



INSIDER'S REPORT

*A Special Bulletin for Leaders
of
Concerned Educators Against Forced Unionism*

Winter, 2000

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CEAFU has been at the forefront in the battle against forced dues and other union-leader excesses for the past 25 years. As others join us in battle, we will continue to enlighten the teachers of this nation to the coercive agenda of the National Education Association's (NEA) hierarchy.



Photo by Dennis Norman

CEAFU Members gather on steps of Rayburn House Office Building, Washington, DC., June 20, 2000

CEAFU Celebrates 25 Years

The National Right to Work Newsletter of September 25, 1975, headlined the establishment of CEAFU. "The National Right to Work Committee has announced formation of a prestigious new educational coalition which will take dead aim at one of the most serious threats to academic freedom in America today -- compulsory unionism. That threat. . . has only been heightened by the recent wave of illegal teacher strikes, which . . . is an integral part of Big Labor's strategy to force Congress into passing public-sector compulsory unionism among public employees." (National Right to Work Newsletter, "Educators Will Fight Compulsory Unionism," 9/25/75.)

Today's newspaper headlines echo those of 25 years ago; a wave of illegal teacher strikes still presents one of the most serious threats to academic

freedom in America today. Just this past September, California became the second state to demand all teachers pay forced dues in order to retain their jobs. See related story on page 5.

The challenges of combating compulsory unionism have not changed in 25 years. Teacher-union officials still have the power to control who enters, stays and leaves the education field. They still retain their power to coerce and to infuse school administrations with their coercive agenda. School boards still allow forced-dues clauses to be negotiated into school contracts because of teacher-union officials' threats to strike and disrupt education.

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George Fischer, NEA teacher-union Past President, speaking at the 1970 NEA teacher-union convention, stated “. . . we will finally realize our 113-year old dream of controlling who enters, who stays, and who leaves the [teaching] profession.” This statement holds true for NEA teacher-union policy even today.

But CEAUFU continues to gain visibility. CEAUFU saw the need to ally itself with the few independent educator groups which already existed in 1975, as well as the need to establish new ones. While many of these groups struggle daily to remain viable as businesses, the Texas, Georgia and Missouri groups outstrip state NEA teacher-union affiliates in membership.

CEAFU fights the NEA teacher-union with a variety of strategies. Perhaps most important is the active lobbying program in state legislatures. CEAUFU has written letters and mobilized supporters opposing monopoly bargaining, forced dues, binding arbitration and bills requiring union official participation in various licensure, retirement and other regulatory boards which control teachers and their employment. Thankfully, for our country's children, we've won many of the battles.

We worked closely with long-time member Jane Ping of Indiana to bring about the passage of a state teacher Right to Work law in Indiana in 1995.



Photo by Barry R. Kelley

Mrs. Polly Broussard, Executive Director, APEL, speaks to CEAUFU seminar guests, June 19, 2000

This victory freed 55,200 teachers from paying forced dues just to keep their jobs. The law remains despite yearly attempts by the Indiana State Teachers Association union to repeal it.

Also, in 1995, CEAUFU mobilized support for passage of similar legislation in the state of Idaho, in this case freeing all public-service workers, including teachers, from payment of forced dues.

Most important in our work is the support of the over 300,000 members of independent, nonunion professional teacher organizations which have been operating across the country for the last 25 years in tandem with CEAUFU's efforts.

These groups provide a much-needed and welcome alternative to membership, forced and voluntary, in the National Education Association (NEA) teacher-union as well as the American Federation of Teachers (AFT, AFL-CIO).

While NEA teacher-union officials are busy demanding teachers run off and leave their

classrooms to attend “rallies” in various state capitals, independent teacher groups are addressing the needs of their membership and education reform issues with grace and reason.

Rallies were promoted as a way of making members more politically active.

The Massachusetts Teachers Association held an “Ask a Teacher” rally. The Oklahoma Education Association's rallying theme was class size.

At the recent 25th annual CEAUFU seminar, Mrs. Polly Broussard, Executive Director for the Association of Professional Educators of Louisiana (APEL), related how her group addressed education issues with state legislators. The story vividly reflects the difference between the professionalism of an independent teacher group and the selfish blustering of teacher-union officials who would disrupt school and cheat schoolchildren out of their time to learn. Many teachers held hostage by forced dues object to these sorts of tactics but have no choice except to be tarred by the brush wielded by teacher-union officials.

The Louisiana Association of Educators (LEA), the NEA teacher-union state affiliate, planned a May 3, 2000 “Rally at the Capitol” day. This rally day, a reflection of the NEA teacher union's efforts to keep their promise to members to institute a “new unionism,” would give LEA teacher-union members an



Photo by Dennis Norman

Congressman Lindsey Graham (R-SC-3) thanks CEAUFU members for supporting Right to Work principle, June 20, 2000 Rayburn House Office Building

opportunity to express their concerns about education to their state legislators and the governor.

While LEA teacher-union leaders engaged in name-calling and promoted the idea of striking, APEL showed legislators their members did not believe in teacher-union officials' coercive tactics such as strikes. Instead of encouraging members to walk out as the LEA did -- APEL used different strategies which reflected their philosophy of professionalism and truly putting children first.

Unlike LEA teacher-union officials, APEL members did not leave classrooms to call the governor names. Instead, APEL chapters sponsored a "Virtual Day at the Legislature" and sent video tapes of members talking about relevant legislation instead of sending teachers to create a chaotic mess at the Capitol.

The rally proved a great opportunity to show state legislators why forced-union membership was not desirable, and how APEL members got their message across in a reasonable

and peaceful manner. There is no question legislators will call upon APEL members when education issues are before the legislature.

Teacher-union officials harried teachers in the San Francisco area to take a "personal emergency day" on Monday, May 8, 2000, in order to attend a rally in Sacramento. With nearly 20% of the district's teachers absent, the San Francisco school district paid out \$55,000 in substitute teachers' salaries for that one day.

Stories abounded of district personnel being brought in to help staff-abandoned classrooms. One principal even hired a magician to entertain children at an assembly for his elementary school.

CEAFU's 25th Seminar Brought Record Attendance and Renewed Challenge

CEAFU celebrated its 25th anniversary with a record 64 group leaders and members at its annual seminar. This year's meeting was the most successful yet. The agenda provided a variety of solutions for the problems of teachers working under forced-dues contracts and increasing the viability of our independent teacher organizations.

Dr. Michael Podgursky, Chairman of the Economics Department of the University of Missouri, reviewed the effect of economics on the future of independent organizations, what they must do in order to remain viable and how deregulation of

markets, rising consumer income and the growth of school choice plans will benefit the growth of independent teacher organizations.

Dr. Podgursky outlined the interconnected system of control teacher-union officials exercise over teacher licensing boards and the need for independent groups to fight to take their place at the licensing board table in order to affect true education reform.

Bruce Cameron, J.D., attorney with the National Right to Work Legal Defense and Education Foundation, gave an informative and entertaining update on NEA teacher-union cases being litigated by the Foundation as well as an explanation of forced-union dues going to charities.

Keynote Guest Speaker Mike Antonucci, Director of the Education Intelligence Agency, was heavily applauded for his talk on the state of the NEA teacher-union and its Representative Assembly. He stated that the NEA teacher-union national affiliate officials were still taking the "Kamber Report" seriously and was spending millions of dollars on improving its public-relations image.

The "Kamber Report," released in January 1998, examined the NEA teacher-union's relationship and communications with the public and in general found there was a "disconnect" between the NEA teacher-union and the general public. As a consequence, NEA teacher-union officials have been



Photo by Dennis Norman

Representative Cass Ballenger (R-NC) greets CEAFU seminar guests, Rayburn House Office Building, June 20, 2000

spending millions attempting to repair their image with a series of elaborate plans and programs. A great deal of the money to pay for these campaigns has come from the coffers of the state affiliates.

NEA teacher-union officials have concentrated their efforts on two purportedly benign issues: more money and smaller classes. Consequently, teacher-union officials have been given smaller classes and more money, but neither has improved education nor their image.

When asked if there was hope for defeating the NEA teacher union, with all its money and coercive power, Mr. Antonucci concluded his speech by encouraging nonunion group leaders to stay their course:

Yes, the NEA is a big [education] blob and it will run you over or smother you if you get under it as it rolls downhill. But you can find ways to go around it and succeed in avoiding it. Just keep on doing what you're doing.

David Thompson, a labor coalition expert, led a panel of CEAFU key leaders in a discussion on coalitions and their value to independent groups in their battle to defeat teacher-union leaders and to stay viable against the NEA teacher union. Each key leader related their experiences and tips for growing and for selecting like-minded helpers in the community as well as among local businesses.

This discussion was especially valuable to some of our smallest groups, who struggle with getting their message out to teachers in their states, to provide a competitive, attractive alternative to teacher unions in Right to Work as well as forced-dues states.

Congressman David Vitter (R-LA) gave the dinner keynote speech. He focused on the need to funnel control of education and the money needed to keep it going back to the local school districts and the community. While citing examples of his involvement in legislation to accomplish this goal, Congressman Vitter thanked all of our guests for their efforts to resist forced-dues union membership and reiterated the need to pass Right to Work laws in other states.

Federal legislation staffer C.J. Tosto updated guests on the National Right to Work Act, Police and Firefighter's Federal Bargaining Bill and other legislation of interest to CEAFU. He warned if union officials are

granted a federal mandate for police and firefighters to pay forced dues, a teachers' bill will not be far behind.

On Tuesday, June 20, CEAFU sponsored its first Meet and Greet breakfast on Capitol Hill. Present were 6 congressmen, 17 congressional staffers and our own 64 guests.

Congressman Lindsey Graham (R-SC) thanked our leaders for their steadfastness in the face of adversity and encouraged them by pointing out their importance in Right to Work states as well as forced-dues states. Congressman Graham is a stalwart supporter and is remembered for being the first congressman to visit with CEAFU members on our first trip to the Capitol in 1996.

Congressman Cass Ballenger (R-NC), a longtime Right to Work supporter, gave a stirring speech on the need for Right to Work laws in every state and the status of the National Right to Work Bill. Congressman Ballenger admonished teacher-union officials to leave teachers alone to do their jobs and proudly proclaimed teachers as the key to our country's future.

Congressman Jim DeMint (R-SC) spoke of education reform as the biggest challenge facing Congress today and emphatically stated that government and teacher-union leaders do not allow teachers to be professionals.

Congressman Joe Pitts (R-PA) thanked CEAFU for giving

teachers an alternative voice to teacher-union bureaucracies and concluded his stirring speech by touching on the importance of education and the abolition of forced dues in every state.

The Capitol Hill meeting, which surpassed all of our guests' expectations, was a smashing success and encouraged these teachers to return to their respective states and continue the fight against monopoly bargaining.

California Governor Bows to Teacher-union Bosses: Mandatory Dues Descend Upon California Teachers

In the most blatant power grab since 1992, when the New York Assembly voted to force all teachers to pay union dues, California's Governor Gray Davis (D) signed into law Senate Bill 1960, the Forced Dues Mandate Bill.

He handed teacher-union officials a \$78 million plum in September when he signed into a law this bill which forces most of California's 300,000 public school employees to pay union dues. Under this forced-dues law, teacher-union officials can require all teachers in a bargaining unit in California to pay union dues — or be fired.

The cycle began in 1975 in California when teacher-union bosses legally obtained compulsory exclusive

representation rights over teachers. Claiming this privilege forced them to represent all teachers, they lobbied and won compulsory dues a mere four years later. Since then, the power of the CTA has grown exponentially to make CTA officials the unofficial voice of California teachers.

Heretofore, forced dues was considered a negotiable issue for school boards and less than 50% of the state's school boards had bowed to teacher-union officials' demands to force every teacher to pay up or quit. Now, after 25 years, California Teachers Association (CTA) officials achieved control of California education.

Once again, this coercive power was demanded as the price teachers must pay for the "privilege" of being forced to accept monopoly bargaining by the union elite.

A Reminder to All Teachers Paying Forced Dues: Hudson Decision Protects Dissenting Teachers

The Supreme Court of the United States spelled out the rights of nonunion teachers in its 1986 **Hudson** decision, providing a legal mechanism for dissenting workers to question forced-dues arrangements like those imposed on teachers in California, New York and the 18 additional forced-dues states.



Photo by Dennis Norman

Representative James DeMint shares an entertaining story with CEAUFU members June 20, 2000

The Court decreed the following precepts:

- **Before collecting any dues, teacher-union officials must provide nonunion teachers with detailed information about how dues are calculated and outline the activities the dues money is spent on.**
- **Stated employees who object to using their dues for noncollective bargaining purposes must be given a prompt and impartial hearing.**
- **Unions must place all disputed funds in an escrow account pending resolution of the dispute.**

The Supreme Court also explicitly recognized the right of employees to use U.S. Civil Rights Laws to question forced-dues arrangements.

Teachers from any state seeking protection against forced unionism, and information about the precise steps one needs to take to exercise one's rights under

Photo by Barry R. Kelley



Congressman David Vitter (R-LA) with Reed Larson, President National Right to Work Committee, June 19, 2000

Hudson, may contact the National Right to Work Legal Defense Foundation at (800) 336-3600 or visit their website at nrtw.org for further information.

Political Spending Heads the Agenda at NEA Teacher-Union 2000 Convention

While officials of both teacher unions say their organizations promote education reform, their conventions tell a different story.

The NEA teacher union's 79th annual Representative Assembly was held on July 3 through July 7 of this year. The NEA teacher-union's 2.4 million members were represented by 9,201 delegates at the Representative Assembly.

Organizational conventions usually present a schedule of events centered around promoting the organization's issue: if such was the case of the NEA teacher-union convention, a stranger might believe the NEA teacher-union was a political fundraising concern. At the new \$118 per year dues rate, the NEA teacher-

union national affiliate will garner \$295 million in dues alone this year.

The NEA teacher-union convention was "politics as usual" this year. The most important news to come out of the convention was that NEA teacher-union officials will be flagging 25 races **in an effort to regain control of the House of Representatives**, using members' dues to pay for "staff deployment, member surveys, direct mail, phone operations and a cyber-advocacy program." (EIA, "NEA Convention Special Report," Mike Antonucci, 7/2/00.)

NEA teacher-union officials are determined to take \$3.5 million from member dues to regain control of the House of Representatives. (Education Policy Institute, "EPI-Update," 7/5/00.) Political Director Jack Pacheco vows NEA teacher-union officials will raise \$8 million in PAC funds for the Democratic Party and individual candidates. Pacheco swears this PAC money is willingly given, not by forced dues but from voluntary member donations.

The Fund For Children (formerly NEA-PAC - NEA Political Action Committee) exceeded its convention goal of \$1 million and raised \$1,036,332. This amount will be added to the \$1,136,229 already accumulated through payroll deductions for the year 2000. Fund for Children staff and office space are funded by forced dues. Mr. Pacheco's figures just don't add up: if all

PAC monies come from voluntary donations, the Fund for Children has a long way to go to make that extra \$6 million needed to make up \$8 million in PAC funds. This figure may not include contributions from state and local affiliates.

The NEA teacher-union sent 235 delegates to the Democratic Nominating Convention and 35 to the Republican Nominating convention. Each was supplied \$400 cash and free airfare. Local and state affiliates also contributed additional funds to defray delegates' expenses.

Nearly 10 percent of the 4,289 delegates to the 1996 Democratic convention were NEA union teachers. Thirty four delegates were sent to the corresponding Republican convention. NEA teacher-union officials sent 42 delegates and alternatives to the Republican convention. The American Federation of Teachers union did not specify how many delegates it sent to either convention. (Education Week, "Conventions Put Education Front and Center," Erik W. Robelen & Joetta L. Sack, 9/6/00.)

Ross K. Baker, a Rutgers University political science professor, told The Boston Globe this summer, "As far back as I can remember, a significant portion of all convention delegates were members of NEA. . . They were certainly the group that Jimmy Carter mobilized in 1976, and they have been a major element of every winning

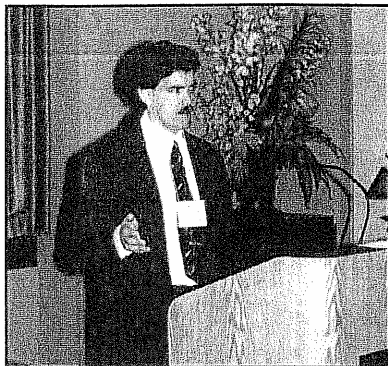


Photo by Cathy Jones

Mike Antonucci, Director, Education Intelligence Agency gives encouragement to CEAUFU members June 19, 2000

coalition of every Democratic nominee.” (*The Boston Globe*, “Teachers Back Gore with Money, Muscle,” Jill Zuckman *Globe Staff*, 6/3/00.)

Although President Bob Chase’s opening speech must have caused quite a stir as he denounced standards and student testing as “. . . some education-eating bacteria . . .”; these words were insignificant compared to his later statement.

Chase repudiated politicians for taking money from special interest groups: “Today, too many politicians are on the side of the biggest checkbook,” said Bob Chase. (*EIA*, “NEA Convention Special Report,” 7/3/00.) Considering the \$2 million in forced dues extracted from unwilling teachers every year and the \$8 million the NEA teacher-union is expected to spend on the 2000 elections, this statement was the epitome of hypocrisy.

Despite protests from Virginia Education Association (VEA) President Cheri James and others, the Representative Assembly

voted to increase dues five dollars for the next five years. (*EIA*, “NEA Convention FLASH!,” 7/5/00.) This increase will provide NEA teacher-union officials with an additional \$7.5 million to continue the battle against vouchers, merit pay and other reforms supported by teachers who are forced to pay the membership dues or lose their jobs.

More determined than ever to strengthen their coffers as well as their numbers, President Bob Chase announced that merger talks with the AFT will continue sometime in the future. Thought Bridge, an organization specializing in conflict resolution, will facilitate the negotiations. Apparently, the 1998 Principles of Unity caused too much disunity to qualify as a negotiation tool this time around.

All new merit pay or pay for performance business items were soundly voted down by the Representative Assembly. However, a New Business Item passed that would allow “knowledge-based pay” as a negotiable item in contracts. National certification would qualify as so-called “knowledge-based” pay. Guest speaker Dr. Podgursky cautioned CEAUFU seminar guests that making merit pay a monopoly bargaining issue would be another step towards teacher-union officials’ total control of education.

A resolution passed last year calling on the National Council for Accreditation of Teacher

Education (NCATE) to “strengthen teacher preparation programs to include an understanding of the history of education employee unions, incorporating the principles of collective bargaining, organizing and the importance of union activism.” (*EIA*, “NEA Convention Special Report,” 7/2/00.) NCATE refused to take up the cudgel for unionism. The council declined the NEA teacher union’s invitation asserting the NCATE does not recommend or approve specific curriculum for teacher-education programs.

NEA teacher-union officials vowed to continue to gather information and spread the word on organizations which promote privatization of public education. They would collect information from all types of media and thoroughly investigate those organizations which promote privatization and their contributors.

This is another attempt to brainwash teachers into believing that pro-education forces are out to destroy, rather than reform, education. It is NEA teacher-union officials who want to privatize public education by forcing their liberal agendas upon unwilling teachers and by spending millions retaining their stranglehold on public education. Public education, by its very definition, belongs to the people -- the parents, taxpayers and freedom-loving citizens of this country.

NEA teacher-union General

Photo by Dennis Norman



Congressman Joe Pitts (R-PA) discusses education reform with CEAUFU guests June 20, 2000

Counsel Robert Chanin's July 2 Keynote speech centered on monopoly bargaining as an effective tool for education reform. Still clinging to the admonition of the "Kamber Report," to "take an issue from your opponent and make it your own, in order to control the education field," Chanin complained a collaborative approach to monopoly bargaining was not accepted by **school boards**. ("An Institution At Risk: An External Communication Review of the NEA", The Kamber Group, January, 1997.) "In instances where we were dividing a shrinking pie, [funds] confrontation was always more effective; there would always be a winner and loser." (Education Policy Institute, "NEA Convention 2000 Report and Commentary," 7/00.)

According to Chanin, the only way to preserve teacher-union officials' power and promote education reform is by expanding bargaining agendas. "We must not let the opponents win by default. We should not remain reluctant observers attempting to

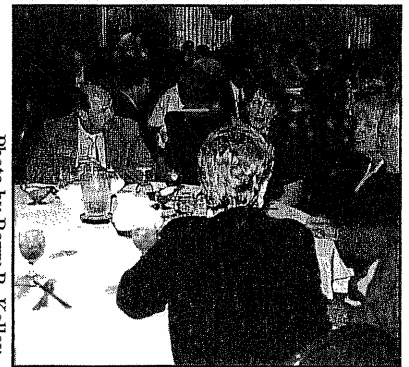
be beat back and diminish association rights. We must promote our own perspective on collective bargaining and education reform. In short, we should do unto them before they have done unto us." (Education Policy Institute, "NEA Convention 2000 Report and Commentary," 7/00.)

Now that legislators and school boards have legitimized monopoly representation, NEA teacher-union bosses will direct education reform by expanding the scope of bargaining to include whichever reform issues will expand their power. Teacher-union bosses have gained power over education reform and will keep it until concerned citizens and taxpayers sidestep legislators and school boards and wrest the power from them.

The scope of these bosses' power was reflected in Chanin's

speech focusing on class size as a means of controlling school district spending, while the physical condition of schools deteriorates and quality education declines further. For a copy of CEAUFU's updated study on the effect the program to hire 100,000 new teachers has on NEA teacher-union dues, please refer to the enclosed Action Reply Form.

Photo by Barry R. Kelley



CEAFU guests share education reform tips at 25th annual CEAUFU seminar June 19, 2000

CEAFU NEEDS YOUR HELP

Thanks to an ever-increasing group of business and concerned citizens, CEAUFU is able to provide our members with the most up-to-date news on compulsory unionism in education.

And we need your help.

Please send in any articles on union activity from your local newspapers and publications. It also helps to let us know of education writers and media writers who cover your area. We can contact them and spread the word about compulsory unionism.

Please write or call CEAUFU today.

Your "watchdogging" your state and local union activities is especially helpful to us.

Cathy Jones