING A RED ARMBAND. CAPTAINS WILL BE IN RADIO COMMUNICATION WITH HEADQUARTERS AT ALL TIMES.

1. CAPTAINS' INSTRUCTIONS MUST BE OBEYED AT ALL TIMES WHILE PICKETING, BY ALL PICKETS.
2. IGNORE ALL RUMORS--YOUR CAPTAIN WILL BE APPRISED OF ALL HAPPENINGS AND DEVELOPMENTS AND WILL INFORM YOU.
3. DO NOT BLOCK ENTRANCES, EITHER FOR FOOT OR VEHICLE TRAFFIC.
4. DO NOT LEAVE LINE UNTIL YOUR PICKET DUTY TIME IS OVER.
5. PICKETERS SHOULD ALWAYS BE COURTEOUS AND FIRM.
6. IF ORDERED TO KEEP MOVING BY POLICE, DO SO.
7. THERE SHOULD NEVER BE LESS THAN 2 PICKETS AT ANY LOCATION.

IT IS IMPORTANT TO TALK TO TEACHERS, STUDENTS, NEIGHBORS, OTHER WORKERS, ETC. ABOUT THE STRIKE. YOU SHOULD ATTEMPT TO PERSUADE ONE AND ALL TO JOIN THE LINES. SUCH DISCUSSIONS HOWEVER MUST BE SECONDARY TO MAINTENANCE OF THE VISIBILITY OF THE PICKETS.

IT IS APPROPRIATE TO SING, CHANT, ETC. ON PICKET LINES, SO DO IT. IT MAKES YOU FEEL GOOD.

WE ARE LIKELY TO HAVE WEATHER CHANGES, SO PLEASE HAVE SWEATERS, RAINCOATS, RUBBERS, HATS, ETC. READY. PICKETING WILL GO ON FROM 7:30 A.M. TO 7:30 P.M. ~~FACULTY PICKETS WILL BE ASSIGNED FOR NO LONGER THAN 2 CONTINUOUS HOURS.~~

STUDENTS ON THE LINE WILL BE UNDER THE DISCIPLINE OF ONLY THE PICKET CAPTAIN.