

# Pro-Right to Work Educators Challenge NEA Union Monopoly

**CEAFU**

## Coalition of Educators Battles Forced Unionism

*For 25 Years, Group Has Opposed Teacher Union Bosses' Power Grabs*

A quarter-century ago this fall, the National Right to Work Committee established its education branch, Concerned Educators Against Forced Unionism, or CEAUFU.

The new group's immediate goal was to beat back the wave of forced unionism that was then engulfing U.S. public education.

In 1975, many education observers believed that industrial-style union monopoly, under which employees are forced by law to accept union officials as their "exclusive" workplace bargaining agents, would soon prevail in every state in the country.

However, thanks largely to the efforts of CEAUFU supporters, the teacher forced-unionism steamroller began to lose momentum in the late seventies. No state teacher monopoly-bargaining law currently on the books was enacted in the last decade-and-a-half.

Sixteen states, including influential and fast-growing ones such as Texas, North Carolina, Georgia and Virginia, continue to hold fast and refuse to hand union bosses monopoly power over teachers and other school employees, despite the massive forced dues-fueled political clout of teacher union bosses.

### Educators, School Board Members, Other Citizens Fight For Freedom in Schools

Like the Right to Work Committee, CEAUFU is a coalition of employees and employers — in this case, professional educators and school board members — and other citizens who oppose forced unionism in all its forms.

The danger to our society posed by the forced unionization of public-school teachers, who are entrusted with the education of the vast majority of American children, is especially grave.

Worst of all is when teachers, as 20 state laws now authorize, are forced to pay union dues or "fees" to Big Labor simply in order to keep teaching.

As then-Minnesota English teacher Leon Knight said just before he helped found CEAUFU, "[I]f they [union bosses] can determine not what I teach in the classroom, but whether I teach at all, that is the ultimate threat to academic freedom."

The fundamental challenges of combating compulsory unionism in education have not changed in the past quarter-century.

But the emergence over the years of dozens of new state and nationwide independent professional teacher organizations, which CEAUFU has encouraged and facilitated, has made it much easier for conscientious teachers to stand up for their freedom.



CEAFU speaks for educators like Charleen Sciambi, named California's "Foreign Language Teacher of the Year," then forced out of her job for refusing to bankroll a union.

In Texas, Georgia and Missouri, the membership of independent teacher groups that unabashedly oppose monopoly bargaining and forced dues far outstrips the membership of National Education Association (NEA) teacher union subsidiaries.

### Rolling Back NEA Monopoly Presents Formidable Challenge

"At one time the NEA brass might have plausibly pretended to ignore our 'voice crying in the wilderness,'" said Cathy Jones, director of CEAUFU since 1992.

"But now teacher union bosses can't conceal the fact that the independent teacher groups assisted by CEAUFU are the primary obstacle to their total takeover of American public schools.

"At the same time, CEAUFU's battle to roll back union bosses' monopoly power over the teaching profession in states where they already wield it is only beginning."

If you would like to help CEAUFU, financially or personally, contact Ms. Jones at (703) 321-9820. ☺

# Pro-Right to Work Educators Visit Capitol Hill

## Meeting With Key Congressmen Caps Off 20th Annual CEAUFU Seminar

Grass-roots leaders in the nationwide movement to oust forced unionism from America's schools converged in Washington, D.C., this summer under the auspices of the National Right to Work Committee's education division.

Concerned Educators Against Forced Unionism (CEAFU) Director Cathy Jones oversaw the proceedings at the Washington National Airport Marriott Hotel in Crystal City, Va., and in the Rayburn House Office Building on Capitol Hill, just a ten-minute drive away.

In Crystal City, delegates from major independent teacher groups around the country shared their experiences and accumulated knowledge with CEAUFU and Right to Work staff and learned from leading authorities on the teacher union hierarchy about how to fight it more effectively.

On Capitol Hill, the delegates talked face-to-face with both congressmen and congressional staffers at a special CEAUFU-sponsored breakfast.

### Participants Represent Over 300,000 Independent-Minded Teacher Members

Many of CEAUFU's guests were leaders of independent teacher organizations who have earned reputations as insightful, constructive voices at local and state education-policy forums.

They represent over 300,000 teacher members of independent educator groups in 18 states, in addition to four national teacher organizations.

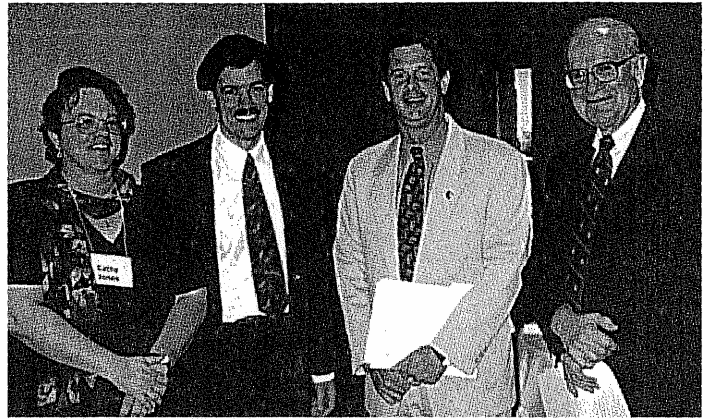
"Independent teacher groups form a key part of the school-reform coalition," said Ms. Jones.

"Unlike the power-hungry bosses of the giant National Education Association [NEA] and American Federation of Teachers [AFT] unions, leaders from independent groups don't want any forced-unionism privileges.

"Membership in these groups is strictly voluntary.

"Independent groups represent teachers and parents who are committed to putting children's education, not radical union politics, first."

The star speaker at CEAUFU's 20th annual seminar was Mike Antonucci, founder and director of the northern California-based Education Intelligence Agency (EIA), a trailblazer in public-



CEAFU Director Cathy Jones (left) and Committee President Reed Larson (right) welcome investigative journalist Mike Antonucci (center left) and U.S. Rep. David Vitter (R-La.).

education research and analysis.

### Wide Array of Experts Instruct Education Activists

Mr. Antonucci is revered by education reformers and loathed by NEA union barons for his far-reaching exposés, such as *Piles of Wealth*, on lavish teacher union staff compensation, and *NEA Confidential*.

Also avidly read is his weekly electronic *Communiqué* column.

Mr. Antonucci told CEAUFU's guests that they should be encouraged by the fact that NEA czars are continuing to pour millions of dollars into an array of PR campaigns designed to repair their tarnished reputation.

In a 1997 internal report to NEA barons, of which CEAUFU obtained a copy, veteran Inside-the-Beltway union consultant Victor Kamber warned that the union hierarchy was viewed as "a heavy-handed, selfish Washington special interest group . . ."

Despite digging deep into union treasuries, which consist mostly of dues and "fees" that public-school employees are forced under 20 state laws to pay, or be fired, NEA barons have yet to concoct a PR strategy that removes this stigma.

"The NEA brass's ongoing image-makeover effort is a backhanded tribute to Right to Work advocates' success in improving public understanding of forced unionism's harmful impact on America's schools," said Ms. Jones.

Among the other presenters were Dr. Michael Podgursky, chairman of the Economics Department at the University of Missouri, Bruce Cameron, an attorney for the National Right to Work Legal Defense Foundation, and Rep. David Vitter (R-La.).

### 'Exclusive-Representation' Laws Transform Public Schools Into 'One-Party States'

All of these speakers discussed means through which independent teachers groups can overcome the enormous

See *NEA Monopoli* next page



Cass Ballenger, left, and Lindsey Graham were among the many congressmen and congressional staff who joined seminar participants at a Capitol Hill breakfast.

# NEA Monopolists Gag Teachers

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disadvantages they face in the 34 states that authorize teacher union officials to act as “exclusive” (monopoly) bargaining agents within school districts.

Using the hundreds of millions of dollars they collect annually in forced union dues, NEA and AFT barons are able to place a full-time representative in almost every school where the teachers are subject to a monopoly-bargaining contract.

This union operative keeps an eye on the teachers to make sure they toe the union line.

And school officials, eager to maintain peace with Big Labor, typically do nothing when union militants exercise their self-determined “right” to confiscate materials about independent groups from teachers’ school mailboxes.

State-imposed NEA or AFT “exclusivity” is also used to deny teacher groups the freedom to meet in school buildings and even prevent them from posting messages on bulletin boards.

“Because of union boss-lackey state legislators and governors, today most public-school teachers in America spend their working lives in what amounts to a one-party state,” noted Ms. Jones.

Dr. Podgursky reassured CEAUFU’s guests that even state-protected monopolies like the NEA and AFT apparatuses are subject to market discipline that will ultimately limit their coercive power.

Mr. Cameron informed them about the constitutional rights educators can exercise as individuals when greedy union officials demand that they bankroll an unwanted union.

And Mr. Vitter emphasized the need to fight for passage of more state Right to Work laws, which currently prohibit the firing of both public and private employees for refusal to pay union tribute in 21 states.

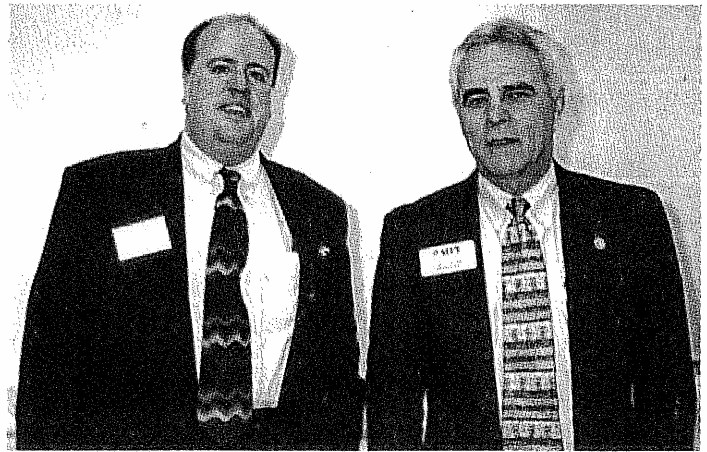
## Congressmen Pay Tribute To Grassroots Leaders

The day after the seminar, CEAUFU sponsored its first-ever “Meet and Greet” breakfast on Capitol Hill.

Members of Congress who participated included Cass Ballenger (N.C.), Jim DeMint (S.C.), Greg Ganske (Iowa), Lindsey Graham (S.C.), Gary Miller (Calif.), and Joe Pitts (Pa.). Nearly two dozen congressional staffers also attended.



Before heading home, some of the CEAUFU Summer 2000 Seminar participants learned their way around the Rayburn House Office Building.



Former Right to Work copywriter Norm Singleton (left), now an advisor of U.S. Rep. Ron Paul (R-Texas), meets with Texas education leader Doug Rogers.

Reps. Ballenger, DeMint, Graham, and Pitts took the podium to pay tribute to the grassroots leaders for promoting professionalism in education and offering a positive alternative to NEA and AFT barons’ forced unionism.

Right to Work legislative liaison C.J. Tosto, who has during his years with the Committee become a familiar figure in Capitol Hill offices, helped coordinate the event.

In an informal presentation after the breakfast, Mr. Tosto shared some of his hard-earned knowledge about lobbying and activism with CEAUFU’s guests.

## Teachers’ Freedom of Choice Key to Educational Progress

“CEAFU’s annual seminar for grassroots education leaders is the centerpiece of its program,” said Ms. Jones.

“I’m confident the independent teacher representatives and other education leaders who attended this summer’s seminar have returned to their respective states better prepared to combat the NEA/AFT union juggernaut than ever before.

“And this battle is critical not only for freedom-loving teachers, but also for schoolchildren, parents and taxpayers.”

A study issued this summer by the nonpartisan Rand Institute in Santa Monica, Calif., illustrates Ms. Jones’s point.

The exhaustively documented study shows that Texas and North Carolina, the two largest states that do not authorize union monopoly bargaining in public schools, lead the nation in reading and math skills gains since 1990.

None of the states in which teacher union officials’ legal coercive power is greatest — New York, New Jersey, Pennsylvania, California, etc. — has come even close to matching the improvement of Texas and North Carolina.

“Abolishing or at least reining in union monopoly is a necessary precondition for education reform,” said Ms. Jones.

“It’s not a guarantee that reform will succeed.

“But as long as a state’s politicians continue to promote teacher union monopoly and actively discourage alternatives, effective reform is impossible.

“CEAFU is absolutely committed to freeing talented teachers from forced unionism so that they can help repair American education.”

If you or someone you know is interested in signing up for next summer’s CEAUFU Seminar, please contact Cathy Jones at (703) 321-9820. ☺

# Will Teacher Union Bosses Rule Washington, D.C.?

## *Forced Dues-Funded Political Machine Now Shifting Into High Gear*

National Education Association (NEA) teacher union bosses are revving up their political machine to elect their hand-picked federal candidates this November.

Thirty-four state laws empowering the NEA hierarchy to force teachers to accept it as their "exclusive" (monopoly) bargaining agent, and 20 state laws forcing teachers to pay NEA dues or "fees," or be fired, have helped make it America's largest union.

At the Democratic National Convention in L.A., NEA and American Federation Teachers (AFT) union militants were handed a grossly disproportionate 457 delegate slots and NEA President Bob Chase was granted a valuable platform.

The clear reasons for this special treatment are that NEA international union czars spend tens of millions of dollars in teachers' forced dues each election year on politics and lobbying — and NEA local czars spend additional tens of millions.

Some of this politicking is publicly acknowledged.

At the NEA's annual convention in July, union chieftains imposed a \$12.5 million-a-year hike in teachers' and other school employees' forced dues for the explicit purpose of defeating education-reform initiatives on state ballots.

But this forced-dues hike merely adds to an already heavy burden borne by independent-minded teachers who oppose the NEA bosses' collectivist agenda at both the bargaining table and the ballot place, but will be fired if they refuse to bankroll it.

### **Many Teachers Shortchanged Under NEA Bosses' Policies**

At its convention this summer, the NEA hierarchy made no bones about the fact that it "opposes providing additional compensation" for hard-to-fill teaching positions in critical subject areas like math and science.

NEA militants also snubbed talented, hard-working teachers in all subject areas by declaring their categorical opposition to "any . . . system of compensation based on an evaluation of an education employee's performance."

In addition to the many school employees who suffer economic harm as a result of the NEA bosses' monopoly power under the laws of 34 states to bargain their contracts, hundreds of thousands of employees are forced to bankroll NEA politics that they abhor.

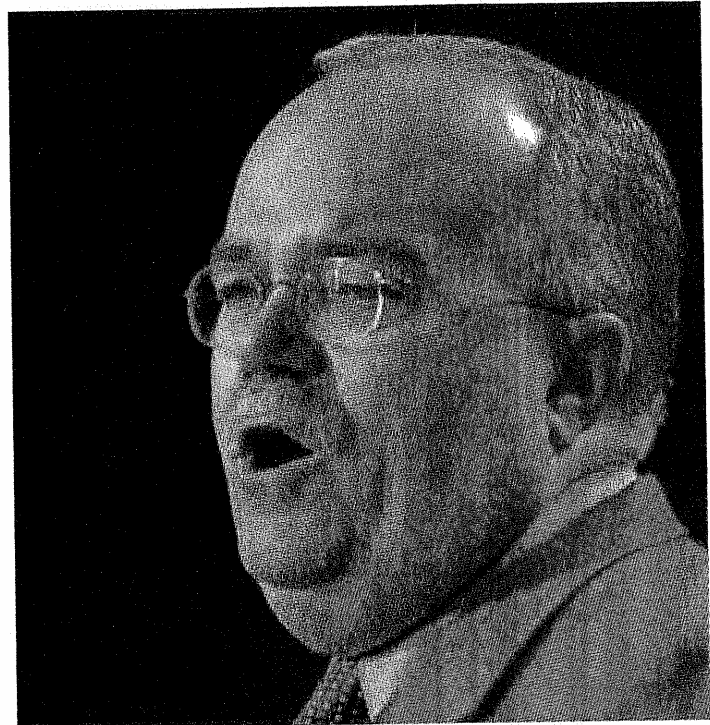
According to the NEA bosses' own published figures, the largest single item in the international union's \$233 million budget this fiscal year is "Uniserv" — a semi-covert, \$57.5 million political operation.

At least one UniServ agent is deployed in all 435 U.S. congressional districts.

The NEA's 1800 UniServ directors and staff coordinate political phone banks, door-to-door canvassing, absentee vote programs, and polling and consulting to benefit the NEA bosses' hand-picked candidates.

As *Forbes* magazine reported in 1993, UniServ is "the largest army of paid political organizers and lobbyists in the U.S., dwarfing the forces of the Republican and Democratic national committees combined."

NEA spokesmen brazenly admit that their massive, forced dues-funded political efforts are geared largely toward partisan



**The Democratic National Convention paid homage to NEA teacher union czar Bob Chase's vast political clout by granting him a coveted speaking slot.**

political ends such as making U.S. House Minority Leader Dick Gephardt (D-Mo.), a Big Labor puppet, the next speaker.

"We're going to have to have a change of [House] leadership," boasted Mary Elizabeth Teasley, NEA government relations director, summing up the impact of her program in July.

Yet persistent polling data show that more than 60% of NEA-"represented" school employees are not even registered Democrats.

### **Right to Work Legislation Only Comprehensive Solution**

Undoubtedly, only a small minority of forced dues-payers would voluntarily make financial contributions to the NEA bosses' political war chest.

Under state-imposed union monopoly bargaining, however, "teachers find it very hard to exercise their constitutional right not to bankroll union-boss politics," noted Mark Mix, senior vice president of the National Right to Work Committee.

"Teacher who are forced to rely on NEA bosses to negotiate their salaries, benefits, and job conditions are often reluctant to invoke the important free-speech precedents won by National Right to Work Legal Defense Foundation attorneys.

"The only comprehensive method to stop NEA union barons from misusing teachers' forced dues to bankroll Tax & Spend politicians like Dick Gephardt and Al Gore is to cut off the supply of forced dues.

"And that requires enactment of many more state Right to Work laws and repeal of state teacher monopoly-bargaining statutes." ❧