

N.Y. TEACHER LEADER SPEAKS HERE

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Local 1278
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Will Appear at CFT State Convention Banquet Dec. 28

The president of the dynamic New York teachers' union will be featured speaker at the Saturday night banquet of the State Federation of Teachers convention Dec. 28. Charles Cogen heads up the New York City United Federation of Teachers, one of the largest and most successful AFT affiliates.

Invitations to the banquet have been extended to all San Diego County teachers and to school superintendents and board members by Richard N. Martin, president of the San Diego Federation of Teachers.

The three-day convention will be held in the attractive new Vacation Village on Mission Bay. The opening session will be Friday morning, Dec. 27, at 9, and meetings will continue through Sunday.

The dinner is at 7:30 Saturday night. Tickets are four dollars, and reservations may be made by mailing a check to the San Diego Federation of Teachers, Box 11171, San Diego 11, or by phoning: the County Labor Council, 233-1311; Mr. Ziellinski, 277-1594; or Mr. Boaz, 273-0928.



CHARLES COGEN, president of the New York Teachers Union.

OTHER SPEAKERS

Two challenging speakers from other branches of the labor movement will be heard at the convention. Paul Schrade, characterized by the October Atlantic as typifying the new breed of ivy-league labor leader (he is a Yale graduate), will speak at 11:30 Friday morning. Schrade is one of the youngest top officials in the United Auto Workers, of which he is director for Region Six, including California and other Western states. R. R. Richardson, secretary-treasurer of the County Labor Council, will be host at this session.

A Grand Lodge representative of the International Association of Machinists, Hal Shean, will (Continued on Page 7)

Cogan Praised For Role in Negotiations

"We are extremely fortunate to have Mr. Cogen as our banquet speaker," says Dr. Fred M. Tidwell, executive secretary for Local 1278, San Diego Federation of Teachers, "since he has been chiefly responsible for the dramatic accomplishments in New York City's educational struggles."

The New York local which he heads has approximately 20,000 members and is the duly elected collective bargaining agent for 40,000 New York City teachers.

Earlier this year Local 2 won a major victory in their negotiations with the New York City Board of Education over issues involving salary, class sizes and other related teacher problems.

Cogen, presently active as chairman of the social studies department of Bayridge high school, Brooklyn, practiced law from 1930-33. A graduate of Cornell, where he took his B.A. with honors in economics, he also holds the LL. B. from Fordham University. Graduate work included taking his M.A. in labor economics at Columbia where he also worked in his Ph. D. **VERSATILE TEACHER**

Cogen has taught on the elementary, junior high, and senior high school level. In addition, he has taught a course, "The Role of Labor Unions in American Society," at the New School for Social Research and was active as a teacher-director from 1948-51 in workers' education at Hudson Shore Labor School.

Co-author with Albert Sayer and Sidney Names of **ECONOMICS IN OUR DEMOCRACY**, a high school textbook in economics, Cogen has also authored articles on education, economics, and labor law for various journals. In addition, he is former president of the Association of Teachers of Social Studies in New York City.

President of Local 2, New York, since 1951, Cogen has served as a delegate to the New York City Central Labor Council, the American Federation of Teachers, the Empire State Federation of Teachers, and acted as a delegate for the AFT to the 1961 AFL-CIO convention.

Sweetwater Administration Now Agrees to Meet with SDFT Reps

The administration of the Sweetwater Union High School District finally agreed this month to meet with a representative of the San Diego Federation of Teachers and officials of the Sweetwater chapter.

A session was scheduled for Dec. 16 to discuss teacher salary sched-

ules, reports Al Feneis, secretary of the local chapter. Gladden Boaz, county representative of the AFT, will present the union's proposals at the meeting, along with chapter president Steve Pavka and Feneis.

Agreement to hold a meeting came after a long series of at-

tempts by the AFT to arrange for a formal presentation of the union's views and to secure information on the salary policy of the district.

Failure to secure a satisfactory exchange of ideas with the school administration and reluctance of Superintendent Joseph Rindone to supply salary data requested by the union forced the three AFT representatives to take their case before the school district board last month.

The board told the union spokesmen to take their request "through proper channels" — although that was obviously what they had already done and been rebuffed. School administrators had gone through the motions of agreeing to a meeting by calling in local chapter officials on short notice. The union was not prepared to present its case and requested that a meeting be scheduled with advance notice so that County Representative Boaz could also be present.

Boaz commented that at the board meeting one of the members made a "most inappropriate statement" about "following the chain of command."

"Teachers have a right to direct access to the boards of education, and this right is guaranteed by law," he stated, adding that "In this case we did follow the chain of command."

Boaz commented that at the board meeting one of the members made a "most inappropriate statement" about "following the chain of command."

WAGE DATA SOUGHT

Central issue at this time is the AFT's request that the school administration supply Sweetwater teachers' salary information for the past three years. Following the board meeting at which the union was told to "go through channels," the union again made a request in writing, after which the Dec. 16 meeting with Personnel Director German, Asst. Personnel Director, and Asst. Business Manager Wolf was arranged.

Board Spurns Teachers' Petition in Oceanside

By Dick Walker

Petitions calling for a collective bargaining election in the Oceanside-Carlsbad H.S. District were denied last month by a unanimous vote of the district school board. The petitions had been signed by some 70 percent of the faculties.

Trustees heard presentations favoring the petitions from Ralph Schloming, and executive secretary of the California State Teachers Federation, and Bert Shamsky, an attorney retained by the Oceanside-Carlsbad teachers union.

The board then called upon Supt. Sam Packwood for an opinion on the petition request. Packwood, reading from a prepared statement, cited Education Code provisions prohibiting the exclusive recognition of any employee organization. Although Shamsky and Schloming made it clear that they were not advocating exclusive bargaining status for any organization, the board voted to deny the petitions.

Packwood had requested a county counsel opinion regarding the petitions but, at the same time of the meeting, had not received the opinion.

The union had fortified its case with several lengthy documents explaining collective bargaining as well as with a 15 page "first draft" of a proposed collective

bargaining agreement. But the board reached its decision of denial without bothering to read any of this material.

NO RAISE FOR 4 YEARS

The meeting proceeded in an orderly fashion save for one incident in which a teacher from the San Dieguito district—who pointed out that his interest stemmed in part from the fact that he paid national, state and county taxes—was gavelled down as an "outsider."

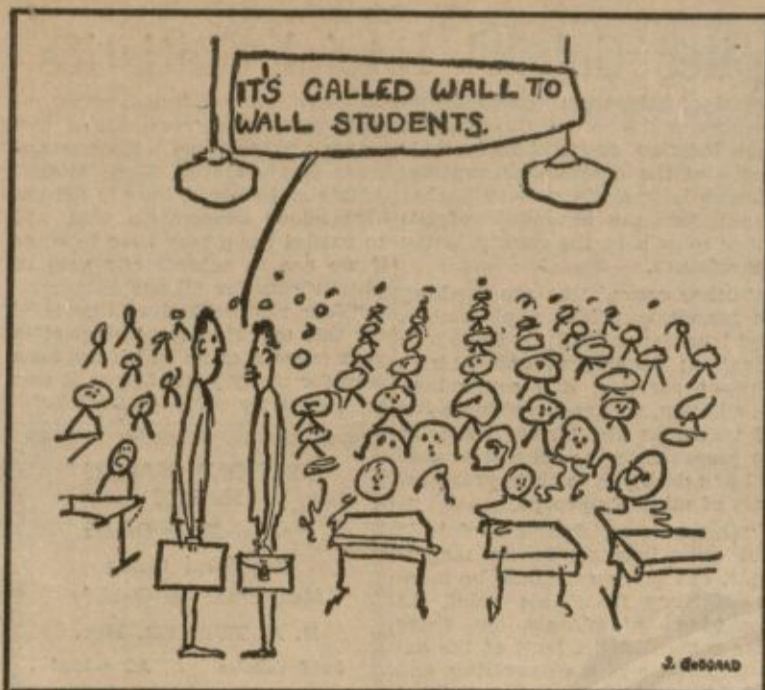
Board members made constant references to "outsiders" coming in "to stir up our teachers." Some trustees showed concern that collective bargaining implied teachers would or could strike and asserted that picketing was undignified. There appeared to be a general concern that Oceanside-Carlsbad teachers—who are now in their fourth consecutive year without a raise—might lose their dignity. They seemed unable to distinguish between a loss of dignity and a loss of temper.

The petitions—signed by 72 of the district's 105 teachers—were opposed by a CTA-oriented minority which filed a counter-petition but which made no presentation at the meeting.

GRIEVANCES STATED

In a separate but released action at an earlier board meeting, the local AFT president, Harry Bong-

(Continued on Page 3)



Teacher Fights to Retain His Beard and His Self-Respect

(Continued From Page 7)

From the Teachers Union he got quick action on his grievance; the Teachers Association, after a ten-day delay, questioned him under oath, before a tape recorder, and at latest report had done nothing.

Another teacher, Ken Miedama, in the same school system, has grown a beard in protest, but no action has been taken against him.

Finot sees the issue as a matter of principle:

"I am not so enamored of wearing a beard that I would rather wear a beard than teach, or face the 'punishment' of poor assignments, or possible later harassments. However, I think teachers are professional and should be given the respect and dignity afforded to a mature person.

Auto, Home Insurance Open to All Teachers

Two low-rate insurance plans enjoyed by members of the SDFT are now available to classroom teachers whether they are members or not. The California State Federation of Teachers voted recently to extend auto insurance and new home-owners' protection plans to all teachers.

The decision of the CSFT executive council was based on the belief that the savings of the plans, created by the union, should be passed on to all; teachers should not be compelled to pay organizational dues in addition to premiums unless they support an organization's programs.

Unfortunately, because of legal restrictions, the union cannot at this time pass on to all teachers the many benefits and savings of its new life and income protection plans as well.

Information on the union's auto and home-owners' plans is available from Dennis Smith, Van Camp Insurance Agency, 935 W. Harbor Dr., 234-3177, or from your building representative. Brochures describing these two programs were mailed recently to each member of the SDFT.

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