FACULTY STRIKE

FOR

CAMPUS-AUTONOMY

DUE PROCESS

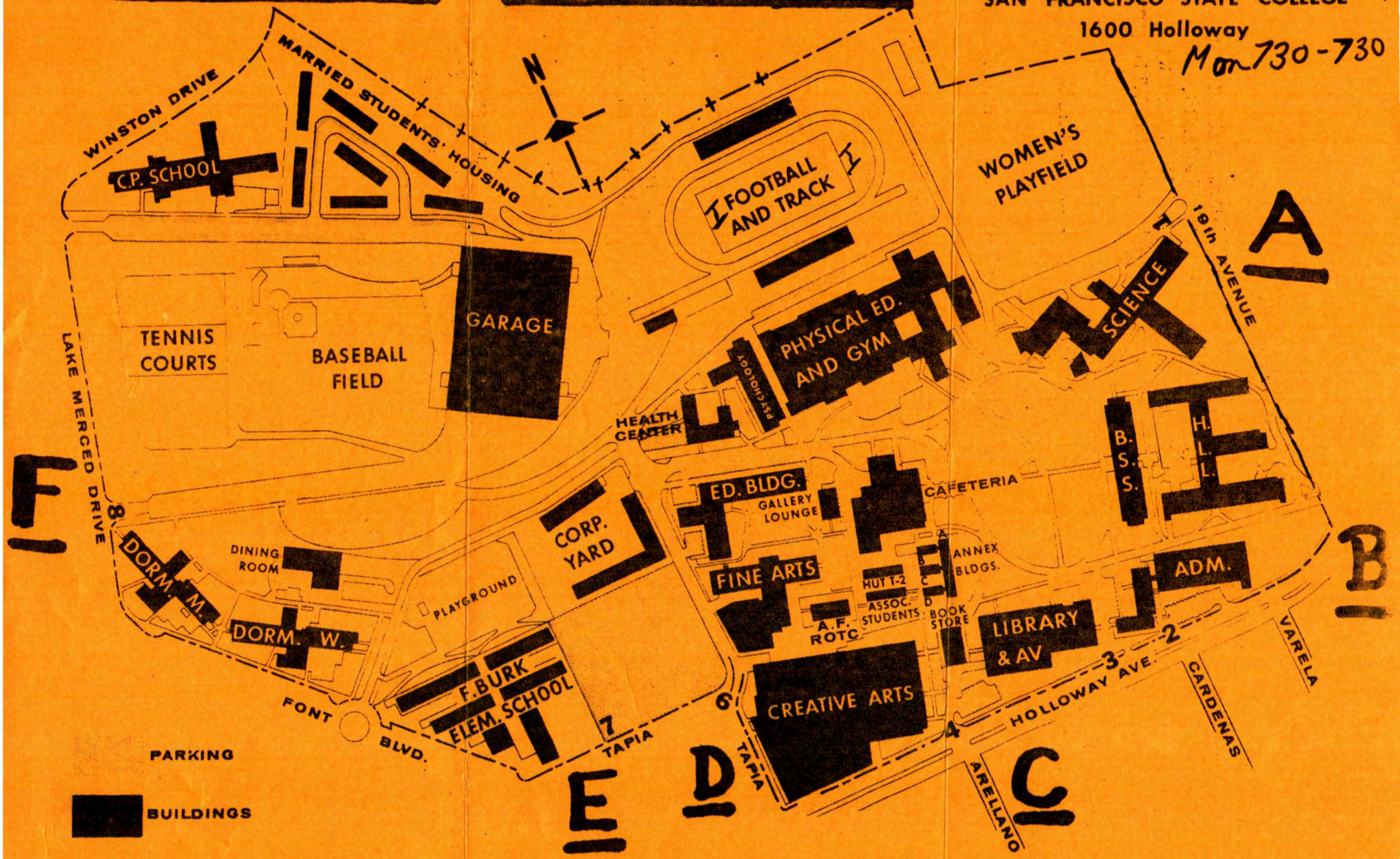
FREE SPEECH

PICKET STATIONS

AFT PICKET LINES JAN 1969

SAN FRANCISCO STATE COLLEGE
1600 Holloway

Mon 730-730



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.

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SAN FRANCISCO STATE COLLEGE FEDERATION OF TEACHERS
LOCAL 1352
Off-Campus Headquarters . 4097 - 19th Avenue, San Francisco 94132
586-9965

NEGOTIATING BULLETIN # 3 January 3, 1969

Meeting: January 2, 10:40 a.m. to 7:00 p.m., American Arbitration Association, 1 Kearney Street, San Francisco

Present: Ronald Haughton, Mediator; George Johns, Executive Secretary, Bay Area Labor Council; Frank Dollard and Daniel Feder, representing Acting President Hayakawa; Mansel Keene and Norman Epstein, representing the Board of Trustees; Art Bierman, Gary Hawkins, Hank McGuckin, Peter Radcliff, and Jess Ritter, of the AFT Negotiating Team; Bud Hutchinson, representing the College Council, AFT; Victor Van Bourg, union attorney; Reider Cooey, representing T.A. Local 1928, AFT; Fred Thalheimer and Eric Solomon, AFT Local 1352, Ross Koen, ACSCP observer; Fred Spratt, San Jose AFT observer (Thalheimer, Solomon, Koen, and Spratt represented back-up committee for caucus).

Yesterday's negotiating session was the first session at which the Trustees and local administration made a response to the union's demands. The attitude and the content of their response is best summarized in Mansel Keene's own words: "We are not willing to negotiate a grievance procedure--or negotiate anything. We are not negotiating... I'm under a mandate not to negotiate. I'm not even free to recommend."

It is the unanimous opinion of the negotiating committee that nothing has happened. Despite this, we will play this string out and show our good faith by returning Saturday morning for another session.

We must be prepared to strike on Monday. Only a miracle could turn Saturday's meeting into a negotiating session.

On Monday, if we strike, the picketing will be different from the informational picketing in which we have engaged in the past. Faculty will have to decide whose side they are going to be on: Ours or the Trustees'. Help your friends make the right decision.

It is absolutely crucial that you attend the next membership meeting, Sunday night, January 5th, 7:30 p.m. at the Stonestown YMCA, 333 Eucalyptus (20th Avenue and Eucalyptus). Talk to your colleagues. Bring those faculty sympathetic to our position.

Some specific details on the response of the Trustee representatives and local administration follow:

Response of the local administration (presented by Frank Dollard)

On the issue of open personnel files, Dollard claimed San Francisco State was "in the vanguard of this movement," but then, under close questioning by Van Bourg, admitted that college administration files were open to each faculty member concerned but that departmental and school practices differed widely; some departments did not allow faculty members access to their files. Despite Keene's assertion that the Statewide Academic Senate had approved an open personnel files policy, Dollard refused to recommend to Acting President Hayakawa that San Francisco State adopt a uniform policy for all departments and schools.

Dollard then claimed that the six faculty members who suffered pay docks were those who, "by their own admission, refused to work." He stated he would recommend restoration of pay to those persons who might have been docked although they held classes off campus. (Our information is that not all pay dock cases are as described above. We are pursuing the matter.)

Please turn over

On the amnesty issue, Dollard stated that he will not recommend to Acting President Hayakawa withdrawal of outstanding warrants, suspension of disciplinary action, or postponement or continuance of trials for criminal action arising from strike actions--nor will he recommend general amnesty. He will recommend due process; he will not recommend "merciless rigor," however. On the issue of recission of the 10 Emergency Regulations, Dollard will recommend that the Acting President give attention to the difference between his and the Union's definitions of "emergency."

Response of the Trustee representatives

The Trustee response was by way of a letter presented to the Union by Epstein. The letter in no way addressed itself to the Union demands. It either stated present Trustee policy on our issues or indicated totally inadequate requests that the Trustees plan to make to the Legislature in the future. Not all of our issues were mentioned. Most attention was paid to the items under I A in the strike issues. (sick leave, grievance policy, etc.). For example, whereas the Union had requested the ususal health benefits program enjoyed by most Bay Area unions, the Trustees indicated that they were going to ask the Legislature to up the State contribution to our health plans.

labor donated

1/5

AFT AT SFSC

LOCAL 1352

Off-Campus Headquarters . 4097 - 19th Avenue . San Francisco 94132
586-9965

MONDAY, JANUARY 5, 1969

3:00 p.m.

S T R I K E B U L L E T I N

NUMBER OF PICKETS ON LINE ..... 4,000 - 4,500

PERCENTAGE OF ATTENDANCE BY BUILDING:

SCIENCE	25%	20%
BSS	35%	
HLL	15%	
CREATIVE ARTS	10%	
FINE ARTS	10%	
EDUCATION	40%	
PSYCHOLOGY	15%	

STRIKE SANCTION GRANTED BY UNANIMOUS VOTE OF THE SAN FRANCISCO LABOR COUNCIL AT 1:00 p.m. TODAY.

membership growing

TODAY··over 400!

TOMORROW?....

Labor donated.

AFT 1352
(AFL-CIO)

1/2

DO NOT CROSS THIS LINE

If you cross you are:

1. Supporting Reagan's efforts to undercut higher education in California.

2. Indicating approval of the Trustees' and Hayakawa's outrageous actions denying the basic Constitutional rights of students, faculty and staff of this college and encouraging even more outrageous actions on their part.

3. Jeopardizing the education and future of many students.

4. Jeopardizing the jobs and future livelihood of many professors.

5. Supporting the racism which would deny education to a large segment of our fellow citizens.

6. Increasing the likelihood of violence. A strong strike means a settlement and peace and safety on the campus.

7. Endorsing police force as a means of settling disputes.

8. Scabbing.

AFT Local 1352 Off-Campus Headquarters . 4097 - 19th Avenue,
San Francisco 94132 - 586-9965

Labor donated.

1/6/68

1/6

Stamp Out Strikebreaking!

THE SCAB

AFTER GOD had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab.

A scab is a two-legged animal with a corkscrew soul, a water-logged brain, a combination backbone of jelly and glue. Where the others have hearts, he carries a tumor of rotten principles.

When a scab comes down the street, men turn their backs and Angels weep in Heaven, and the Devil shuts the gates of Hell to keep him out.

No man has the right to scab as long as there is a pool of water to drown his carcass in, or a rope long enough to hang his body with. Judas Iscariot was a gentleman compared with a scab. For betraying his Master, he had character enough to hang himself. A scab has not.

Esau sold his birthright for a mess of pottage. Judas Iscariot sold his Savior for 30 pieces of silver. Benedict Arnold sold his country for promise of a commission in the British army. The modern strikebreaker sells his birthright, his country, his wife, his children and his fellow men for an unfilled promise from his employer, trust or corporation.

Esau was a traitor to himself; Judas Iscariot was a traitor to God; Benedict Arnold was a traitor to his country. A strikebreaker is a traitor to his God, his country, his wife, his family and his class.

—JACK LONDON
San Francisco

AFT - Local 1352
at San Francisco State College
OFF CAMPUS HEADQUARTERS

4097 - 19th Avenue
San Francisco, Calif., 94132
586-9965

DON'T CROSS AFT PICKET LINE

By crossing the AFT picket line on Monday you will aid those College Administration who deny the rights of students, faculty and clerical workers on this campus. We are beginning to work together as a group to correct clerical workers' grievances on this campus. The more complete the support of AFT and Student Strike, the shorter the strife.

JOIN IN - -

1. Take comp-time, vacation time, or be absent without pay on Monday AND get into the picket line.
2. Make an all-clerical-worker boycott on Tuesday effective. DO NOT COME TO WORK. This campus cannot function without us.
3. Solidify your power with the rest of us. Attend our second organizing meeting: Tuesday, 5 p.m. at AFT Off-Campus Headquarters; 4097 - 19th Avenue (on the right two blocks beyond the 19th Avenue-Junipero Serra intersection).

WE WANT - -

Implementation of the 15 BSU and TWLF Demands
Written employment contracts
Workman's compensation
Unemployment insurance
Cost of living raises
Sick leave for new employees
Adequate job classifications
Local grievance board
Staff privileges for EOA & Student Assistant clerical workers
Shorter work week

mailing address: 4097-19TH AVE. 586-5965

clerical workers union organizing committee

1/9

AFT AT SFSC

LOCAL 1352

Off-Campus Headquarters . 4097 - 19th Avenue . San Francisco 94132
586-9965

THURSDAY, JANUARY 9, 1969 - 2:00 p.m.

S T R I K E B U L L E T I N

STRIKE CONTINUES

At an emergency meeting held Thursday morning at 8:30, the AFT membership voted to continue their strike and picketing, despite the issuance of a temporary restraining order. This action was taken because we believe the right to strike is guaranteed by the United States Constitution. The Constitution also protects our right to picket, which is considered by the courts as a form of free speech and assembly. THE VOTE TO CONTINUE THE STRIKE AND PICKETING WAS UNANIMOUS.

Following the meeting, the members marched four abreast from the meeting hall on Brotherhood Way to the campus to resume their picketing action.

The decision to obtain a temporary restraining order was a desperation move by Hayakawa and the Trustees. The very success of the strike forced them to seek the help of the courts. We managed to close the campus down, as shown by the figures below. This left the bosses no choice but to seek judicial relief. This morning's action by the membership has frustrated this latest Trustee move.

STRIKE 84% EFFECTIVE

The union estimates that there were approximately 4,000 persons on the picket line at mid-day Wednesday.

Overall, only 16% attendance prevailed. The percentage of attendance by building was:

SCIENCE	18%	16%
BSS	32%	
HLL	2%	
CREATIVE ARTS	2%	
FINE ARTS	2%	
EDUCATION	20%	
PSYCHOLOGY	15%	
INDUSTRIAL ARTS	10%	
PHYSICAL EDUCATION	42%	

AFT STRIKES AGAIN

The strike at San Jose State got underway early Wednesday morning. A picket line of 600-700 has put a serious crimp in the operation there. Local 1362 (SJSC) expects the strike to grow.

S P E C I A L B U L L E T I N !

MASS ARRESTS AT SAN FERNANDO VALLEY STATE COLLEGE

More than 200 students and at least 10 faculty members were arrested this noon at San Fernando Valley State College. The arrests occurred after Temporary Acting President Oviatt announced a state of emergency which included the barring of all assemblies. Black students had earlier planned a peaceful sit-in in the free speech area of the campus. Oviatt's emergency proclamation resulted from a police tip (which proved false) that 1500 blacks from central Los Angeles would move on the campus today. The sit-in began at 8:00 a.m. At 10:00, Los Angeles police moved on campus to announce that all assemblies were barred, and arrests would be made of those who remained. First, ten leaders of the black students were arrested. When this did not cause others to leave, the mass arrests occurred. The faculty members arrested wore white arm bands and had earlier announced their intention to interpose themselves between the police and students to prevent police violence. Bail for all those arrested was set at $625.

ON STRIKE!

AFT faculty are engaged in a fully sanctioned strike at SanFrancisco State College.

Thousands of students are engaged in a fully legal strike against college and trustee policies of outmoded courses, racism, and denial of relevant, educational experiences through community involvement in all areas of study. Ronald Reagan states the Establishment position in saying that its great to use the colleges for research to help war industries, smog control, and transportation--- but don't educate students to slums and racism.

CLOSED "LITTLE ME"!

This musical play is just one more example of irrelevant work done by some faculty on this campus. Theatre students are being used by this faculty element to perpetrate irrelevance--while students are being denied chances to direct plays they know must be seen. Two student productions have been "allowed" this year-- a huhdred or more should have been required.

Members of the cast and orchestra are members of the union honoring the AFT-AFL-CIO sanctioned strike. They are misled by "show-must-go-on" nonsense.

The director, Clarence A.Miller,Associate Dean of the School of Creative Arts, and former chairman of the Drama Department, is a racist who has proved so in racist remarks to his cast.

SUPPORT STUDENTS WORKERS TEACHERS!

1/13

Copied from Newsweek of January 13, 1969:

You say (EDUCATION, Dec. 9) that it was the students and their "confrontation politics that led to the downfall of Smith and his predecessor, John Summerskill." I cannot speak for Dr. Smith, but I think you told less than half my story. Trouble has been accumulating at San Francisco State for a long time. One sign: in the past eight years there have been seven different presidents and acting presidents at San Francisco State.

California should undertake a full, impartial study of its state-college system. It would show, I believe, that (1) San Francisco State's problems exist, in varying degrees, on every large California campus and (2) the failure to solve these problems rests with the governor, the trustees and the system's chancellor. The faculty and the students have already been sufficiently indicted.

Since the California State Colleges were founded in 1961, there has been no major program, no major reform, in recognition of continuing crises on these campuses. The system has been inert in the face of the powerful educational, economic and racial forces which have erupted across California and the nation. A thorough overhaul of the system is long overdue and would pave the way for new leadership across the top.

JOHN SUMMERSKILL

Addis Ababa, Ethiopia

The above is on page 6 column 1 of "LETTERS" of January 13 issue of NEWSWEEK.

1/15

January 15 1969

Dear SCAB:

Yesterday when we asked you why you were working, you told us it was because you needed the money and also because you might be fired. We only wish you would have thought of us out on the line while you were taking over our jobs as well as your own.

Another thing you said was that we were demanding too much. After we win, will you also turn down the fruits of the victory? Of course not, because that isn't your philosophy. Yours is only to take food or freedom away from your brothers solely for personal gain. Add another layer of fat for protection while the blue-coats do your dancing, usually on the heads of innocent people.

There is only this that we can say to you now that the lines are being drawn. The time for dancing has come and gone. You are either on one side or the other. If you think that working protects you from being fired, you have a fleeting dream. Your working now only means that the boss can fire you later at his own discretion. Only in a union is there any real protection and that becomes clearer now than ever before. Now is the time to stand with us because later will be too late.

For the gangsters and their lackeys, division is the word of the day. Only in uniting can we gain our dignity as human beings.

SUPPORT THE STRIKE AND STRIKE TO WIN.

O.S.E.L.

Labor donated.

W H Y W E S T R I K E

1/15

THE SAN FRANCISCO STATE COLLEGE TEACHERS' UNION WELCOMES THIS OPPORTUNITY TO EXPLAIN OUR STRIKE.

TEACHERS ARE PROFESSIONAL PEOPLE, AS DOCTORS AND LAWYERS ARE. AND JUST AS DOCTORS OWE THEIR PATIENTS THE OBLIGATION TO INSIST ON GOOD HOSPITALS TO CARE FOR THE ILL, TEACHERS OWE THEIR STUDENTS THE OBLIGATION TO INSIST ON GOOD SCHOOLS FOR THEIR EDUCATION.

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.

THE TEACHERS' STRIKE AT SF STATE IS A SELFLESS EFFORT OF ITS MOST DEDICATED TEACHERS TO SAVE QUALITY HIGHER EDUCATION. A FEW FACTS WILL SHOW THIS: FIRST, THE TEACHING LOAD AT STATE 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 SF 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.

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.

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1/16

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.

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Off-Campus Headquarters - - 4097 - 19th Avenue - - San Francisco 94132

Labor Donated
1/16/69

ACTING PRESIDENT S. I. HAYAKAWA HAS SAID THAT THE AFT STRIKE IS AN ILLEGAL ACT. THE FOLLOWING PEOPLE WERE ACCUSED BY THEIR GOVERNMENTS OF ILLEGAL ACTS:

CRISPUS ATTUCKS
GALILEO
SOCRATES
GEORGE WASHINGTON
SOJOURNER TRUTH
MAHATMA GHANDI
KWAME NKRUMAH
PANDIT NEHRU
JOHN L. LEWIS
MARTIN LUTHER KING
BIG BILL HAYWOOD
MARTIN LUTHER
BENJAMIN SPOCK
JOSE MARTI
WARREN K. BILLINGS
THOMAS CROMWELL
FREDERICK DOUGLAS
HARRY BRIDGES
JESUS CHRIST
W. E. B. DUBOIS
MOSES
PATRICK HENRY
HARRIET TUBMAN
DREYFUS
JOHN BROWN
JUDAH MACCABEE
GARIBALDI
GEORGE JOHNS
BERTRAND RUSSELL
COPERNICUS
PETE SEEGER
MIKE QUILL
JOMO KENYATTA
A. PHILIP RANDOLPH
NAT TURNER
SIMON BOLIVAR
SERGEI EISENSTEIN
MARGARET SANGER
TOM MOONEY
WERNER HEISENBERG
THOMAS MORE
PAUL ROBESON
LINUS PAULING
LUIS TORUC
ZAPATA
JOAN OF ARC
DOSTOEVSKI
HENRY DAVID THOREAU
CHARLES DEGAULLE
THUCYDIDES
DIEGO RIVERA
CHANG HSEUH-LIANG
ALBERT LUTHULI
ALAN PATON
ROBERT LOWELL
SPARTACUS
CESAR CHAVEZ
THOMAS PAINE
HUDDIE LEDBETTER
HOFFA
CINQUE

Issued as a public service in an effort to continue the education of San Franciscans during this period of 84% shut-down of San Francisco State College

AFT - Local 1352
at San Francisco State College
OFF CAMPUS HEADQUARTERS
4097 - 19th Avenue,
San Francisco, Ca., 94132
586-9965

labor donated.

1/20

SAN FRANCISCO STATE COLLEGE

FEDERATION OF TEACHERS

LOCAL 1928 . GRADUATE STUDENTS ACADEMICALLY EMPLOYED

Affiliations • American Federation of Teachers, AFL-CIO • California State Federation of Teachers

January 20, 1969

The American Federation of Teachers, Local 1928, San Francisco State College, wholeheartedly endorses the strike of the Third World Liberation Front at the University of California, Berkeley campus, on Wednesday, January 22nd, 1969.

As students and employees of SFSC and as members of this Union we are unequivocally pledged to support the principles of the TWLF on our campus: we strike with them to win the fight against racism, to implement the 15 demands, and to insure self-determination for all Third World peoples.

The outcome of the struggle which began on our campus on November 6, 1968 with the strike of the TWLF will determine the destiny of public higher education throughout this state and the nation. We are encouraged by the growing numbers of students and faculty who are supporting the strike on the various State College campuses. We welcome our brothers and sisters at the University of California who join in this all-out struggle against racism and repression in this state.

Wm. Rider Cooey, President
American Federation of Teachers
Local 1928, San Francisco State College

Off- Campus Headquarters . 4097 - 19th Avenue . San Francisco 94132
586-8468

Labor donated.

1/24

PRESS RELEASE

FOR IMMEDIATE RELEASE
CLERICAL WORKERS UNION ORGANIZING COMMITTEE
C/O AFT LOCAL 1352
4097 19th Avenue
San Francisco, California 94132

January 24, 1969

The Clerical Workers Union Organizing Committee of San Francisco State College today announced that those members of the Committee who are honoring the AFT picket line became members of AFT Local 1928 this week. This announcement was accompanied by the following statement from the Clerical Workers Union Organizing Committee.

"We believe that the full responsibility for continuing strife on our campus lies squarely with the California Board of Trustees. The ability of the AFT strike to immobilize the College demonstrates the power of organized labor. It remains for the Trustees to recognize that power and deal with the issues of the strike.

"The Clerical Workers Union Organizing Committee is proud of its part in the alliance of students, teachers, and staff which continues to hold fast, despite persistent and often violent efforts to divide our forces and break the strike.

"The Committee welcomes the opportunity to join AFT Local 1928 as a clerical workers' caucus, with full membership rights, as a further step toward unionization of clerical workers on our campus. We will continue our efforts both in support of the strike and toward improvement of working conditions of campus staff.

The Committee will hold a press conference on Tuesday, January 28, 1969, at 11 a.m., in the Chapel of Ecumenical House, 19th and Holloway. Representatives of AFT Locals 1928, 1352 and the Third World Liberation Front are expected to be present at the conference to discuss the significance of this development.

1/24

STUDENT DISCIPLINARY PROCEDURES
January 24, 1969

Upon authorization of student disciplinary referral by the President or his designee, the President, or his designee shall notify the college Coordinator of Internal Affairs who shall designate a hearing panel of three members from the hearing pool to hear the matter, notify the Dean of students of the time and place selected, and mail a notice letter to the student charged. Deposit in the Uniter States Mail of a notice letter addressed to the student charged at the last address given by him to the College Registrar shall be conclusive evidence of notification of the student charged. The notice letter shall embody the following points:

1. Notification of time and place of hearings. The time of commencement of each hearing shall not be less than seven calendar days following the dy on which notice is deposited in the mail.
2. A statement of the charges against the student, both in terms of Sections 41301 of Title 5 of the California Administrative Code, and in terms of a brief factual description of the conduct upon which the charge is based.
3. A statement that the possible sanctions to which the student charged may be subjected, should it be found that he engaged in the conduct charged, including probation, suspension or expulsion from San Francisco State College.
4. A statement that, at the hearing, the student charged may be accompanied by one advisor of his choice, and that he may present witnesses and evidence on his behalf. If he desires to be accompanied by an attorney, he must give at least 48 hours notice of this to the college Coordinator of Internal Affairs.[1] If he desires to present witnesses and evidence in his behalf, he must give at least 48 hours notice of the estimated time such presentation will take to the college Coordinator of Internal Affairs.
5. Minutes, but not a record, will be kept of the hearing, and the student charged, on request, may have a copy. No tape recording will be permitted, but the student charged, at his own expense, may furnish a court reporter, provided a copy of the transcript made is promptly furnished to the College President at no cost to the College.
6. If the student charged does not appear, the panel shall proceed to hear the matter without him.
7. If the College has knowledge that the student charged has been arrested, the notice letter should inform him that the police report pertinent to his arrest may be used as evidence tending to prove the acts charged, and that he may obtain access to that report through the District Attorney.

The college Coordinator of Internal Affairs shall then prepare a file for the hearing panel containing a copy of the notice letter and a copy of any documentary evidence available to him. If other evidence need be obtained, the College Coordinator of Internal Affairs shall make appropriate arrangements for obtaining such information.

The college Coordinator of Internal Affairs shall arragne, in cooperation with the Dean of Student, for a stenographer to attend each hearing. A representative of the office of the college Coordinator of Internal Affairs shall attend each hearing solely for the purposes of presenting the evidence against the student charged and questioning witnesses presented by the student charged.

Up on convening, the panel shall, by majority vote, elect a Chairman. No action shall be taken by the panel until the Chairman is elected.

The Chariman shall then state the purpose of the hearing and read aloud the following procedures which are binding upon the panel:

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[1]The college Coordinator of Internal Affairs shall promptly notify the Office of the General Counsel as to the time and place of hearings at which lega counsel are expected to appear with the person charged, so that an attorney may be made available to advise the panel.

"1. The hearings shall be closed except to the representatives or designees of the office of the college Coordinator of Internal Affairs, the student charged, his advisor if any, witnesses, if any, and legal counsel to the panel, if any. Witnesses shall be permitted in the hearing room only while giving evidence."

"2. Rulings of the chairman shall be final on all questions except those pertaining to the substance of the findings and recommendations of the panel which are to be sent to the President. As to the latter, decisions shall be by majority vote based upon substantial evidence; e.g., the members of the panel need only be reasonably persuaded as to the conduct of the person charged."

"3. The stenographer to the panel shall take minutes. These shall not be a verbatim record, but will simply indicate salient points. If the student charged has brought a court reporter, he may take a record provided a copy of his transcript is promptly furnished to the College President at no cost to the College."

"4. Should the student charged not appear, or should he leave the hearing, it shall proceed to continue to a conllusion in his absence, just as though he were there."

"5. The student charged may have one advisor. The advisor may be permitted to address the panel, at the discretion of the panel. The adivsor may also quietly advise the student charged."

"6. The Chariman of each hearing panel shall maintain an orderly hearing and permit no person to be subjected to abuseive treatment. He may eject from any one hearing all persons who, in his opinion, refuse to be orderly, except that he may not eject the student charged, other members of the hearin panel, or the stenographer."

"7. The order of the proceddings shall be as follows:

a) The notice letter shall be read aloud to the student unless he waives such reading.

b) The student shall be asked if he committed the acts with which he has been charged. If he does admit them, no further evidence shall be received except that the student charged, if he wishes , shall be permitted to make a statement in mitigation of punishment.

c) If the student does not admit the acts with which he has been charged, any police reports in the file shall be read to him, and he may then be permitted to examine them if he wishes. He shall not be given copies of them, but shall be informed he may obtain access to them from the District Attorney. Other evidence, against the student charged, shall then be presented. Subject to recognition first being obtained from the Chairman, the student charged may question any evidence offered against him.

d) If the student has not admitted commission of the acts with which he has been charged, he may then present evidence on his behalf.

e) Subject to recognition first being obtained from the Chairman, the representative of the office of the college Coordinator of Internal Affairs, may question evidence offered by the student charged. Subject to recognition first being obtained from the Chairman, all members of the hearing panel may ask questions of the accused and of any witness.

f) Formal rules of evidence shall not apply.

g) Following presentation of evidence, the panel shall meet in executive session, with all participants including the stenographer being excluded. In this session, the panel shall prepare its written recommendation to the President. That recommendation, which must be submitted to the President within two business days of the termination of the hearing shall contain:

1) A finding that the student did or did not commit the act charged.

2) A finding that the act did or did not constitute one of causes for discipline listed in Sections 41301 through 41304 of Title 5 of the California Administrative Code.

3) A finding that the student charged did or did not disrupt or attempt to disrupt by force or violence, or by threat of force or violence, any part of the instructional program of the college, or any meeting, recruiting interview or other activity authorized to be held or conducted at the College.

4) A recommendation of penalty. This may include:

1. Expulsion.
2. Suspension.
3. Probation.
4. A written reprimand.
5. A verbal reprimand.
6. No action,

or a combination of these."

"8. Each hearing panel shall use its best efforts to provide a hearing that is fair to both the student charged and to the academic-administrative-student community. In its deliberations, no evidence other than that received or discussed at the hearing shall be considered by the panel."

"9. Hearing panel members shall treat all evidence, proceedings, findings and recommendations as confidential and shall report only to the President. The President will then notify the student of the action being taken by the college."

"10. Appeal of any decision may be made to the President."

"11. In these procedures, the word "shall" is mandatory and the word "may" is permissive."

(S. I. Hayakawa)

Note: The Coordinator of Internal Affairs is Edwin Duerr.
The Dean of Students is Ferd D. Reddell.

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SAN FRANCISCO STATE COLLEGE

FACULTY ISSUES

1/28

Meeting of the Academic Senate
January 28, 1969, 2.10-5.00 p.m., Faculty Reading Room

Agenda Item #6- Student disciplinary procedures.

The Executive Vice-President, on the recommendation of the Academic Senate, has recommended to Acting President Hayakawa that he request the Trustees that they, on an interim basis, authorize the Acting President to delegate final authority in matters of student discipline to a student judicial court. A recent communication from the Acting President, which is printed in Faculty Issues herewith, states that he will not so request of the Trustees. In addition, the Acting President, according to the attachment also printed, is going to inaugurate an interim student judicial procedure. The Senate must decide whether it will in any way participate in the Acting President's procedure.

ACADEMIC SENATE

Minutes
January 9, 1969

Further discussion concerned the kinds of punishment which could be used ranging from reprimand to expulsion, with Herbert Williams stating he would like to see disciplinary action which would reform and educate the wrong doer. Agreeing that criminal cases have to be tried within a reasonable period, though the defendant can ask for postponement, Leo McClatchy said the most important thing is to make sure that the student doesn't lose any of his rights in a criminal trial. Nancy McDermid said that the Senate's policy is based upon willingness to risk not achieving academic justice in order to guarantee criminal justice.

ACADEMIC SENATE

Minutes
January 16, 1969

Communication from the Executive Vice-President to the Acting President, with a Copy to THE Chairman of the Academic Senate

January 17, 1969

Dr. S.I. Hayakawa
Acting President
Campus

Dear President Hayakawa:

According to my agreement with the Senate I hereby recommend that you request the Board of Trustees to reconsider, on an interim basis, the Board Resolution preventing Presidents from delegating final authority in matters of student discipline.

I also recommend that, pending resolution of the differences between your administration and the Faculty Senate regarding final authority, you establish an interim disciplinary procedure to handle matters of student discipline expeditiously.

Respectfully submitted,

Frank D. Dollard
Executive Vice President

Memorandum to Leo McClatchy, Chairman, Academic Senate from Acting President S.I. Hayakawa

It appears that the Academic Senate and this Administration have reached an impasse in attempting to develop new student disciplinary procedures.

As you will recall, in the early days of my administration I initiated a streamlined emergency procedure involving the use of hearing officers for student disciplinary hearings. At the request of the Academic Senate, this procedure was temporarily discontinued after a small number of cases had been heard. I also agreed that the cases which had already been heard would be later reviewed if new mutually satisfactory procedures were developed. I asked that the Academic Senate proceed to establish a Judiciary Court for Student Discipline.* To date, the Academic Senate has been unable to develop a procedure which is mutually acceptable and still within the framework of existing Trustee regulations. Unfortunately, communications with the Administration by Albert Duro of the Associated Students indicated that they would be completely unwilling to furnish student members for such a court unless the court had final authority on student discipline cases.

*Note: Here this court be established no later than 5 p.m., December 20, 1967.

"and that this court be established no later than 5 p.m., December 10, 1968.
The Academic Senate and the Administration did apparently make some progress on the composition of the proposed student court. We did come to a tentative agreement which, though not completely satisfactory from my point of view, appeared to be a reasonable compromise assuming that all other problems could be worked out. It was agreed by the Administration that we would accept a court made up of faculty and students, mutually acceptable to the Academic Senate, Associated Students and the Administration. Since the Associated Students has indicated that it will not supply a list of students who would be willing to serve on the court, I am presently planning to use three faculty members as a hearing panel. I will reconsider the use of some students if the Associated Students does supply a list of students who are willing to serve.

It is now evident that the matter of the final authority on student discipline cases is one problem on which we cannot come to agreement. Trustee regulations by which I must govern this campus prohibit me from delegating the final authority over student discipline cases. I have been given to understand that my verbal assurances that I would normally uphold the decision of a student court have not been acceptable to a majority of the Academic Senate. That is, they desire a written statement of my delegation of final authority. I have given some thought to the possibility of requesting that the Trustees allow me to make this delegation.

After due consideration, I have decided not to make such a request. In the current crisis, it does not seem appropriate for the president to ask to be allowed to shed such authority. He certainly cannot escape the final responsibility for student discipline and thus should not, under these circumstances, give away his final authority.

I therefore intend to set up a new procedure for handling student disciplinary problems. A copy of that procedure is attached.

I invite the Academic Senate and the Associated Students, if they desire, to help select personnel for the hearing pool. Nominations of faculty members who are willing to serve as hearing officers should be in my office by Wednesday, January 29. If no names are submitted by that time, I will assume that the Academic Senate does not care to participate at this time. In the meantime, I will contact other groups and individual faculty members to determine their willingness to serve on hearing panels. Of course, if names are received from the Academic Senate, the names submitted by them will receive prior consideration.

If the Academic Senate is able to develop some other procedure which they believe is superior to the enclosed, and is still within the framework of Trustee regulations, I shall be happy to discuss it with them.

January 21, 1969

JAN

NEW POLICY FOR PASS/NO REPORT

This policy is instituted for the Fall Semester, 1968 only

The Academic Senate passed a resolution on Friday, January 3 which allows a student the option of being evaluated either according to the regular grading system or according to the Pass/No Report system.

The option of Pass/No Report will do the following to the students' records:

Pass: (P) Satisfactory completion of the course towards any goal, such as graduation, completion of Major of Minor Credential, ets. Units completed on this basis will not be used in arriving at a grade point average.

No Report: (N.R.) No units earned, unsatisfactory completion of course. But the N.R. is not used in computing the Grade Point Average. Once this option has been initiated by the student it is mandatory on the instructor.

Students wishing to take up the Pass/No Report option must apply directly to the instructor in writing by 10:00 p.m. Monday, January 20, 1969. Students who cannot find their professor to obrain a reques t and have that request signed may do so at the department office.

URGENT DO THIS AS SOON AS POSSIBLE!

JAN

FREQUENTLY ASKED QUESTIONS ABOUT A.F.T.

Prepared for San Francisco State College Federation of Teachers, Local 1352, by

Professor George Rothbart, Assistant Professr of Sociology
Professor Robert Chrisman, Assistant Professor of English
Professor Carol Hughes, Assistant Professor of Social Work Education

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QUESTION 1
THERE ARE CAMPUS ORGANIZATIONS OTHER THAN A.F.T. THAT ARE SUPPOSED TO EXPRESS FACULTY POLICY. SHOULDN'T WE GIVE OUR FULL SUPPORT TO THE FACULTY SENATE, INSTEAD OF A.F.T., SO THAT THE SENATE CAN RESOLVE THE CURRENT CRISIS?

ANSWER
The faculty Senate lacks the formal authority to implement most of its decisions. Its only tool is the power to persuade the administration, if indeed it has such power. Its decisions, even when they represent compromises, are treated with especial contempt by the present administration and the Trustees; only in a relative sense has the Senate exercised influence on previous administrations.

The union's ability to strike (although no union relishes a strike), its alliances with other unions, and its political influence has helped move an "intransigent" Board of Trustees to close the campus and to make some tentative steps toward negotiations. These are things the Board said it absolutely would not do. The union cannot exercise its power unless it can mobilize the faculty membership. To do so the leadership must persuade the membership and be persuaded by the membership. The Senate, on the other hand, has rarely, if ever, passionately argued its case, or solicited faculty support in the way A.F.T. leadership has.

Our local faculty Senate has recognized the effectiveness of our union and commended by a 16 to 6 vote our union's "role in bringing about the current mediation effort."

2. WHY DID THE A.F.T. DEMAND CLOSURE OF THE CAMPUS?

A. The so-called open campus did not provide a teaching environment in which any kind of positive education could occur. It has remained open through force and intimidation at the cost of numerous and indiscriminate injuries and arrests. Students and professors are the victims, not the beneficiaries, of the "open" campus.

3. TEACHERS ARE PROFESSIONALS. WHY SHOULD THEY BELONG TO AN ORGANIZATION THAT OPERATES ALONG TRADE UNION LINES AND THEREFORE CONCERNS ITSELF PRIMARILY WITH "BREAD AND BUTTER" ISSUES?

A. First of all, the College Council of the A.F.T. does not concern itself exclusively or even primarily with bread and butter issues. Most of the negotiation issues are related to college policy, the creation of a proper campus environment, and campus governance. The Central Labor Council of San Francisco understands that the special interests of professional people are different than those of plumbers, for example; they understand that a professional wants campus autonomy so that he can do his best job of teaching and scholarship. But let us be clear. Bread and butter issues are important. We all work for a living and have a right to a decent salary and work load. Of course, even this issue of self-interest relates to educational policy. Reasons that San Francisco State College has had trouble recruiting qualified people include both salaries, and work load.

4. SHOULD TEACHERS STRIKE?

A. The strike is a civilized form of protest. It is costly to all concerned--to faculty and students alike--and should only be used when genuine attempts to negotiate the real issues have not been effective. We are against violence. Thus, we must provide an alternative to violence that offers hope of fostering change peacefully. The strike is that alternative.

The question is sometimes raised: "Aren't strikes unprofessional?" There is no objective answer to his, although we disagree that strikes are unprofessional. We can only answer that strikes have been effective. The person who goes on strike demonstrates his wish to be effective by fighting for better conditions of teaching--thus he pays a high cost for his commitment to professionalism. The faculty members who is willing to be "professional" but ineffective, should not go out on strike.

5. WHAT ABOUT MY STUDENTS? WON'T THEY SUFFER IN THE EVENT OF A STRIKE?

A. Maintaining classes in a strained atmosphere does not fulfill our obligations to our students. Most, if not all, students sense the irrelevancy of maintaining normal class patterns in the face of such an enormous educational crisis. If you go out on strike, you may continue teaching your classes off campus, of course.

6. I HAVE HEARD IT SAID THAT WE SHOULD SUPPORT OUR ACTING PRESIDENT BECAUSE ONLY HE CARRIES SUFFICIENT WEIGHT WITH THE TRUSTEES TO GET THE NECESSARY SUPPORT FOR OUR PROGRAMS.

A. Hayakawa carries weight with the Trustees only because he is willing to carry out their wishes. The Trustees have finally found a man not only willing but apparently wanting to test a conservative hypothesis about how to keep a campus open. That hypothesis seems to be: Order can be restored without deliberation with faculty or students but instead by application of a "no-nonsense" attitude. a no-nonsense attitude means the use of force, and the escalation of both the quantity and variety of that force--in short little emphasis upon justice and great emphasis on order and the "law" that codifies the Trustees' wishes.

Consider what will happen if Hayakawa succeeds at a task at which the presidents of the University of California and Columbia have failed. Hayakawa will become the victim of the hypothesis he has successfully tested. A no-nonsense attitude will become the slogan of the day and the bible of the Trustees. Why, then, should these conservative Trustees give in to demands for campus change, when such changes are not necessary to produce their definition of order? Even if the Trustees desired to make concessions, they too would be victimized by the success of the "no-nonsense hypothesis" in their dealings with a conservative State administration.

7. I DO NOT COMPLETELY SUPPORT THE DEMANDS OF THE STUDENT STRIKERS NOR DO I COMPLETELY SUPPORT THE IDEOLOGY OF THEIR ORGANIZATIONS. WHY THEN SHOULD I CONSIDER GOING ON STRIKE?

A. The A.F.T. has stated that it will not negotiate for the students on behalf of their demands. Its position is that student "grievances must be resolved and implementation assured." In any strike, that position will be one among many issues. What has happened to many of us is that the nature of the attempts to resolve the student controversy has forced us to recognize the serious danger which threatens our own educational values as well as our own work. Indeed, we have more to lose than the students because of the permanence of our ties to San Francisco State. The Acting President has assumed emergency powers which make us subject to immediate suspension if we publicly assemble on the campus, or make a speech to a public assembly, or if we disobey an order of the Acting President. Faculty members have been disciplined and suspensions and firings are promised. One thing we have learned: Dr. Hayakawa may play a waiting game with the faculty, but he is not bluffing. While talk of discussion and negotiation was going on warrants were being issued on Dr. Hayakawa's complaints for "inciting to riot," in other words for exercising freedom of speech. But the real threat is not Dr. Hayakawa; rather it is the movement by the Trustees against campus autonomy, against innovation, and against due process.

8. DOES THE A.F.T. SUPPORT THE 15 B.S.U. - TWLF DEMANDS?

A. The student organizations have offered a definition of the situation: That American education needs radical change in the area of minority education. The A.F.T. has not formally voted support of the specific 15 demands. But it does agree with the students' definition of the situation. It is our feeling that a program of real value to minority peoples can only be worked out by serious sessions with the students rather than by fiats delivered from the President's office.

SAN FRANCISCO STATE COLLEGE FEDERATION OF TEACHERS, LOCAL 1352
OFF-CAMPUS HEADQUARTERS . 4097 - 19th Avenue, San Francisco 94132
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FEB?
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e n r o l l

FOR

the

STRIKE

register

By registering you

a. Preserve your status as a striker

b. Make it difficult to fire striking professors

HONOR AFT PICKET LINES

ENTER CAMPUS ONLY WHERE THERE ARE NO AFT PICKET LINES

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FEB ?
MAR ?

REGISTRATION AND THE STRIKE

1. THE A.F.T. URGES STUDENTS TO REGISTER FOR THE SPRING SEMESTER ...

   a. Registration will preserve student status as strikers and make it difficult to fire striking teachers

   b. Establishing the spring semester with striking teachers and students included will put pressure on the trustees and administration to settle the strike.

2. LAST SEMESTER'S GRADES FOR THE CLASSES OF STRIKING TEACHERS ARE BEING HELD BY THE UNION...

   Any student who has an emergency problem (graduation, immigration, or visa status, scholarships) may petition the union for immediate release of his grades. Forms are available at union headquarters (4097 19th Avenue).

3. DURING REGISTRATION AND DURING THE FIRST DAYS OF CLASSES WHEN CLASS CARDS MUST BE TURNED IN, PLEASE HONOR A.F.T. PICKET LINES.

ENTER ONLY WHERE THERE ARE NO A.F.T. PICKETS

San Francisco State College Federation of Teachers • Local 1352

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MAR?

ATTENTION STUDENTS

The AFT thanks the thousands of students who are freely registering in the classes of striking professors in full knowledge that such courses might not generate course credit if the strike fails. We are grateful for this act of faith in the justice of our cause.

This student support has contributed to the fact that the Trustees, for the first time in the history of the state college system, are now bargaining in good faith with a teachers organization such as the AFT. It has contributed to the fact that there is now some hope that the Third World strike will be settled.

While these signs are hopeful, the deans, together with some department chairmen, are now acting in ways which they hope will weaken the strikers' position. They are setting up scab sections for courses taught by AFT professors and urging students to drop the AFT courses.

This is being done even though all AFT teachers and their students have followed the procedures set down for the spring semester by the administration. This is being done even though the union is taking action to ensure that the school will return to the original schedule after the strike settlement. If these scab sections continue, the AFT teachers may be locked out.

The fact is that students have until March 10th to pick up their cards from the union office if they wish to drop an AFT course. Furthermore, students can drop courses through May 30th by requesting a "W" grade. We will grant these "W's" if requested. Therefore, under present registration procedures, students do not have to get back their admit cards from the union office now to drop a course. DO NOT PARTICIPATE IN A LOCKOUT BY DOING SO.

stay with your striking teachers...

keep up the presure against

Hayakawa & the Trustees!

AFT Local 1352 4097 - 19th Ave. San Francisco, Cal. 94132 586-8468

AFT LOCALS 1352 and 1928

PERSONAL SERVICE

A NOTE ON PERSONAL FINANCE

AFT Personal Service at this time has very limited funds at its disposal; even after our strike fund campaign goes over the top, we will have much less money than is really needed to provide all the help our membership may be needing. Other unions all over the country, and especially in the Bay Area are sending money; many are trying to help us find jobs for our members. But, in the last analysis, mutual aid can't do the whole job; members on strike continue to carry responsibility for financing their own living.

If you have credit, use it. Many of your expenses can be billed sotthat you can pay when there's more money.

If you have debts, explain your situation to each creditor. Figure out how much you can pay each now, and which claims are the most pressing. Commonly, a part payment on account will prove acceptable, especailly if it includes some payment on the principal amount in addition to interest charges. AFTER YOU HAVE MADE FIRST INQUIRIES ON YOUR OWN, Personal Service may be able to help with follow-up contacts, if necessary.

DON'T DRIVE WITHOUT LIABILITY INSURANCE COVERAGE.

Make an effort to keep any other insurance you have in force. You may want to consider revising your insurance program. Remember you may have loan or "paid up" values accrued already.

DON'T LET YOUR MEDICAL-HOSPITAL COVERAGE LAPSE. The doctors and others on the Personal Service panel cannot provide the amount of care and protection most pre-payment plans afford.

REMEMBER, YOU'VE BEEN A TAXPAYER FOR YEARS. You may be eligible for assistance from public welfare funds. There are no residence reqirements. Both single individuals and families with no income and limited property or savings may qualify. Personal Service has information about what you're entitled to, and how to go about getting it.

AFT OFF-CAMPUS HEADQUARTERS - 4097 - 19th AVENUE, SAN FRANCISCO 94132
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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 (1) 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.

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Harlequin Press

The A.F.T. STRIKE Continues!!

POLICY ON THE FIRST WEEK OF THE SEMESTER

WITH THE START OF THE SPRING SEMESTER STUDENTS AND STRIKE SUPPORTERS ARE WONDERING WHETHER THE A.F.T. IS STILL ON STRIKE. LET THERE BE NO MISTAKE, A.F.T. LOCAL 1352 IS STILL ON STRIKE.

DURING THIS FIRST WEEK OF THE SPRING 1969 SEMESTER SOME CONFUSION MAY ARISE CONCERNING THE TACTICS OF THE STRIKE SINCE A.F.T. MEMBERS WILL BE LEAVING THE LINES TO ESTABLISH THEIR CLASSES. IT IS THE POLICY OF THE A.F.T. THAT OUR MEMBERS SHALL ESTABLISH THEIR CLASSES BY MEETING THE FIRST (AND ONLY THE FIRST) SECTION OF EACH COURSE. IN ORDER FOR STUDENTS TO BE OFFICIALLY REGISTERED IT IS NECESSARY FOR THEM TO TURN OVER CLASS CARDS TO INSTRUCTORS DURING THE FIRST CLASS SESSION. HAYAKAWA AND THE TRUSTEES WOULD LIKE NOTHING BETTER THAN TO ELIMINATE STRIKING STUDENTS AND PROFESSORS FROM THE ROLLS. IN ORDER TO PREVENT THE ADMINISTRATION FROM CANCELLING THE CLASSES OF STRIKING PROFESSORS IT IS IMPORTANT THAT COURSES BE ESTABLISHED. IN ORDER TO PROTECT THE CREDIT STANDING OF THESE COURSES WHICH ARE INDISPENSABLE IF STUDENTS ARE TO HAVE A COMPLETE PROGRAM, IT IS IMPERATIVE THAT THE STRIKE BE SETTLED EARLY IN THE SEMESTER.

THE BEGINNING OF THE SEMESTER IS A CRITICAL TIME IN THE STRIKE. IF WE ALL STAND TOGETHER THERE IS NO DOUBT THAT WE CAN WIN.

A.F.T. LOCAL 1352
4097 - 19th AVENUE
SAN FRANCISCO 94132
(415) 586-8468

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Build the Strike

ONLY GO ON CAMPUS TO ENSURE YOUR STATUS

AS STUDENTS OR AS FACULTY MEMBERS

A STRONG STRIKE WILL RESULT IN

... A MEANINGFUL SETTLEMENT

... A SECOND SEMESTER UNDER CONDITIONS WHERE RELEVANT EDUCATION IS POSSIBLE

... PROTECTION OF FACULTY AND STUDENTS CURRENTLY BEING SUBJECTED TO PUNITIVE ADMINISTRATIVE A N D TRUSTEE ACTION

J O I N U S

AFT LOCAL 1352 4097 - 19th AVE., S.F. 94132 586-8468

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labor donated

DON'T CROSS AFT PICKET LINE

By crossing the AFT picket line on Monday you will aid those College Administration who deny the rights of students, faculty and clerical workers on this campus. We are beginning to work together as a group to correct clerical workers' grievances on this campus. The more complete the support of AFT and Student Strike, the shorter the strife.

JOIN IN - -

1. Take comp-time, vacation time, or be absent without pay on Monday AND get into the picket line.
2. Make an all-clerical-worker boycott on Tuesday effective. DO NOT COME TO WORK. This campus cannot function without us.
3. Solidify your power with the rest of us. Attend our second organizing meeting: Tuesday, 5 p.m. at AFT Off-Campus Headquarters; 4097 - 19th Avenue (on the right two blocks beyond the 19th Avenue-Junipero Serra intersection).

WE WANT - -

Implementation of the 15 BSU and TWLF Demands
Written employment contracts
Workman's compensation
Unemployment insurance
Cost of living raises
Sick leave for new employees
Adequate job classifications
Local grievance board
Staff privileges for EOA & Student Assistant clerical workers
Shorter work week

mailing address: 4097-19TH AVE. 586-3965

Clerical Workers Union Organizing Committee

THE BETRAYAL OF PUBLIC EDUCATION AT SAN FRANCISCO STATE COLLEGE

A PRECEDENT FOR THE NATION?

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San Francisco State College

San Francisco State College
Federation of Teachers
AFT Local-1352, AFL-CIO

Democracy is a blunt, audacious contract. Individuals freely consent to be governed by elected members of their community. When services provided or orders handed down are widely judged to be unacceptable, members of the community express their dissatisfaction by various forms of petition. If the grievances are not relieved, the community seeks other leaders to govern them.

In San Francisco, public education has been widely judged by the community to be unacceptable.

All recent events at San Francisco State College, whether they be appalling, comical, or otherwise, must be understood as community petitions followed by governmental response in a conflict over these three questions: Who is to learn? What is to be learned? Who is to teach?

San Francisco is the most cosmopolitan city in America. About a third of the population is non-white. Of a total population of about 754,000, 97,000 are black, 64,000 are Latin Americans, 48,000 are Chinese. Estimates of Japanese and Philipino Americans are not available for inclusion here. The city is segregated by area and income. Almost every youth, regardless of ethnic group, can fairly say that San Francisco State College is his main hope for a decent life. Yet about 7,000 qualified students were denied admission this year. Who are qualified students?

According to the Master Plan for Higher Education, adopted by the Legislature in 1960 (the Donahoe Act), the top one-eighth of the high school graduating class would be admitted to the University of California, the top quarter to the State Colleges, and anyone with a diploma to the Junior (or Community) Colleges. Tuition was free, and the democratic ideal of higher education for everyone seemed assured.

But, ironically, the Master Plan had resulted in *de facto* segregation. Students from ghetto schools seldom found themselves in the upper eighth or even the upper quarter of high school graduates. In 1968-69 black students comprised about 4% of the San Francisco State student body, a significant drop from the 11% of pre-Master Plan days. Further, students who had successfully advanced themselves from the Junior College

curriculum received word late in 1968 that no Junior College graduate would be considered for admission to San Francisco State College. Only a short streetcar ride from the ghetto, San Francisco State closed its doors on the children of the poor.

Of course, the seat of power is in Sacramento. The Master Plan had given governance to the Board of Trustees, who have complete control over the State Colleges. The Governor appoints the Trustees. The Legislature has the last word in all matters, since the Donahoe Act made no provision for limitation of powers under the California Constitution. The stage was set.

The black and Latin-American communities began their process of petition. They took it to the college.

In March, 1966, there were about 600 black students on the San Francisco State campus. A portion formed the Black Students Union. Standard courses of study did not prepare them to assume effective roles in the community they represented and had willed to change. They had little desire to become engineers, physicists, real estate dealers, etc. Their thrust was not *out* of their community, but back *into* it in a capacity that would transform the minds and environment of their people. They had somehow entered the locked doors of State College, and had found it unprepared to teach them how to do anything to alleviate the misery of the neighborhoods they returned to each evening. The aim of the B.S.U. was, through organization, to muster enough power to change the college. Their stance was frankly revolutionary. Their program developed along lines of curriculum innovation and community involvement. They solicited support from all minorities who sought similar reforms.

November 6, 1968, the B.S.U. presented ten demands of two years' attempts to implement a course of study that would prepare black teachers, social workers, probation officers, counselors, etc., to bring about the reforms they sought.

The ten demands are a mixture of admonition ("9. That the California State College Trustees not be allowed to dissolve any Black programs on or off San Francisco State College campus"), and innovation ("5. That all black students wishing so, be admitted in Fall, 1969.")

The latter demand is addressed to the entrance requirements set forth ih the Master Plan. Its intent is to redefine "qualified student." The Special Admissions program already granted was an attempt by the B.S.U. to select themselves, by themselves, 400 black high school graduates who, although not in the upper quarter, possessed qualities of experience and dedication that are necessary for the work in the black community. Such applicants are not common; 128 slots went unfilled.

Most important, demand 10, "That George Murray maintain his teaching position on campus for the 1968-69 academic year" was the issue that threw the autocratic structure of the State College System into bold relief. For on September 26, 1968, the Board of Trustees voted to request President Robert Smith to reassign George Murray to non-teaching duties. He refused. On October 30, Chancellor Glenn Dumke *ordered* Murray suspended as both student and instructor of English for about 70 Special Admissions students. On November 1, President Smith reluctantly complied. A basic issue of job security had been raised. Many members of the faculty realized that legally their position was no more secure than Murray's. When the B.S.U. strike began on November 6, there were many silent supporters among the faculty who, although they continued to teach, knew that they would eventually have to take a stand against the Trustees' bold incursions into local affairs. The Special Admissions program was at a halt, and the future of the Black Studies Program was in doubt. Few black students remained in class.

Police appeared on campus on the second day of the strike, and President Smith, in an effort to prevent complete disruption of the college, ordered it temporarily closed. On November 8, about 45 faculty members calling themselves the Ad Hoc Faculty Committee threatened to strike, unless Murray were reinstated. On November 13, they struck.

A semester during which the college hoped to make real progress in meeting special needs of special students had been completely aborted. Instruction was impossible, police were on campus in large numbers and faculty morale was shattered. Yet the Trustees, meeting in emergency session, ordered President Smith to reopen the campus, using whatever force was necessary, and without any discussion or negotiation with Administration, faculty or students. On November 26, President Smith resigned under pressure. Dr. S.I. Hayakawa was named to replace him, again without consultation with San Francisco State administration or faculty. On January 6, having obtained strike sanction from the local labor council, the American Federation of Teachers, comprising about one third of the San Francisco State faculty, set up picket lines around the campus.

What followed, and continues to the present time, is a history of threats, reprisals, arrests, injunctions and the withholding of pay by the Hayakawa administration. It has become increasingly clear that the only power the President has is the power to punish. The only power the faculty has is the refusal of its services. Students have no power, although it has been amply demonstrated that a college is a fragile confederation and can be effectively closed down in the face of the most determined opposition. During the last weeks of the semester, attendance was repeatedly estimated at about 20%.

At present, on the last day of the semester, the future of the college is in doubt. The AFT struck for some degree of freedom from the absolute power of the Board of Trustees, relief in work load and class size, and a resolution of the grievances of minority students, without whose assent the college cannot operate. After a month-long labor-sanctioned strike, during which the AFT communicated with a delegation of trustees and representatives of the college, all parties concerned are further from settlement than ever before. There will probably be no Black Studies program in the Spring. Many departments will be disabled almost entirely Students are forced to sign up for classes that may not be held. Yet Governor Reagan has vowed to keep the college open "at the point of a bayonet, if necessary."

It may come to that. On the tip of our peninsula some 200,000 non-white citizens have seen one of their major hopes for self-advancement destroyed. The buildings that once housed that hope may come to be hated. Students and faculty who, in the Spring, may decide to play the tragedy out to its ultimate conclusion may need heavy protection indeed. Inevitably, the exodus of our best students and teachers will begin. Common decency prompts the hope that the death of the college will not be a brutal, lingering one.

Why has this come about? Is there any commonality between our experience and that of others at universities as diverse as the Sorbonne, Cairo, Madrid, Columbia, Tokyo, London, Prague, Berkeley, etc.? It should be remembered that racial issues were present in only a few of the hundreds of campus disturbances we have witnessed in the last two years. In a sense, it is unfortunate that Black Studies played so prominent a role at San Francisco State, for it allows those who are not able or do not wish to understand the true issues to make it appear that an excellent college was subverted by Black Power, anarchists or whatever other philosophy frightens them.

There *is* a common denominator. Those who hold power are not responsive to the petitions of those whose lives they control. As petitions are ignored, frustration transforms them into demands. Demands are met with oppression, and oppression eventually destroys the institutions in question. In fact, the oppression used so nakedly at San Francisco State is not merely an attempt to preserve the status quo, but is part of a program that will further centralize power in the Board of Trustees. They have proposed in the near future to take over the power of elected student governments to decide how student funds are spent.

We must move in the opposite direction, if there is ever to be an end to civil disorder and strikes. Individuals must have a real voice in making the decisions that affect their lives--not by means of elections held every two or four years, but on a daily basis. As Richard N. Goodwin put it in a similar analysis in the January 4, 1969 New Yorker, *The general guide should be to transfer power to the smallest unit consistent with the scale of the problem.*

This means, as Mayor Joseph Alioto said on January 30, addressing students at the University of California, Riverside campus, that the young should be given a greater voice in affairs on and off campus.

There is little doubt that students, faculty and administration must share equally in the decisions affecting each of the State campuses. A logical solution is the one advocated by Assemblyman John Burton--that a local panel of trustees for San Francisco State College be established and that these trustees honestly reflect the ethnic and economic composition of the San Francisco community. Indeed, if San Francisco State had enjoyed adequate student and community representation on all levels of policy-making and implementation, there would never have been a strike.

As it stands, we can look forward only to the prospect of teaching on our knees in classrooms kept secure by loaded weapons. That is unacceptable. We have no alternative but to continue the strike. Eventually our position must be confirmed, if higher education is to survive.

[Distributed by strike opponents at start of Spring '69 semester]

SAN FRANCISCO STATE COLLEGE

This is a list of instructors who are alledged to be on strike. There are indications which suggest that the classes of these instructors will not meet for at least part of the semester. Students who desire assurance of having teachers for their classes are advised not to enroll in the classes of the following teachers:

SCHOOL OF BEHAVIORAL AND SOCIAL SCIENCES

Name

Carol A. Hughes
John K. Irwin
Arlene K. Daniels
Emily S. Stoper
Theodore W. Keller
Viviam M. Green
Robert N. Schweitzer
Fred Thalheimer
Sherri E. Cavan
Malcolm Liggett
William F. Stanton
Willard C. Carpenter, Jr.
Lucille C. Birnbaum
Erwin Kelly,Jr.
Matthew F. Stoltz
George Rothbart
Peter Marcuse
John B. Derian
Dr. Kenwood Bartelme
Dr. Walter Coppock
Dr. Jeffrey Eisen
Marvin
Schneider
Anspach
Kinch

Dr. Donald Flory
Dr. David Freeman
Dr. Ruth Goldman
Dr. Iden Goodman
Dr. Marcelle Kardush
Dr. Theodore Kroeger
Dr. Hyman Silver
Dr. Robert Suczek
Dr. David L. Wessel
Dr. Ernest Becker
Clyde Cumming
Mike Phee
Dr. Frank Hovell
Hunter
Harrison
Lufe
Bebout
Naboisek
Jacobsen
Zipf
Cox
Crawford
Simpson
Marvin
Freed

SCHOOL OF CREATIVE ARTS

Name

George Armstrong
Dennis Beall
Robert Bechtle
Paul Finnegan
Gerald Gooch
Emagine Gieling
James Hawley
Mel Henderson
Arthur Hills
Barry McDowell
Richard McLean
John Newton
Gary Oberbilling
Ralph Putzker
Kermit Sheets
Alfred Young
Vandenberg
Welpott
Wilner

SCHOOL OF BUSINESS

Name

Morgan Pinney

SCHOOL OF PHYSICAL EDUCATION

NONE

SCHOOL OF EDUCATION

Name

Eleanor Blue
Barbara Giles
Naomi Nimereole
Tom Finn
Edmund Amielon
Merle Aheson
Walter Rollin
Eugene Kruszynshi
Judy Alger

Richard Gorringe
Deborah Cass
Leonard Lundquist
Waidelich
Levine
Shew

SCHOOL OF SCIENCE

Name

Edith Arrick
Robert Bowman
Marg. Bradbury
Ruth Doell
James Duncan
Kath. Middleton
Keith Nelson
Dora Tachibana
Mary Beauers
Jean Cirimelk
Albert Finn
Arthur Heers
John Hitchcock
Richard Levaro
Charles Levine
David Mackie
Wanda Miller
Gordon Owen
James Perlman
Thomas Rike
Rip Talavara
Fred Shoele
Ray Westergard
Will Wilson
Peter Cressman
John Collier
Herbert Williams
Shepardson
Beavers
Stubbs

SCHOOL OF HUMANITIES

Name

R. Allen
A.B. Anton
S.E. Arkin
J.P. Barantim
A.K. Bierman
W.C. Boldenweck
R.E. Bratset
J.E. Brogan
N.F. Carlini
R. Cluisman
R.H. Colur
L.E. Crisp
D.G. Day
D.E. DePisa
G.W. Dell
W Dickey
Sonia Ellingson
Neil Forsyth
K.B. Frankenstein
J.J. Glanville
H.K. Gregory
Carol Flemivy
P.G. GLEASON
G. Grow
J. Ginho
N.B. Hall
D. Halperin
G.R. Hamilton
G.J. Hawkins
Francis Hosman
B.D. JABLON
N.T. Jackman
H. Cahl
J.A. LaRue
L.E. Litwall
N.G. McDermid
N.J. McGill
H.E. McGuckin
A.A. Martin
T. Maskaleris
G. Milne
S.G. Modell
D.J. Petitt
G.L. Price
D.L. Provence
P. Radcliff
Roberto Rivera
W.S. Robinson
A. Silvers
H.E. Solomon
J.W. SYfers
M. Taylor
E.E. Van Aelstyn
C.A. Watkins
M. E. Weinberger
R.B. West
W.G. Wiegand
B. Williams
R.L. Williams
H. Wilner
W.T. Womack
Herbert Kaufman
Jane Gurko
Kay Boyle
Donald Knapp
~~Trapp~~
Bard Marshall
Mark Linenthal
~~Michael Dow~~
Carol Lancman
Nancy Tilden
Hunt
Joseph Miksak
Vern Neal
Cliff Josephson

Striking students are attempting to close various classes by registering and closing the class sheets. If any class you want is closed check with the instructor the first week of school. Please leave any registration complaints with us in BSS 114.

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J O I N U S

AFT LOCAL 1352 4097 - 19th AVE., S.F. 94132 586-8468

labor donated

JAN? FEB?
MARCH?

e n r o l l

FOR

the

STRIKE

register

By registering you

a. Preserve your status as a striker

b. Make it difficult to fire striking professors

HONOR AFT PICKET LINES

ENTER CAMPUS ONLY WHERE THERE ARE NO AFT PICKET LINES

AFT LOCAL 1352 Off-Campus Headquarters - 4097 - 19th Avenue
San Francisco 94132 586-8468

Labor donated.

JAN? FEB?
MARCH

REGISTRATION AND THE STRIKE

1. THE A.F.T. URGES STUDENTS TO REGISTER FOR THE SPRING SEMESTER ...

   a. Registration will preserve student status as strikers and make it difficult to fire striking teachers

   b. Establishing the spring semester with striking teachers and students included will put pressure on the trustees and administration to settle the strike.

2. LAST SEMESTER'S GRADES FOR THE CLASSES OF STRIKING TEACHERS ARE BEING HELD BY THE UNION...

   Any student who has an emergency problem (graduation, immigration, or visa status, scholarships) may petition the union for immediate release of his grades. Forms are available at union headquarters (4097 19th Avenue).

3. DURING REGISTRATION AND DURING THE FIRST DAYS OF CLASSES WHEN CLASS CARDS MUST BE TURNED IN, PLEASE HONOR A.F.T. PICKET LINES.

ENTER ONLY WHERE THERE ARE NO A.F.T. PICKETS

San Francisco State College Federation of Teachers • Local 1352

(Labor Donated)