

A Special Bulletin for Leaders

Concerned Educators Against Forced Unionism

Fall/Winter 2005

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Concerned Educators Against Forced Unionism (CEAFU) has been at the forefront in the battle for education reform and against forced unionism abuses in public education for more than 30 years. CEAFU is a Special Project of the National Right to Work Legal Defense and Education Foundation, Inc.



Photo by Justin Hakes

Union militants showed up in droves to protest a September 22 Foundation press conference in Sacramento that announced the filing of a civil rights class-action lawsuit to block union spending on anti-Schwarzenegger electioneering.

manipulate California voters with misleading propaganda. The governor's ballot propositions would have dealt California public union bosses a significant symbolic blow.

With assistance from National Right to Work Foundation attorneys, who filed the case in U.S. District Court, the civil rights suit seeks to halt the further collection of an annual \$60-per-teacher (over three years) forced-dues increase by CTA union officials, and a 10 percent forced-dues increase by CFA union officials, to finance their political smear campaign.

Four elementary school teachers

continued, next page

Right to Work Foundation Challenges California Teacher Unions' Dues Seizures

Class-action suits seek to halt violation of more than 400,000 educators' rights

A group of California teachers and professors filed a high-profile statewide class-action lawsuit in late September against California's largest teacher and faculty unions, seeking to prevent union officials from forcing more than 400,000 educators to pay for

a smear campaign.

The significant dues increases, imposed by California Teacher Association (CTA) and California Faculty Association (CFA) union officials, were earmarked to fund misleading attack ads against Governor Arnold Schwarzenegger and his package of reform proposals on the November 8, 2005 special election ballot.

Fully exploiting their compulsory dues privileges, government union officials raised staggering sums of forced union dues and broke the bank by spending an unprecedented \$100 million to

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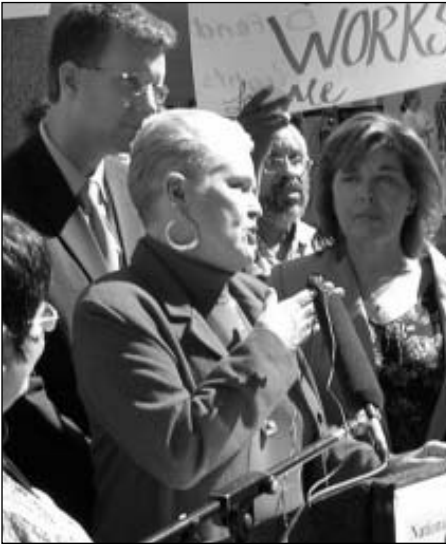


Photo by Justin Hakes

Lead plaintiff Judy Liegmann ignores the union militants' intimidation tactics and speaks confidently about union officials' wholesale violation of California teachers' constitutional rights.

and two university professors courageously stepped forward to file the case on behalf of all public school teachers in the state who may disagree with Big Labor's propaganda against the governor or union officials' radical political agenda.

"CTA and CFA union officials are shamelessly undermining Supreme Court precedent and trampling the constitutional rights of the very educators they claim to represent," said National Right to Work Foundation Vice President Stefan Gleason. "This abuse of teachers' rights demonstrates how union officials take advantage of the special privileges they have obtained under the law."

In the Foundation-won U.S. Supreme Court ruling in *Chicago Teachers Union v. Hudson*, the court ruled that public employees have due process rights under the First and Fourteenth Amendments to be notified, as potential objectors, of how their forced dues are spent, and how to prevent the spending of their dues for politics and other non-collective bargaining purposes.

While CTA union officials conceded, as a result of the suit, that they will now refund the unlawful dues increase to nonmembers, union officials have refused to give members notification, or any opportunity to object. (CFA union officials refused to refund the 10 percent increase even to their nonmembers.)

Union militants attempt to intimidate teachers

In an extraordinary news conference announcing the lawsuit outside CTA union headquarters in Sacramento, scores of screaming union goons tried to drown out the teachers who spoke to the media.

Hypocritically, many militants carried placards at the conference that read "Don't silence our voices," even as they drowned out the courageous educators with a relentless chant of "Shame on you!"

Despite this heavy-handed intimidation tactic, fifth grade bilingual teacher and lead plaintiff Judy Liegmann confidently spoke to the media. "I resent having a monolithic, powerful, coercive organization like the CTA announce to me what I think, and then tell me, 'And by the way, we're seizing your money to support what you're supposed to think,'" she said.

State Senator Tom McClintock (R-Thousand Oaks), who was on hand to support the teachers, condemned the taunts, citing them as further proof of the union hierarchy's thuggery. "To suggest that rank-and-file school teachers have the freedom or ability to stand up to these unions flies in the face of the intimidation we just saw," he observed. "As a Californian and as a parent, I have had enough."

The news conference achieved wide publicity throughout the state, including all major newspapers and numerous television and radio news broadcasts.

Shortly after the press conference, Liegmann received an anonymous letter from a colleague that was eye-opening to many: "I am a member of your staff but I am so intimidated by administration and our union that I do not have the guts to do what you are doing for fear of future repercussions...Please do not be discouraged and keep up the good fight."

Foundation launches informational campaign

In response to a U.S. District Court ruling denying a temporary restraining order to immediately freeze the forced-dues seizures from teachers to spend on union officials' electioneering, the Foundation launched a statewide informational campaign, including a radio advertisement.

The one-minute radio spot, featuring Sen. McClintock and Liegmann, sought to educate the public about the scandalous misuse of compulsory dues for union propaganda. It directed employees to a special website, www.californiafreedomproject.org, where teachers may obtain free legal assistance and learn about the lawsuit.

"It takes enormous courage for classroom teachers to stand up to the union bosses. They're fighting for the right of every one of us to make our own decisions free from union coercion...And I, for one, am proud to stand with them," said Sen. McClintock in the ad.

The informational campaign also included a statewide advertising

buy, distributing public service announcements across the state, and establishing the special website as a counter to the union bosses' misinformation about employees' rights.

Foundation offers to pay for a \$250,000 mailing

As CTA officials stonewalled demands that they finally come clean and inform member teachers of their rights, a group of over 20 California teachers sent a letter to CTA union head Barbara Kerr asking the union to accept the Foundation's offer to pay for a mailing to inform all 335,000 CTA members of their right to refrain from paying for union attack ads.

The mailing, which would have cost \$250,000, was necessitated by the CTA union officials' long-term policy of not informing union members of their constitutional right to refrain from subsidizing union politics. It would have disclosed the use of the \$60 annual increase in union dues for the smear campaign, and made clear that members can resign formal union membership, receive a rebate for forced dues spent on politics and other non-collective bargaining activities, and, if necessary, contact the Foundation for free legal assistance.

In their letter to Kerr, the teachers wrote: "Since when do members of an organization have even fewer rights than non-members?" [The Foundation had

already won nonmembers a right to a rebate.] Do you believe union members are not deserving of basic disclosure of their union's activities or of their legal rights? Do you consider teachers to be open checkbooks to stuff your political coffers? Union members' voices have been silenced, and their rights have been infringed," the teachers continued.

Not surprisingly, the CTA hierarchy chose not to cooperate. Because union officials refused to provide the necessary mailing list of union members, the Foundation's offer to pay for the mailing ultimately expired.

To overcome the CTA officials' continued policy of secrecy, Foundation President Mark Mix sent an e-mail to nearly 100,000 California educators in an effort to inform them of their rights to reclaim more than \$350 in forced union dues.

Teachers' suit motivates CSEA union nonmembers to seek the same right

Meanwhile, a group of California state government employees filed a class-action suit seeking the same relief.

With free legal assistance from the Foundation, the state employees' suit seeks an order requiring California State Employees Association (CSEA) union officials to give more than 90,000 state employees financial disclosure and an opportunity to reclaim

a significant forced-dues increase. CSEA union officials also earmarked their compulsory union dues increase to influence the special election with misleading campaign propaganda. As of election day, CSEA officials had spent more than \$22 million on the election.

Notwithstanding the results of the November 8 special election in California, both class-action civil rights suits are being pressed forward. ☞

Do Teacher Unions Speak for their Members?

NEA Members Suffer Loss From Theft and Monopoly Bargaining Rules

While AFT members are reeling from union theft in Washington, DC, NEA members have fared no better in their selection of officers to be stewards of their dues dollars.

Former sixth-grade teacher Wayne Kruse, president of the Lawrence Education Association (LEA) of Kansas, was indicted on two counts of forgery and one count of theft for stealing more than \$97,154. School district officials had deducted approximately \$240,000 from members' paychecks between November, 2003 and August, 2004.

Kruse's reign of robbery was brought to a halt only after he had been defeated by Sam Rabiola, a high school English teacher. Upon taking office, Rabiola found almost no financial records for the local, only some duplicate check stubs.¹ Rabiola implied he was bewildered



Top CTA boss Barbara E. Kerr thumbed her nose at a \$250,000 offer to pay for a statewide notice of rights to all her union's members.



Photo by Mike Yoder/Journal-World Photo

Wayne Kruse (right), a former president of the Lawrence teachers union, appears in court with attorney Mark Bennett on charges that he embezzled thousands of dollars in union dues.

by the situation, but became suspicious when Kruse was unable to produce a budget for the 2004-5 school year, and insisted Rabiola work from the 2003-2004 budget.

On July 26, 2004, Kansas NEA (K-NEA) officials informed Rabiola that the LEA was behind by \$144,000 on its dues payments.

In December, 2004, Rabiola reported the funds missing to the state affiliate. K-NEA officials, hoping to resolve this issue without police involvement, sent Kruse registered letters. After the letters were all returned unopened, and Kruse refused other attempts at communication, K-NEA reported the matter to the police.² In a January 2005 meeting open only to union members, Rabiola reported, "Financial records are, at best, sparse. Cash withdrawals were commonplace. Internal policies have been tightened to prevent unauthorized spending in the future."³

Kruse abandoned his classroom after the meeting, and was suspend-

ed by the district's superintendent on January 11.

Kruse waived his right to a due-process appeal and won the right to resign from his teaching position on March 31, yet collect his pay until the end of the school year.⁴ District Superintendent Randy Weseman indicated, "... it might be easier and cheaper for the district to accept Kruse's resignation."⁵

Kruse apparently used a variety of slick accounting tricks to garner money for himself, and to use his fellow teachers' dues dollars as temporary personal lines of credit.

He forged the signature of the union's vice president, Adela Solis, on a \$16,000 check and a form listing an LEA account as collateral for a personal loan. Solis testified that Kruse asked her to loan the LEA \$2,500, stating the union was having cash flow problems.⁶ She also testified that the loan was repaid.

School district officials deduct dues from members' paychecks, then prepare checks for the Lawrence Education Association and the Kansas-NEA separately. Both checks, however, are sent to the LEA office, which is responsible for forwarding the K-NEA's check. Copies of the K-NEA checks from the school district showed most had been endorsed by Kruse.

Rabiola also recounted an incident where Kruse promised to pay back a \$70,000 investment that Kruse said he was "... having trouble getting squared away. . ." ⁷ This war chest of union dues has yet to be recovered.

Other officers, including the vice president, treasurer, and secretary, have been cleared of any wrongdoing or knowledge of the theft.

Douglas County District Attorney Charles Branson requested

the case be handled in neighboring Johnson County. Kruse's name had appeared on a political advertisement supporting Branson in the November 2004 election.

Kruse pleaded guilty to embezzling more than \$95,000 of union dues, and one count of forgery, both felonies. He agreed to the payment of \$95,384.41 in restitution.⁸ The plea agreement allowed the other forgery count to be dropped.

Sentencing was set for October 3. State guidelines recommend probation in such cases, but the prosecutor and teacher union officials have called for a prison sentence. ☛

Corrupt Washington Teacher Union Saga Continues

CEAFU's *Insider's Report* continues to keep you abreast of the proceedings in the largest corruption case ever involving teacher union officials.

To recap, in the fall of 2002, the highest ranking officials of the Washington Teachers Union (WTU), the Washington, DC affiliate of the American Federation of Teachers (AFT), were indicted on charges of fraud and the theft of some \$5 million in teacher union dues. The fraud was finally uncovered after those same officials raised teachers' dues to pay overdue affiliate dues and other basic costs of doing business, such as rent and utilities for the office.

Although AFT rules require an affiliate audit every two years, WTU had no audit from 1996 until 2002. When WTU teacher union officials raised dues deductions ten-fold,

WTU members filed complaints with the AFT. In 2002 the financial debacle had spiraled so far out of control that the AFT threatened to deny the WTU a seat at the biennial convention because it had not paid back dues.

The Fall 2003 CEAUFU *Insider's Report* examined some of the most flagrant breaches of financial trust associated with the teacher union case. "Checks meant to pay bills, made out to such companies as Blue Cross & Blue Shield . . . had the payor scratched out and Leroy Holmes' name hand written in the 'Pay to the Order of' line."⁹

By October 2003, Miss Barbara Bullock, former WTU president, had been charged with conspiracy and mail fraud, bilking teacher union members of more than \$2.5 million in dues over a seven year period. Bullock has yet to be charged in connection with the falsification of Internal Revenue Service and U. S. Department of Labor reports, which she did to cover her tracks.

In January 2004, Bullock was sentenced to nine years in prison, ordered to repay \$4.6 million in member dues, to serve three years in a halfway house after prison time, and to perform 3,000 hours of community service "as a down payment toward the incredible debt you owe this city and its teachers as a result of your heinous, fraudulent acts."¹⁰

Gwendolyn Hemphill, Bullock's special assistant; former WTU treasurer James Baxter; Bullock's chauffeur, Leroy Holmes; former vice president Esther Hankerson; plus two union officials' relatives, Michael W. Martin and Errol Alderman, have all been indicted for some form of theft, embezzlement, forgery, and check and credit card fraud charges. Two accountants,

James Goosby and Robin Klein, have also been indicted.

Over this past summer, Bullock's testimony against these other indicted individuals reflected a complete lack of concern over the stewardship of her fellow teacher union members' money.

When she took office, the local had already had to borrow \$600,000 from the AFT to cover a debt.

Bullock rationalized that, because the WTU's treasury was already \$400,000 short, she, too, had carte blanche to use the union's funds to cover personal expenses.

"I didn't have any real concern," Bullock said, "[but] I didn't want anybody to know."

She testified, "to be honest with you, that never crossed my mind' that union members might object."¹¹ "I like clothes. I like jewelry. I like crystal. I like everything else," she said, adding that she didn't care about the costs. Jury and spectator alike were appalled by Bullock's nonchalant attitude towards her profligate spending of teachers' union dues.¹² At one point, she interrupted the prosecutor's cross

examination, boasting of her appetite for shopping. "When asked if she liked to shop, she interrupted him, emphasizing, "No, that is not correct. I love to shop..."¹³ ". . . Bullock described how she, former office manager Gwendolyn Hemphill, and former treasurer

James O. Baxter, II never blinked at how much an item cost, focusing only on how to hide what they were doing.

Throughout the hour of unabashed confessional testimony from Bullock . . . , some jurors and spectators in U.S. District Court stared in amazement at her account of thoughtless spending sprees – and laughed out loud at her candor."¹⁴

Nancy Luque, Ms. Hemphill's attorney, described a \$13,000 flat-screen television, purchased by Hemphill with union money and presented in evidence as ". . . a form of overtime pay and pension for Mrs. Hemphill, who often worked past 5 p.m. and worked on weekends at home."¹⁵

Leroy Holmes, Bullock's chauffeur, openly admitted his guilt and urged three others on trial to do the same. "I am guilty," said Holmes, during cross-examination by a defense attorney, and "your clients need to admit what they did."¹⁶ Mr. Holmes was found guilty of accepting \$1.4 million in purloined union dues over a six-year period.¹⁷



Barbara Bullock with schools chief Paul L. Vance (left) and Frank Bolden of the Principals Union. She accepted the union board's demand that she quit.

Mrs. Hemphill and former union Treasurer James Baxter, II, were each found guilty on 23 counts of embezzlement, conspiracy, wire fraud, money laundering, and aiding and abetting thefts, according to the *Washington Times*.¹⁸ Sentencing guidelines call for a minimum sentence of 160 months of prison time for Hemphill and 97 for Baxter.

Eight of nine persons indicted in connection with the case have been found guilty. James Goosby, a union auditor, was acquitted of complicity in the conspiracy.

WTU teacher union members have taken seriously their union's failure to safeguard their dues and use them wisely, and have not let these crimes go unpunished either. U.S. District Judge Emmet G. Sullivan recently ruled that WTU teacher member Nathan Saunders may go forward with his lawsuit against the AFT for its failure to uncover the seven-year embezzlement spree, and another suit against AFT's secretary-treasurer for neglecting to require an audit.

Saunders has also sued WTU's Executive Board of Directors for failing to oversee the officers' actions. *C*

Teacher Union Investigative Reporter Finds Teachers Still Fettered by Compulsory Unionism

A recently issued study confirms that teacher union officials still do not speak for their members, but excel at using dues for



The Education Intelligence Agency conducts public education research, analysis, and investigation. It can be accessed online at www.eiaonline.com.

their radical agendas.

The report, entitled "The NEA Pyramid: The View Changes As You Rise to the Top of the Nation's Largest Union," published by the Education Intelligence Agency, summarizes the NEA's own July, 2005 survey in which members were questioned on whether their religious beliefs affect their political choices and prominent social issues.

"There are too many permutations to make a blanket conclusion about these numbers, but it is reasonably safe to say that even among a group of NEA members who are more liberal than average, there is a significant number who perceive the Association as a whole to be even more liberal."¹⁹ Special Investigative Reporter Mike Antonucci, whose weekly electronic newsletters provide a revealing, comprehensive look at teacher union activities, found that most teachers are still not masters of their own professional destinies. The principal conclusions reached from this study are that teachers are still

fettered by compulsory unionism; many disagree with the union officials' views on noneducational matters; and many do not play an active role in the decisions made by NEA affiliate elected officials.

The NEA structure is likened to a pyramid, with the rank-and-file membership forming the base of the pyramid. At the top, the Executive Board consists of nine members. Then each state has an affiliate, with local and regional officers filling the rest of the middle levels. National affiliate officers polled the rank-and-file directly with this survey, which "allows the top of the pyramid to receive direct feedback from the base, without the intervening levels of bureaucracy."²⁰ Despite its members' diverse political persuasions, the NEA has been called "the absolute heart and center of the Democratic party."²¹ And these two surveys reveal how NEA teacher union officials represent only a fraction of their membership's views.

"Have no choice" is top reason teachers join NEA

NEA currently reports 2.7 million members. NEA's own study reveals fully 20% of recent members feel they "did not have a choice" with regard to union membership.

The study first examined members' perceptions of their involvement in the union.

Almost one million members claimed that they are not involved at all in union governance and other issues. For those who have been members for less than three years, almost half (48%) claimed no level of involvement with the union at all.

"When these new members were asked why they joined NEA, the answer most frequently given (20%) was that they had 'no choice.'"²² A mere 15% of the total membership affirmed that they were significantly involved in the union. Among new members, the percentage dropped to five.

When asked whether their religious beliefs tended to influence "most of their major decisions," almost half of the NEA's rank-and-file agreed. In non-bargaining states, this percentage increased to 56%.

Echoing the findings of previous surveys, NEA members continue to identify themselves as more conservative than the NEA officials who make policy and promote agendas. Fully half of the rank-and-file described themselves as conservative, while only 40% characterized themselves as "liberal or tend liberal."²³

Findings from a local affiliate president survey, however, in almost every case revealed that those officers tended towards more liberal views and that a smaller percentage voted in accordance with their religious beliefs.

The NEA Pyramid report may be found online at www.eiaonline.com.

In the Fall 2001 *Insider's Report*, CEAUFU reported on another survey with similar findings.

The post-election (2000) poll found that NEA members did not agree with the support NEA officials gave to Al Gore's presidential campaign; that a majority of the members felt themselves to be "moderate to very conservative" in their views. And more than 25% of NEA members indicated they were "less likely" to vote for any NEA-recommended candidate.²⁴ ☞

CEAFU's Key South Carolina Leader Retires

CEAFU Key Leaders gave a moving tribute to a true independent leader during the annual CEAUFU conference. On June 30, Dr. Elizabeth Gressette retired as Executive Director of the Palmetto State Teachers Association, after serving the Right to Work cause and South Carolina teachers for 30 years.

Dr. Gressette has had a tremendous impact on education and independent educators in South Carolina and across the country.

Dr. Gressette, a South Carolina native, earned her B.S. degree in Early Childhood Education at Columbia College, and her masters and Ph.D. in Education Administration at the University of South Carolina. She taught kindergarten for 10 years, long enough to make anyone a heroine, but left to serve as president of the newly created Palmetto State Teachers Association (PSTA).

Since PSTA's inception in 1976, Dr. Gressette has served as its Executive Director. During the first few years she was its sole employee. In 1976, a year after CEAUFU's own founding, teachers across the country were beginning to fight back against the constrictions of monopoly bargaining and forced dues.

In 1959, Wisconsin legislators passed the first teacher bill forcing teachers to accept monopoly representation by teacher union officials. Many other states followed suit. It soon became the norm in more than 30 states for teacher union officials to disrupt the educational process by striking if their demands, however unreasonable, were not met.

Before 1976, South Carolina

teachers had no professional alternatives to teacher union membership.

Although state law specifically forbids public-sector bargaining with union officials as teachers' exclusive representative, South Carolina teachers still needed a professional alternative to the radical and sometimes militant tactics and strategies employed by NEA and AFT teacher union officials.

PSTA was one of the first groups organized as an independent statewide professional association to meet that need.

PSTA's Statement of Educational Professionalism states that a teacher's first duty is to the child and that every student has the right to a quality education, free from strikes and other work stoppage tactics.

PSTA advocates that control of the schools should remain in the hands of the locally elected school boards; opposes collective bargaining, as it pits teachers against



Dr. Elizabeth Gressette, who retired after 30 years as a teacher and independent association director, remains on the CEAUFU Advisory Board.

administrators and is not in the best interest of the students; and advocates teachers having the right to join a professional association without being forced to join a national labor union.

Under Dr. Gressette's steady leadership, PSTA has grown to over 6,000 members. PSTA offers teachers many fine programs, including PRAXIS seminars, leadership training, and other programs, such as "Oh, Me? I'm just a Teacher," "He Who Laughs Lasts," and "Creating Inclusive Classrooms." These programs are designed to enhance teachers' professionalism by demonstrating the effect teachers have on student performance.

In the fall of 1994, Dr. Gressette realized a longtime dream when she was awarded a grant to establish the STAR (Strategies for Teacher Advancement and Renewal) Program. The first year 21 teachers were able to take advantage of the program. Today, more than 300 teachers can thank Dr. Gressette for their admission to the STAR program.

Dr. Gressette has also served her community tirelessly as president of the South Carolina Society of Association Executives and the Cayce Rotary Club, and in the Northside Baptist Church where she is active in several ministries. She also was honored by Governor Casey with the Order of the Palmetto, the highest award a private citizen can obtain in South Carolina.

Dr. Gressette has been a faithful mentor, serving on the CEAUFU Advisory Board since 1984, and has been a stabilizing force in the Coalition for Independent Education Associations. Over the years, Dr. Gressette has lent her experience

and advice to every fledgling independent teacher group that has asked. Ever ready to lend a hand, Dr. Gressette has put in countless hours helping new leaders do everything from crafting bylaws to setting up professional development conferences. Although she has passed the baton of leadership onto her Legislative Assistant, Kathy Maness, Dr. Gressette will remain active in PSTA, CEAUFU, and CIEA leadership.

Kathy Maness Assumes PSTA Leadership Mantle

Many of PSTA's current members are called "Kathy's Kids" by the staff, since they were students when Kathy recruited them during their college years. Those who know Kathy Maness will tell you she is passionate about her work and teachers' rights. She is an outstanding spokesperson for South Carolina teachers, and it is obvious she has the best interests of South Carolina's students and teachers at heart.

Mrs. Maness is not afraid to



*Kathy Maness, Executive Director,
Palmetto State Teachers Association.*

speak her mind, but maintains a professional dignity that shines through in her associations with all people.

This former teacher earned a Bachelor of Arts and Masters in Education from the University of South Carolina. She taught 3rd grade for a number of years.

Then, she started out as a PSTA District Representative for Lancaster County, became a member of the Lancaster PSTA Executive Board in 1989, and served as its President during the 1992-1993 year. As President of the Lancaster PSTA chapter, Mrs. Maness grew their membership 46% that one year, earning her the annual Member Service Award.

Mrs. Maness has served as PSTA's Director of Activities since 1993. PSTA's board voted unanimously to appoint Mrs. Maness as Executive Director upon Dr. Gressette's retirement. The board thus recognizes her great abilities to meet challenges, her signature enthusiasm and energy, and Mrs. Maness' particular quality of having "never met a stranger."

She has worked tirelessly over the years building relationships with legislators and others in South Carolina, as well as across the country.

Her accomplishments for her community were recognized when she was named Administrator of the Year by the South Carolina Network of Women Administrators in Education.

In 2004, Mrs. Maness was elected to serve on the Town Council of Lexington, South Carolina.

As leader of the Palmetto State Teachers Association, Mrs. Maness will continue her crusade to bring the best professional services to the teachers of South Carolina. ☞

30th CEAUFU Conference Helps Teachers Preserve Professionalism

Right to Work Foundation serves beleaguered independent educator movement

WASHINGTON, DC - This past June, Concerned Educators Against Forced Unionism (CEAFU) brought together leaders of the nation's independent teacher groups for its 30th annual conference in Washington, DC.

The conference helps professional educators confront the injustices perpetrated by union officials against the millions of teachers forced to pay compulsory dues just to keep their jobs.

CEAFU, a special project of the National Right to Work Legal Defense Foundation, was established in 1975 to "take dead aim at one of the most serious threats to academic freedom in America today — compulsory unionism."

As the largest independent teachers' organization in America, CEAUFU is an umbrella organization under which 29 different state professional teacher groups and four national associations gather. Unlike teacher unions, each group reflects the diverse educational interests and concerns of its members, finding common ground in CEAUFU's dedication to defending every teacher's right to freedom of association.

In all but seven states, teachers are required to endure some degree of compulsory representation by either National Education Association (NEA) or American Federation of Teachers (AFT) union officials.

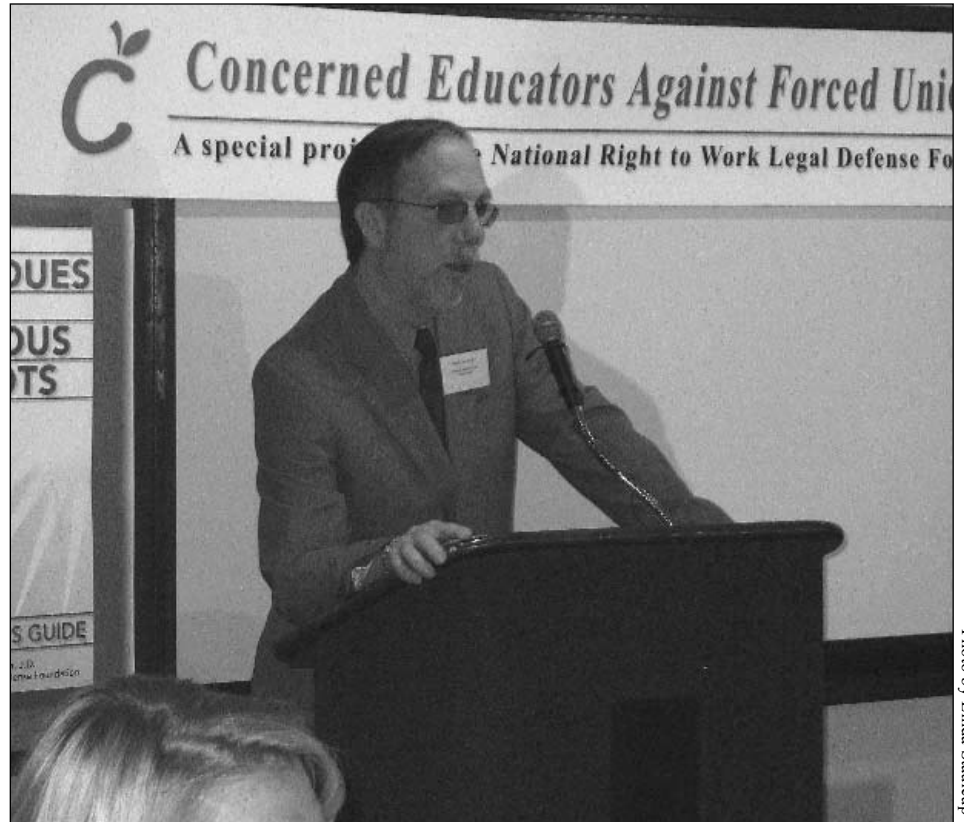


Photo by Linda Staulcup

National Right to Work Legal Defense Foundation staff attorney Milton Chappell speaks to attendees of the 30th CEAUFU conference.

Independent Teacher Movement a Vanguard for Academic Freedom

This year's CEAUFU conference addressed the ever-present need to provide teachers with a viable professional alternative to militant unionism.

This year's program was specially prepared to meet the needs of those leaders who face the challenge of thriving in today's education field, which is suffocating under the chokehold of teacher union officials. One challenge facing educators today is the threat that compulsory unionism poses to academic freedom.

CEAFU advisory board member Leon Knight, retired English teacher and onetime state Democratic Party activist, summarized CEAUFU's

position accurately, "... if [union officials] can determine not what I teach in the classroom, but whether I teach at all, that is the ultimate threat to academic freedom."

Even tenure does not protect qualified teachers if they can be fired for refusing to pay money to a union that does not represent their professional interests, and that often uses dues collected to support political and social positions that many teachers find objectionable.

Conference speakers addressed compulsory unionism injustices

At the conference, an official from the Office of Labor Management Standards (OLMS) in the Department of Labor (DOL)



Left to right - National Right to Work Act Cosponsors Congressman Henry Brown (R-SC), Congressman Joe Wilson (R-SC), Congressman Jeff Miller (R-FL) and Kathy Maness, Executive Director, Palmetto State Teachers Association.

Photo by Linda Stautcup

updated participants on federal government efforts to rein in union corruption.

Foundation attorneys Bruce Cameron, Milton Chappell, and Jim Plunkett briefed educators about current legal efforts to tackle compulsory unionism and its adverse effects on teachers. In a presentation titled "The Bargaining Imbroglio," Cameron took a critical look at how monopoly bargaining affects teacher freedom and prevents teachers from obtaining information on professional membership alternatives.

Chappell categorized each state's public sector teacher bargaining laws by degree of severity, and he explained the complexity of overcoming the restrictions these laws engender.

Plunkett presented an overview of the Foundation's "Equal Access Project" in which he defined the legal terms under which indepen-

dent educator group leaders are forced to operate, and he offered solutions to their dilemma of not having a forum in which to be able to communicate with prospective teacher members.

Congressmen honor independent teachers at CEAUFU gala

The opening day of the CEAUFU conference concluded with a congressional reception in the House Speaker's Press Room in the U.S. Capitol building.

Congressman Joe Wilson (R-SC), sponsor of the National Right to Work Act, joined Congressmen Bob Beauprez (R-CO), Gresham Barrett (R-SC), Henry Brown (R-SC), Howard Coble (R-NC), Jeff Miller (R-FL), Bob Inglis (R-SC), and Senator Richard Burr (R-NC) in a special tribute to Dr. Elizabeth Gressette.

After a career spanning more than 25 years as a kindergarten teacher, local chapter and state president, and Executive Director of the Palmetto State Teachers Association (PSTA), as well as an activist and key leader of CEAUFU efforts in South Carolina, Dr. Gressette retired earlier this year.

National Teacher of the Year discusses professionalism

The following day, Hoover Institution and Stanford University Department Chairman Terry Moe discussed his findings on teacher unionism as viewed by individual teachers. And Dr. Phil Bigler, 1998 National Teacher of the Year, shared his reflections on what it takes to sustain the role of the professional educator. Finally Stan Greer, Senior Research Fellow for the National Institute for Labor Relations Research, explored the NEA's involvement with radical ideological organizations such as ACORN and MoveOn.org and presented a study he has published



Hoover Institution and Stanford Professor Terry Moe presented a new poll on teacher attitudes towards unions.

Photo by Linda Stautcup

about these alarming developments.

“CEAFU is an invaluable service provided by the Foundation,” said CEAFU Director Cathy Jones. “Compulsory unionism is the enemy of teacher professionalism, and it is the mortal enemy of the independent teacher movement.” ☞

CEAFU Dedicates 30th Conference to Memory of Key Leader Dr. Don Senese

CEAFU's Key Leaders remembered with sadness the many years Dr. Don Senese lit up CEAFU's proceedings with his jovial wit and stirring comments on teacher freedom. He passed away on October 12, 2004, from a sudden heart attack.

Dr. Senese held degrees in History and spent a great deal of his life teaching, as well as serving in the Department of Education during the administrations of President Reagan and the first President Bush. He was enjoying his new role as a high school history teacher at the Islamic Academy of America in Alexandria, Virginia, at the time of his death.

A stalwart for the Right to Work cause, Dr. Senese prided himself on only having missed one out of 29 possible CEAFU conferences.

Dr. Senese wrote letters and articles on Right to Work, advised on lesson plans, and acted as a judge for the scholarship programs of the National Institute for Labor Relations Research. He was always available to give advice on matters having to do with education or communication with others. ☞

Groundbreaking New Book Chronicles History of the Right to Work Movement

Celebrates five decades of battling Big Labor to preserve worker freedoms

For 50 years the Right to Work movement has fought to protect American workers' most fundamental workplace freedoms. Now, with *Free Choice for Workers: A History of the Right to Work Movement*, George C. Leef has written the ultimate in-depth story of this vital struggle for freedom.

Released just in time for Labor Day, the book coincides with the 50th anniversary of the formation of the National Right to Work Legal Defense Foundation's sister organization, the National Right to Work Committee.

Leef tells of the “David and Goliath” struggle between individual workers and Big Labor officials – the fight of American citizens for individual liberty and workers' freedom against Big Labor's power interests. He notes that far too often big business and the Republican Party have abandoned the principled struggle against compulsory unionism, and left National Right to Work and its thousands of grassroots supporters to stand up for workers' fundamental rights.

Free Choice for Workers exposes as a fraud the myth propped up by union boss lies that the National Right to Work movement is an arm of the Republican Party or the business community. It tells of the nationwide grassroots support for the Right to Work cause – a cause supported by nearly 80% of all Americans.



George Leef serves as the Executive Director of the John William Pope Center for Higher Education Policy in North Carolina.

Account details battles of Right to Work in the trenches

Beginning by tracing the roots of the Right to Work movement to a group of brave railroad workers who objected to the decision of railroad union bosses to switch from voluntary to compulsory membership, Leef recounts the history of the fight to ensure that individuals are free to join a union, but never forced to do so.

Leef exposes the coercive New Deal legislation that gave union bosses unprecedented legal privileges to force workers into union membership, violating workers' basic constitutional freedoms. Later, he gives blow-by-blow accounts of the attacks by militant union bosses on the Right to Work movement, and chronicles the noble efforts of the National Right to Work organizations to counter these attacks.

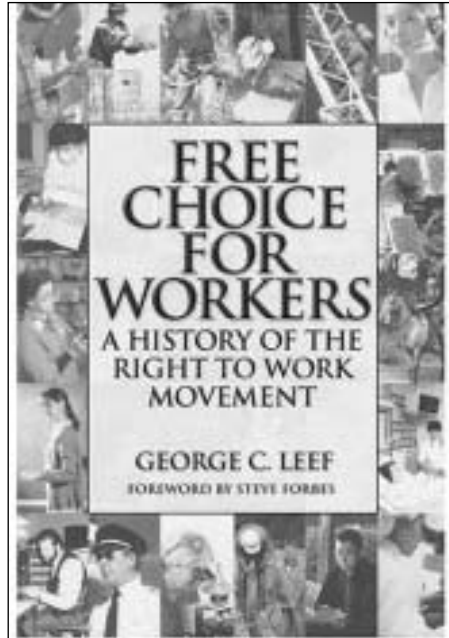
Recounting examples of violence by union thugs and harassment by hostile government officials, Leef also tells of widespread misuse of

union funds for political purposes and of relentless assaults by Big Labor on workers' rights. While describing these appalling violations by corrupt labor bosses, the book also recounts the stories of heroic workers who have stood up for freedom in the face of violence and persecution.

Author profiles victories for worker freedom by National Right to Work

Free Choice for Workers highlights legislative victories of the National Right to Work Committee in Congress and in state legislatures across the country. It also details legal triumphs by the National Right to Work Legal Defense Foundation's attorneys at all levels of the judicial system, including several cases in the U.S. Supreme Court affecting the rights of all working Americans.

Finally, Leef grounds the Right to Work principle in the fundamen-



Copies of Free Choice for Workers are available through CEAUFU. Please see the reply form for details.

tal American beliefs in limited government, free markets, and individual liberty. He projects how much less freedom workers would have now if the National Right to Work organizations had not fought relentlessly for the past five decades, and looks at how much work is left to be

done battling the money and influence Big Labor wields to stifle workers' rights.

In the foreword, former GOP Presidential candidate Steve Forbes writes, "with the publication of this book author George Leef gives us a much-needed overview of the Right to Work movement. It's about time that we had a book on this important topic." Indeed, for anyone interested in the essential liberty that is the right to be free from compulsory unionism, *Free Choice for Workers* is a must read.

Foundation supporters may obtain a complimentary copy of *Free Choice for Workers: A History of the Right to Work Movement*, by contacting Cathy Jones at (800) 336-3600 or via email at clj@nrtw.org. ☞

Catherine Jones, a 1975 graduate of the University of Maryland in Catonsville, MD, serves as Director of Concerned Educators Against Forced Unionism. Nothing here is to be construed as an attempt to aid or hinder the passage of any legislation.

Please support CEAUFU's work by making a contribution to the National Right to Work Legal Defense and Education Foundation, Inc. Contributions to the Foundation, a 501(c)(3) organization, are tax deductible under Section 170 of the Internal Revenue Code.

CEAFU continues to assist teachers and other education personnel who have been forced to pay union dues as a condition of employment and continues to support those who work for freedom for teachers.

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