

6/4/23 CAT Mobilization Meeting

7:00pm, Zoom

Key Takeaways

- Chapter leaders should schedule an emergency consultation with their principals tomorrow AM (6/4) to discuss what 37.5 would mean for our school communities.
- CATs should come together to plan an action over the course of the upcoming week.

Delay at first. Had over 1000 people trying to get in. Unable to increase the capacity.

Not about negotiations, but to focus on actions that we can take in the coming weeks at the school level. Purpose is to go over what actions need to happen at the school level. Questions can be directed to Brad Alter.

Mike Sill

- If you've been on the DA or negotiations committee, you've heard [Mulgrew] talk about the calendar. Connected to important issues in our bargaining. The DOE released the calendar without approval.
- A number of elements in the calendar have not been agreed on with the union.
 - Calendar alludes to remote instruction on snow days and 4 PTCs.
 - No agreement on the Pilot workday, part of the 2014 contract and needs to be renewed each year. If not renewed, we would revert to the prior workday configuration: 6:20 with students + 37.5 minutes of small group instruction Monday - Thursday. Here's what we know: the DOE wants nothing to do with the 37.5 minutes. They want their PD time. Would have to double bus elementary schools, costing millions of dollars at a time when they don't have enough staff to handle the current reality.
 - Why 37.5 minutes? The DOE has shown that they are absolutely fine with the status quo. In order for us to move forward and meet the demands of members, results from the survey (more time in the regular workday to do the things that need to be done). In order to get that self-directed time, we need to change the status quo.
- The DOE tried to make a power move by releasing the calendar early. We may not love 37.5 minutes, but the DOE definitely doesn't want it. They wouldn't be so gung-ho about new curriculum if they didn't have time for PD.
- **Make no mistake, we're not going to agree to the old configuration or the 37.5. We need something much better for our members.**

Amy - Actions for this week. Two roads (CLs and CATS)

- CLs should reach out to principals on Monday morning to schedule an emergency consultation meeting to discuss what the return of 37.5 means for programming for next year. We need to show the DOE that we're serious about this moment.
- Second line of attack: school-based actions. What can we do at our schools this week to demonstrate to the DOE that the UFT is unified, that we stand behind our bargaining team and leadership? Remind them that we're fighting for a contract that serves members and students.
- Some time for participants to generate ideas: wear blue, social media, work to time, IG stories, suggestions about doing something together on PD day when larger groups will be together, bringing it up at SLT, rallies outside of the school. Other ideas shared included getting together to write/email the Mayor's office, calling 311, wearing blue, SLT, work to time.

Question period

[Missed the first question about the time configuration]

Amy clarified: We want people to go into their schools and talk about 37.5. Affects elementary, middle, and single-session HS.

What is the message that we're sending?

The DOE can't do whatever they want with the calendar and get away with it.

Why don't we just choose a day and everyone mobilizes on that day?

We want to create flexibility so that everyone can get involved. The point of this week is to keep the pressure on.

One of the facilitators clarified what consultation is and how it works for folks that might not be as familiar with the terminology.

The idea is to talk through what we lose by reconfiguring our day. How are we working with families to make this happen? What will this mean for our schools and communities?

Sill: We're getting a lot of messages about the 37.5. We'll get that information out to members as quickly as we can. We're very attuned to folks' concerns about fixing the calendar. Trust me, you're heard and we're already there.

How would the change impact PROSE schools?

Amy: Hard to talk about those specifics because we're in a time of flux. We've created leverage, now the DOE has to think about if they can afford to have the 37.5 be implemented, which changes our power in the conversation. A lot of you in the call are very focused on the 37.5 minutes. We're still at the bargaining table, and we need to keep the pressure on so that the DOE listens with different ears. We want to plan, we know the impact of school schedules on peoples' lives. Let's push through our concerns around these details, stay focused on our goal (keeping pressure on the DOE and City). If the 37.5 doesn't serve your school communities, the pressure needs to be put on the DOE, people aren't happy all-around. SLT is an excellent place to have a discussion.

Someone shared a suggestion to add resources to the toolkit, maybe info about 37.5 so that we have something to share with members.

Things have changed in the last few days, but what we've been fighting for these last few months has not changed. The goal has not changed. Communicate that with your chapters so that they understand. This is a moment where we're fighting for the same endgame.

Amy responded to what seemed to be several messages about the SBO process.

We don't even know what SBO's will be approved because even that is a negotiation. What people have to understand in the larger framework: what we know about 37.5 from experience is that it costs the city a lot of money and it is not clear that it had a positive impact. We've made demands at the bargaining table that we

believe will have a positive effect on students. We're creating a reason for them to listen. We believe that the things we're demanding will serve students. The system needs to listen to parents and educators.

Again, people are asking about SBOs. You can begin to have those conversations, but we want principals to communicate back to superintendents about how difficult this will be or how they want to SBO it because the 37.5 won't serve students so that the DOE continues to hear the message that this configuration isn't acceptable.

[Missed the question. Mike Sill responding to something about 37.5 and our contract negotiations.]

Don't want to get into actual contractual demands in this space.

Because they released the calendar without an agreement on the pilot workday, the only path out of 37.5 is through contract negotiations. We negotiated on the pilot workday in years when negotiations weren't going on. Because they did this out of order and released a calendar, it's not part of negotiations. We obviously have work to do in the coming days. We all do collectively, but this is enough for a Sunday night.

CL's and CATS - reach out to your district reps as a resource.

UFT drive: <https://drive.google.com/drive/u/0/folders/1Acr8AwMooM3rX66eozP4EKPRiWugY7N4>