



**TEACHERS FOR A  
JUST CONTRACT**  
*Not just an opposition, an alternative.*

www.teachersforajustcontract.org

April 2009

(212) 831-3408

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## **TJC demands: A Just Contract for Hard Times**

### **No Givebacks, period**

We are working longer, harder, and with fewer rights and less support. Any giveback is unacceptable.

### **Win Back What We Gave Back!**

Restore the two vacation days before Labor Day. Restore the right to grieve unfair and inaccurate material in our files.

### **Protect Our Schools! Protect Our Jobs!**

To protect experienced teachers, restore centralized funding for teacher salaries. To protect new teachers, require that there must be a hiring freeze and a retirement incentive before any layoffs. Due process rights for probationary members. Moratorium on costly school closings. No new hiring until all ATRs seeking positions have secured them.

### **No Merit Pay, Individual OR "School Based!"**

No fair method for determining "merit" exists. The underlying assumption, that teachers hold back without a money incentive, is demeaning. Our union should be



**Honor picket lines, like this one at FDR high school in 2005, can help build the basis for the militancy we need to win a just contract in hard times.**

challenging these ideas, not accommodating to them.

## Stop "Data Driven" Education!

Data should not be used to evaluate teachers, nor as the basis for any disparate treatment: programming, special observations, etc. Our students are individuals, not mass produced standardized commodities.

## Protect Our Rights!

Justice delayed is justice denied: if a grievance is not heard and decided within the time limits, the grievant should win. In disciplinary cases, accused members should have right to know the charges against them, or discipline should be dropped. Their representatives should have rights to investigate equal to the DoE's powers.

## Cost of Living Adjustment

Annual across-the-board wage increases to cover any rise in the cost of living, to safeguard our standard of living against inflation which might be triggered by expansion of deficit spending.

Teachers for a Just Contract has always said that we won't win a just contract with the UFT leadership's strategy of lobbying, supporting "friendly" politicians, givebacks, or rallies that express more symbolism than power. The union's twenty year downward spiral proves this.

Instead, we need grassroots activism, rank and file democracy, and militant shows of strength.

*If this sounds good to you, please contact us. We are Teachers for a Just Contract. We are a caucus in the UFT started in 1992, and we have been fighting for better contracts and a more militant, democratic UFT since then. For more information, visit our website at [www.teachersforajustcontract.org](http://www.teachersforajustcontract.org). You can email us at [justcontract@yahoo.com](mailto:justcontract@yahoo.com), contact us by telephone at 212-831-3408, or send the coupon below to Teachers for a Just Contract, POB 1346, Bronx, NY 10471.*

My email address is below. Send me your email updates, including meeting notices

Send me \_\_\_\_\_ (number) leaflets to give out in my school

Enclosed is a contribution of \$ \_\_\_\_\_ to help

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Email \_\_\_\_\_ Tel \_\_\_\_\_

School \_\_\_\_\_ Boro \_\_\_\_\_