

STATE OF ILLINOIS
ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYEE ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case No. **2023-EB-0011-C**

Date Filed **3-31-2023**

INSTRUCTIONS: File an original and 2 copies of this charge with the IELRB Executive Director at the IELRB Office in Chicago or Springfield.

1. EMPLOYEE ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name
Chicago Teachers Union

b. Union Representative to Contact
Stacy Davis Gates

c. Telephone No. 312-329-9100

c. Address (street, city, state and ZIP code)
1901 W. Carrol Avenue, Chicago, Illinois 60612

e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 14(b), subsection(s) (1) of the Illinois Educational Labor Relations Act, and these unfair labor practices are unfair labor practices within the meaning of the Act.
(list subsections)

2. Basis of the Charge (be specific as to facts, names, addresses, dates, places, etc.)

See Attachment A.

RECEIVED

MAR 31 2023

ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD • CHICAGO

3. Relief Sought

Charging Parties request the Illinois Educational Labor Relations Board ("the Board") find that CTU has engaged in unfair labor practices in violation of Section 14(b) of the Illinois Educational Labor Relations Act (the "Act") and order:

- (i) CTU to cease and desist from using membership dues for political purposes;
- (ii) CTU to demand repayment of any outstanding loans made from CTU to any political action committees;
- (iii) CTU provide a full and complete accounting of all expenditures of membership dues directed toward political activity;
- (iv) CTU and CPS post a notice to employees that CTU will refrain from violating Section 14(b)(i) of the Act; and
- (v) seek injunctive relief pursuant to Section 15 of the Act; and
- (vi) any other direct and consequential damages and relief the Board deems appropriate and just.

4. Name of Employer
Chicago Board of Education / Chicago Public Schools

5. Telephone No.
773-553-1000

6. Location involved (street, city, state and ZIP code)
42 W. Madison Street, Chicago IL 60602

7. Employer Representative to Contact
Kalllyn Girard

8. Full Name of Party Filing Charge
Mary Esposito-Usterbowski, Froy Jimenez, Phil Weiss, and all similar situated members of the bargaining unit.

9. Address of Party Filing Charge (street, city, state and ZIP code)
C/O Counsel

10. Telephone No.
312.701.9343

11. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By Jack Vane
(signature of representative or person making charge)

Attorney
(title or office, if any)

Address 155 N. Wacker Drive, Suite 3100
Chicago, Illinois 60606

312.701.9343
(Telephone No.)

3/30/2023
(date)

ATTACHMENT TO THE UNFAIR LABOR PRACTICES CHARGE

Introduction

CTU has breached its duty of fair representation to its members.

Despite being expressly promised that membership dues would not be used for political purposes, political financial contribution reports recently filed with the Illinois State Board of Elections by political action committees reveal that Chicago Teacher Union (“CTU”) membership dues are and have been used as either loans or direct contributions to political campaigns. Whether classified as loans or direct contributions, these contributions have diverted membership dues away from representing the needs of members and were instead directed toward political activities. This intentional misuse of funds is a breach of CTU’s duty of fair representation and an unfair practice under Illinois law.

CTU’s Duty of Fair Representation

Like any other labor organization, CTU must abide by its duty of fair representation – the legal duty to serve the interests of all members and to “exercise its discretion with complete good faith and honesty.” See *Vaca v. Sipes*, 386 U.S. 171, 177 (1967); cited in *Paxton-Buckley-Loda Educ. Ass’n, IEA-NEA v. IELRB*, 304 Ill. App. 3d 343, 349 (1999).

The duty of fair representation proceeds from a union’s statutory role as the exclusive bargaining agent for its members. *Paxton-Buckley* at 349. A union’s duty of fair representation for educational employees is the same as the duty of fair representation that applies in the private sector between private sector unions and their members. *Jones v. IELRB.*, 272 Ill. App. 3d 612, 619 (1995) citing *Air Line Pilots Association International v O’Neil*, 499 U.S. 65 74 (1991); see also *Paxton-Buckley* at 349.

An educational labor organization violates the Illinois Educational Labor Relations Act (the “Act”) when it engages in intentional misconduct that breaches the duty of fair representation. 115 ILCS 5/14(b)(1). Breach of the duty of fair representation is established through evidence of fraud, deceitful action, or dishonest conduct or deliberate and severely hostile and irrational treatment. *Paxton Buckley*, at 349 citing *Hoffman v. Lanza, Inc.*, 658 F.2d 519, 522 (7th Cir. 1981).

CTU’s Deceptive Practices

When educational employees employed by Chicago Public Schools apply for membership with CTU, they are provided the option of making voluntary contributions to the Chicago Teachers Union’s Political Action Committee (“CTU PAC”) in addition to their membership dues. **(Exhibit A)**. The “Voluntary Political Action Committee Deduction” section states in relevant part “I voluntarily authorize and direct my Employer to deduct from my salary each month the Voluntary Political Action Committee deduction designated below for the purpose of making political contributions in federal, state and local elections, and to forward that amount to the CTU/PAC.”

When joining CTU, prospective CTU members are provided with a member handbook. **(Exhibit B)**. The CTU member handbook asks members to “join together in contributing...each month to the CTU Political Action Committee (CTU PAC).” **(Exhibit B at 13.)** The CTU handbook further states that “[o]ur dues are not used for political purposes – so our PAC relies on extra contributions from our members to support progressive candidates.” **(Id. at 13.)**

Despite this clear representation that CTU will not use dues for political purposes, Charging Parties have learned that CTU knowingly, intentionally, and without prior notice to the general membership or an opportunity to provide input, diverted membership dues dollars to political action committees for the purpose of making political contributions and influencing elections. CTU’s conduct is in violation of its duty of fair representation to its members.

CTU'S "Loans" and PAC Contributions

Under the Illinois Election Code, financial contributions to political campaigns or political action committees are subject to certain compliance and financial disclosure requirements. When a political committee receives a contribution of \$1,000 or more from a single source, the committee must file an "A-1" report with the Illinois State Board of Elections (the "Board of Elections").

On February 9, 2023, Chicago Teachers Union Local 1 PAC ("CTU PAC") filed an A-1 with the Board of Elections disclosing that it had received a loan of \$275,000 from CTU. **(Exhibit C)**. On the same day, Chicago Teachers Union PAC (Illinois Federation of Teachers) (hereafter "CTU-IFT PAC") filed an A-1 with the Board of Elections disclosing that it had received a loan of \$140,000 from CTU **(Exhibit D)**. The two loans were not voted on or approved by the CTU House of Delegates, and they exceed the campaign contribution limits imposed by the Illinois Election Code.

On February 12, 2023, CTU sent an email bulletin to members explaining that "The loan to the CTU's Political Action funds simply moves money from when we collect it (after the 2023 municipal election) to the time we need it [during the 2023 municipal election]...The loans will be repaid with political funds we collect between the end of February and the end of June."

Nevertheless, when the loans came under scrutiny from the Board of Elections for violating the Election Code, a representative for CTU PAC and CTU-IFT PAC sent a letter explaining that the money – which was listed as loans in the February 9, 2023 A-1s and were referred to as loans by CTU in an email to members – were not *actually* loans. **(Exhibit E)**. Instead, the funds were aggregated, individual dues dollars from union members, a special category of political campaign contribution subject to a different provision of the Election Code not subject to the same caps.

However, regardless of whether classified as loans or individual, aggregated dues, the payments constitute a deliberate and intentional reallocation of CTU's resources and dues away from the advocating for the interests of members and to political activity. This reallocation is in direction contradiction to the statement in the member handbook that member dues will not be used for political purposes.

Even if any of the Charging Parties individually elected to make contributions to CTU PAC, because the use of CTU's general operating funds and dues for political purposes does not further the interests of members, and because these funds were solicited from members under false pretenses, CTU's intentional misconduct constitutes a breach of its duty of fair representation and an unfair labor practice in violation of Section 14(b)(1) of the Act.

WHEREFORE, Charging Parties request the Illinois Educational Labor Relations Board find that CTU has engaged in unfair labor practices in violation of Section 14(b) of the Act and order CTU to (i) cease and desist from using membership dues for political purposes, (ii) demand repayment of any outstanding loans made from CTU to any political action committees, (iii) provide a full and complete accounting of all expenditures of membership dues directed toward political activity; (iv) post a notice to employees that CTU will refrain from violating Section 14(b)(i) of the Act; and (v) injunctive relief pursuant to Section 15 of the Act and (vi) any other direct and consequential damages and relief the Board deems appropriate and just.

ULP Charge
14(b)(1) Charge Against Chicago Teachers Union

Exhibit A



CHICAGO TEACHERS UNION MEMBERSHIP APPLICATION

Name _____

Address _____

City _____ State _____ Zip _____

Cell Phone _____ Home Phone _____

Email (non-employer) _____

Employee ID _____

School _____ Job Title/Job Code _____

IMPORTANT: Designation of Beneficiary for Death Benefit, available only to CTU members, is on the back.

Membership: I hereby apply for membership in the Chicago Teachers Union ("Union"), which is authorized to act as my exclusive bargaining representative over wages, hours, and other terms and conditions of employment with my Employer. My membership in the Union, which is affiliated with the Illinois Federation of Teachers, AFT, AFL-CIO, shall be continuous unless I notify the Union President in writing of my resignation.

Signature _____ Date _____

Dues Authorization: During my employment, I voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, an amount equal to the dues and assessments certified by the Union, and to remit such amount monthly to the Union. This authorization and direction shall become revocable by sending written notice to the Union by United States Postal Service postmarked between August 1 and August 31. I understand that signing this card is not a condition of my employment.

IRS Disclaimer: Payments to the Union are not deductible as charitable donations for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

Telephone Consumer Protection Act Statement: I authorize the Union and its affiliates to use automated calling technologies and to text message me on my cell phone on a periodic basis, and understand that I can unsubscribe from these messages. The Union will never charge for text message alerts; carrier message and data rates may apply to such texts.

Signature _____ Date _____

Voluntary Political Action Committee Deduction: I voluntarily authorize and direct my Employer to deduct from my salary each month the Voluntary Political Action Committee deduction designated below for the purpose of making political contributions in federal, state and local elections, and to forward that amount to the CTU/PAC, 1901 W. Carroll Avenue, Chicago, IL 60612-2401. Such deduction is to start immediately upon this authorization. I understand that I will not be favored or disadvantaged due to the amount of my contribution or refusal to contribute, and this authorization is not a condition of my employment. I release and discharge the Chicago Board of Education from liability arising as the result of the authorization and direction herein given. This authorization and direction shall remain in full force and effect while I am employed by my Employer, or until revoked by me in writing to the Chicago Teachers Union and my Employer.

Yes! I want to see our elected officials stand up for publicly funded public education! I am volunteering to contribute to CTU PAC the designated monthly dollar amount of: \$5.00 _____ \$10.00 _____ \$20.00 _____

Signature _____ Date _____

Chicago Teachers Union Designation of Beneficiary for Death Benefit
(This designation only effective when delivered to and filed with Chicago Teachers Union)

Date _____

I, _____ being a member in good standing of Chicago Teachers
(Type or Print Name)

Union, do hereby designate* _____
Only (1) Designee (Type or Print Name)

Of _____
(Address) (City) (State) (Zip)

as my beneficiary to receive proceeds of the Death Benefit of Chicago Teachers Union. I hereby reserve the right to change the beneficiary herein designated. The execution of a subsequent Designation of Beneficiary for Death Benefit shall constitute a change of beneficiary.

Employee ID# _____

Member's SSN _____ Member's Date of Birth _____

Signature _____

*DO NOT designate "estate" or institution

DUES STRUCTURE

Annual dues for regular teacher members are one percent (1%) of Lane 1, Step 6 of the annual teachers salary schedule for 40 weeks, and any increases in AFT and IFT per capita taxes. Any dues increase arising from provisions of this subsection shall not exceed \$12 in a single Chicago Teachers Union budget year.

Annual dues for Paraprofessional and School-Related Personnel (PSRP) members are sixty percent (60%) of the total annual dues for regular teacher members.

Rev. 7/17



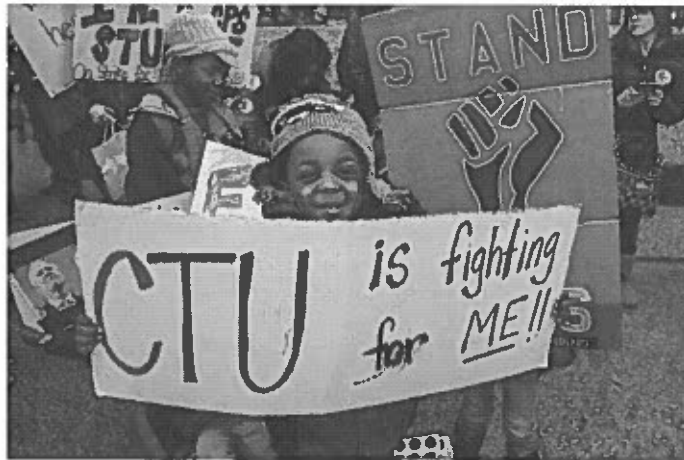
ULP Charge
14(b)(1) Charge Against Chicago Teachers Union

Exhibit B



CHICAGO
TEACHERS
UNION

Member Handbook



**Chicago Teachers Union,
AFT-IFT Local 1**

1901 W. Carroll Ave., Chicago IL 60612
312-329-9100

Why join the CTU?

Are you new to CPS? It's a large, complex bureaucracy that, frankly put, can chew up and spit out educators. Being a member of the CTU means you are not alone. Our union represents educators and support staff at every single public school operated by the district, as well over 30 unionized charter schools. Our unity and collective strength help us advocate and win on critical professional issues like class size, employee evaluations, teaching and learning conditions, burdensome paperwork and more.

Our working conditions are our students' learning conditions, so we advocate for good wages and benefits and adequately resourced classrooms and schools for every public educator. Take a moment today to think about the resources our schools need, the working conditions we deserve, and the benefits that are important to protect. CTU is where we come together — with the power of unity — to accomplish our goals. It takes rank-and-file members like you, playing an active role in the Union, to keep the CTU strong for us all!



It's easy to join! Sign a union card online at:
www.ctulocal1.org/card

Who is the CTU? YOU are the CTU!

Since 1937, the Chicago Teachers Union has been the unified voice for educators in Chicago's public schools.

We are one of America's largest and most dynamic labor unions, representing more than 25,000 teachers, clinicians, paraprofessionals and support staff who work in Chicago Public Schools — and, by extension, the students and families they serve.

We're the third largest education union in the nation and the largest in Illinois. We're an affiliate of the American Federation of Teachers, Illinois Federation of Teachers, Chicago Federation of Labor and the AFL-CIO. And we have the respect and support of parents, students, grassroots groups and neighborhood residents across this vibrant city.

Our union runs on rank-and-file democracy and empowerment — principles that are enshrined in our constitution and in our school communities. And our progressive values have helped inspire and ignite a nationwide #RedForEd movement for fair wages and decent working conditions for educators in states across the U.S.

What does the CTU do?

Simply put, we protect and defend public educators and our profession in Chicago — and we organize together to get the job done. Our union puts the needs and rights of educators and the students and families we serve front and center with the people who wield power in Chicago.

When we speak and act collectively, we have real power to affect positive change in our workplaces, our communities and in Illinois' capital, Springfield.

Chicago Teachers Union Constitution & By-Laws

Preamble

Read/download the entire Constitution & By-Laws at:
www.ctulocal1.org/constitution

We, teachers, and other educational personnel in the Chicago Public Schools, being members of the Chicago Teachers Union, do hereby declare this Union to have the following purposes:

1. to protect and improve the services of the public schools as a social agency for developing the capacities of the young and promoting adult education;
2. to promote and guarantee efficient and faithful service from us to the public and to insure to us in return for that service a fair reward and a just security;
3. in accordance with the Agreement between the Board of Education of the City of Chicago and Chicago Teachers Union, to assert, secure, and protect the inherent and fundamental equity in our jobs;
4. as the sole collective bargaining agent for members of the bargaining unit, to establish and maintain orderly and practicable democratic processes in the management of the Chicago public schools, in accordance with the terms of the Agreement;
5. to maintain a relationship of mutual assistance and cooperation with organized labor;
6. to unify the educators of traditional public schools and public charter schools in the City of Chicago, together with other Chicago-area educators that may join with this Union;
7. to promote racial, economic and social justice in order to achieve educational justice and build community and labor coalitions to achieve that objective.

So that orderly and fair procedures for seeking those ends may be established, we, the members of Chicago Teachers Union, do establish this Constitution and these By-Laws and do pledge ourselves to carry out the provisions thereof.



1901 W. Carroll Ave. on the Near West Side, near the intersection of Damen and Carroll.

CTU Center

Our Union Home

Our Union is headquartered in a facility owned and managed by the Chicago Teachers Union Foundation. We're located near the heart of downtown Chicago, close to major bus and L lines, with secure, on-site parking for staff and visitors. We moved to this space in 2017. The move allowed us to consolidate membership services and operations as well as host organizing activities and events — not just for our own members, but also for allied organizations and movements.

Our 100,000-square-foot building includes a meeting hall that can accommodate 800 people for monthly meetings of our House of Delegates, plus space for the CTUF Quest Center to provide a rich array of professional development training and certifications — including for National Board Certification, an advanced teaching credential that is nationally respected as a mark of the highest achievement for teachers.

Originally a valve manufacturing facility, the building was completely gutted and reconstructed from the inside out. We kept many of the vintage industrial features that honor the workers who came before us — and we provide dozens of meeting and learning spaces for educators, parents, students and neighborhood residents.

Who are CTU members?

"Teachers" may be in our Union's name, but our solidarity is much broader than that. Our membership covers more than 100 job categories at close to 600 schools.

Teachers

About 80 percent of our members are teachers actively serving students. Not all of these teachers serve general education classrooms. In addition to special education teachers, this classification includes substitute teachers, instructional support leaders, itinerant teachers of the visually impaired and hard of hearing. Literacy coaches, bilingual teachers and coordinators also make up the ranks of teachers. The variety of teachers is too great to list!

Clinicians

Students whose physical and mental health aren't cared for cannot participate effectively in learning. Clinicians like nurses, social workers, counselors, occupational, physical and speech therapists are essential to learning and to nurturing the whole child. That's why the CTU fights for full clinician staffing, winning enforceable hiring benchmarks in our 2019 contract, for example.

Retired Educators

Retired educators are inspired educators. CTU retirees bring experience, authority and the ability to fight at times and in places that active members cannot. Retiree delegates bring the benefit of their experience to our Union's decision-making and they play a crucial role in educating Springfield politicians!



PSRPs: Paraprofessional & School-Related Personnel

Without PSRPs, our schools would not run. Period. From school clerks and teacher assistants to hearing and vision testers, technology coordinators to youth intervention specialists and Head Start resource assistants, beyond teachers and clinicians a wide variety of irreplaceable educators support our students.

As Recording Secretary and PSRP for Life Christel Williams-Hayes points out, PSRPs are mostly Black and Brown women, on the front lines every day. As with all members, CTU fights for the respect and protections PSRPs deserve.

Solidarity across unions

Custodians, SECAs, Security Officers, School Bus Attendants and Child Welfare Attendants in *SEIU Local 73*, Lunchroom Staff in *UNITE-HERE Local 1*, Lunchroom Managers in *SEIU Local 1* and Building Engineers in *IUOE Local 143* are all union family. Our leaders collaborate and stand in solidarity on common issues. Members unite in solidarity within our schools, too!

CTU-ACTS

The CTU's Alliance of Charter Teachers and Staff

CTU-ACTS is the division of CTU members employed by charter schools.

The CTU opposes school privatization and charter proliferation, which siphons public funds into the pockets of charter operators and away from classrooms. Charter schools are also harmed by charter proliferation and charter operators' profiteering.

At charters across the nation, unions are growing and fighting the greed of privatizers.

CTU's charter school educators have led the way in this movement — staging the first of a series of charter strikes in US history and winning unprecedented rights and benefits along the way.

Do you know a charter educator who wants a union?

CTU-ACTS helps charter workers across the city unionize.

Our CTU sisters and brothers at charters have said loud and clear that a formal and respected collective voice has made their schools better places to teach and better places for students to learn.

If you know a charter school teacher or support staff member interested in starting a union, have them call CTU-ACTS at **312-329-9100**.



CTU-represented charters

- ACERO Bartolomé de las Casas ES
- ACERO Brighton Park ES
- ACERO Carlos Fuentes ES
- ACERO Esmeralda Santiago ES
- ACERO Major Hector P. Garcia HS
- ACERO Octavio Paz Campus ES
- ACERO Ofc. Donald J. Marquez ES
- ACERO PFC Omar E. Torres ES
- ACERO Roberto Clemente ES
- ACERO Jovita Idár ES
- ACERO Rufino Tamayo ES
- ACERO Sandra Cisneros ES
- ACERO Victoria Soto HS
- ACERO Sor Juana de la Cruz ES/HS
- ACERO SPC Daniel Zizumbo ES
- ASPIRA Antonia Pantoja Alt. HS
- ASPIRA Business and Finance HS
- ASPIRA Early College HS
- ASPIRA Haugan MS
- ChiArts HS
- Christopher House ES
- CICS ChicagoQuest HS
- CICS Northtown HS
- CICS Ralph Ellison HS
- CICS Wrightwood ES
- EPIC Academy HS
- Instituto Justice & Leadership Academy HS
- Instituto Health Sciences Career Academy HS
- Namaste ES
- Passages ES
- Urban Prep Bronzeville HS
- Urban Prep Englewood HS
- Urban Prep West HS
- YCCS Association House HS
- YCCS Latino Youth HS
- YCCS Youth Connection Leadership Acad.

Know your rights

Our contractual rights are only useful and meaningful if members know them and use them.

The right to union representation is basic law, and available through your **field representative**.

Whenever you suspect a discussion with an administrator may lead to discipline, invoke your Weingarten rights using the language below:

"If this discussion could in any way lead to my being disciplined or terminated or affect my personal working conditions, I respectfully request that my Union Representative be present at this meeting. Without a representative present, I choose not to participate further in this discussion."

Find your field rep at www.ctulocal1.org/reps.

Know your contract

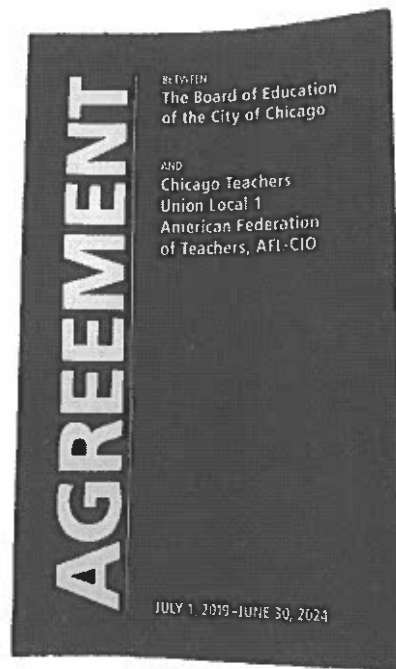
Read the collective bargaining agreement between the Chicago Teachers Union and the Chicago Board of Education and those between the CTU and charter operators at:

www.ctulocal1.org/contract

Common Concerns

The union collects advice on the most common situations at:

www.ctulocal1.org/rights



Collective bargaining highlights and wins:

The CTU struck multiple charter operators and CPS itself in 2019, winning unprecedented gains for District employees. A few of those are listed below. To learn more, check out your contract at www.ctulocal1.org/contract.

- Restrictions on class sizes for the first time in decades
- Increased staffing of teacher assistants in K-2
- Increased staffing of school social workers, certified school nurses, case managers and more
- Improvements to school climate and culture
- Limits on standardized testing
- Limits on required grading
- Limits on duplicative paperwork
- Renewed support for 20 Sustainable Community Schools
- More power for rank-and-file members in their school communities and across CPS



Bargaining for the Common Good

Because of our power as a union and our position at the nexus of key services for our communities, we have an interest and a duty to raise and fight for issues affecting more than just our members.

We build coalitions to fight around issues like housing, racial justice and economic equity. Campaigns that bargain for the common good share these strategies:

Strengthen internal organizing, membership and member engagement. Bargaining campaigns must deeply engage the memberships of both unions and community organizations, and there must be opportunities for deep relationship-building and joint-visioning between the members of the different organizations.

The campaign doesn't end once the union settles its contract. Bargaining for the common good is about building long-term community-labor power, not about giving unions some good publicity during a contract fight. The boss doesn't automatically become a good actor once the contract is settled, and the community's demands don't become any less important.

Leverage capital in our campaigns. We need to develop strategies that leverage the financial power of workers' pension funds and endowments in order to win common good demands.

Expand the scope of bargaining beyond wages and benefits. Identify issues that resonate with members, partners and allies and that impact our communities. Put forth demands that address structural issues, not just symptoms of the problem.

Go on offense in your campaign by identifying, exposing and challenging the real villains, the financial and corporate actors who profit from and increasingly drive policies and actions.

Engage community allies as partners in issue development and the bargaining campaign. Bring in community partners on the ground floor and ask them what they need out of the bargaining campaign.

Center racial justice in your demands. Campaign demands should address the role that employers play in creating and exacerbating structural racism in our communities.

Learn more at bargainingforthecommongood.org

Fighting for the schools our students deserve

Real equity and investment

vs.

More of the same austerity and disinvestment.

Chicago's image as a "global city" built on tourism, big finance, big tech, law and management services stands in stark contrast to the challenges most of our students face every day. Under Mayor Lori Lightfoot, city government favors the central city at the expense of our students' neighborhoods, creating stark disparities of wealth and poverty.

Despite her campaign promises and lofty rhetoric of equity, the current mayor's funding policies reflect her downtown priorities.

Poor and working class people are more likely to be Black or Latinx, live in highly segregated neighborhoods, and risk being pushed out of the city in increasing numbers through gentrification.

Schools don't have money for libraries and clinicians — but the city can offer billions in tax breaks to the developers of Lincoln Yards while stonewalling against ensuring every school has a nurse and social worker.

Our vision is for a city where working people can earn a living wage, access decent health care, afford a place to live, and send their children to good neighborhood public schools.

If living conditions for our students and their families don't improve, conditions in our schools don't improve. As such, CTU is committed to fighting for affordable housing, living-wage jobs and racial justice, as part of our central fight for the schools our students deserve.

For public schools to thrive, they must be staffed with a full allotment of teachers, paraprofessionals, librarians, counselors, and clinicians such as nurses, social workers, and school psychologists. The CTU is committed to fighting for progressive revenue to fund these positions.

Read more about this vision at: **ctulocal1.org/topics**



Championing Racial Justice

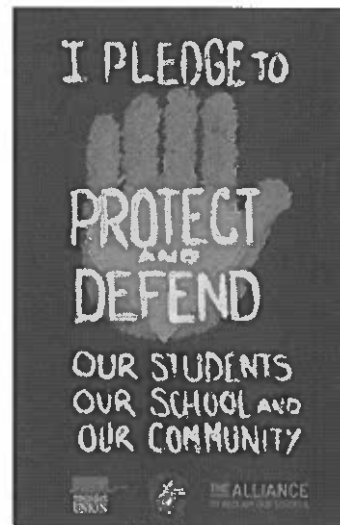
Fighting racism is at the heart of the CTU's practice. Actions like the fight against school closings, winning Sustainable Community Schools in our contract, taking on the school-to-prison pipeline, supporting police accountability legislation, organizing

Black Lives Matter at School Week with national allies, and winning the We Care mentoring program to help retain teachers of color are all based in our commitment to racial justice. And that list doesn't exhaust our commitment. In every activity the Union organizes, we first and foremost recognize that our members serve mostly Black and Latinx students. We are committed to countering the loss of Black teachers in our district through programs like We Care and our ongoing collaboration with Grow Your Own Teacher, which helps PSRPs earn their teaching degree.

Sanctuary for every educator, every student and every family

The Chicago Teachers Union is committed to protecting our students, our schools and our communities — including the thousands of immigrant students who attend our schools.

Chicago calls itself a "Sanctuary City." But our sanctuary city ordinance is relatively weak, and many more actions and policies need to be adopted to increase protections for all students — especially our most vulnerable students who are immigrants, Muslims and LGBTQI.



To learn more, go to: www.ctulocal1.org/sanctuary

Building our political power!



We know our schools have enemies in corporate think tanks and board rooms. But elected officials who try to cut school funding, attack pensions, support school vouchers and charter school expansion are even more dangerous. While few unions are more effective than the CTU in countering attacks on our profession, there is still work to be done in both Chicago's

City Council and Springfield. That's why members join together in contributing \$5, \$10, \$20, or more each month to the CTU Political Action Committee (CTU PAC). Sign up to contribute by choosing a payroll deduction amount on your CTU membership card at www.ctulocal1.org/card.

Our dues are not used for political purposes — so our PAC relies on extra contributions from our members to support progressive candidates and to impact elected officials at the city, county and state levels.

Our efforts have paid off. In the last few years, we've worked to elect CTU members to the Chicago City Council, the Cook County Board of Commissioners, and the Illinois General Assembly. Other CTU-supported candidates have won dozens of races. And those electoral victories have translated into policy wins. We've increased funding to CPS by more than \$1 billion annually, won back bargaining rights lost 25 years ago, won an elected school board, put real limits on charter school operators, won state law to impact the substitute teacher shortage, ended discriminatory teacher testing, and defended retirement security.

Unfortunately, it costs money to engage in politics. Our opponents have deep pockets, so we pool our resources to push back against those trying to destroy public education.

The CTU is also a founding member of United Working Families, an independent political organization that brings together community organizations, union members, and progressive activists to recruit, train, run, and support progressive candidates for elected office and hold them accountable to the political agenda of our communities. Find out more at unitedworkingfamilies.org.

How our democracy works

EVERYONE HAS A VOICE

The Chicago Teachers Union's democracy means both that every individual member has a voice and, at the same time, that our Union speaks with one voice. CTU teachers, clinicians and PSRPs have many opportunities to express their ideas at the school level and to participate in the Union on a citywide level. Educators can also seek approval from their peers to represent them on school committees and Union-wide bodies.

Union-wide voting

The CTU's members form the highest governing body of the Union. The Union holds elections every three years for its four major officers, its executive board and its representatives to state and national federations. The entire membership also votes on whether the Union can strike and whether to accept a contract.

Committees

Union committees are another important way for any member to make their voice heard. In committees, rank-and-file members across the city share experiences and spot trends. Most of the resolutions brought to the Executive Board and House of Delegates begin in committee. Committees also plan activities like social events, charity participation and scholarship programs. Learn more and/or apply to a committee at www.ctulocal1.org/committees.

IN EVERY SCHOOL AND WORKPLACE

Many people think of the CTU as just our officers and staff. We're strongest, though, when members enforce healthy working conditions by communicating directly with administrators. Union staff support this work, but real Union power takes solidarity at work.

Delegates

A school's delegate fosters solidarity as the elected leader of the Union in the school. CTU members who do not work at one school, like clinicians and PSRPs, are also represented by citywide delegates. Delegates serve three-year terms, although they are often initially elected to fill a vacancy in the middle of the term.

To be effective, a delegate cannot work alone. They must bring colleagues together, educate members about our rights, and coordinate Union members to speak as one. When voting for a delegate, it is important to choose someone you trust who represents the spirit of cooperation among colleagues and is willing to hold administrators accountable for *every member's* rights.

Delegates also convene the Professional Problems Committee and usually lead PPC meetings with the principal. Every month, all the delegates throughout the city meet at the House of Delegates to confer with officers and staff and to make decisions for the Union.

School Committees

Delegates do not work alone. The Professional Problems Committee (ctulocal1.org/ppc) brings together members in the school to hear from and defend one another. The PPC meets with the principal every month to bring concerns to them and solve school problems. Two other school committees that aren't CTU bodies, but are key to educator power are the Local School Council (ctulocal1.org/lsc) and the Professional Personnel Leadership Committee (ctulocal1.org/pplc).

YOUR REPRESENTATIVES

House of Delegates

As noted above, delegates representing every school and citywide functional group meet at least once a month during the school year at the House of Delegates. At the HOD, members ask officers and staff about problems and trends they notice in their schools. Officers give reports about Union activities and orient delegates about the citywide situation. Delegates also vote on resolutions, fill officer vacancies and make other major decisions, like approving annual budgets and political endorsements. Two of the most important votes taken by the House of Delegates are to set a strike date and to recommend a tentative contract.

Executive Board

The E. Board is similar to the HOD, but because it is smaller it can be more nimble in meeting and consulting with the officers. Its members are elected citywide. It meets in the week prior to each House of Delegates meeting in order to direct the officers in their duties and to help plan the House of Delegates meeting. The E. Board includes the trustees, who oversee and safeguard Union finances.

Officers

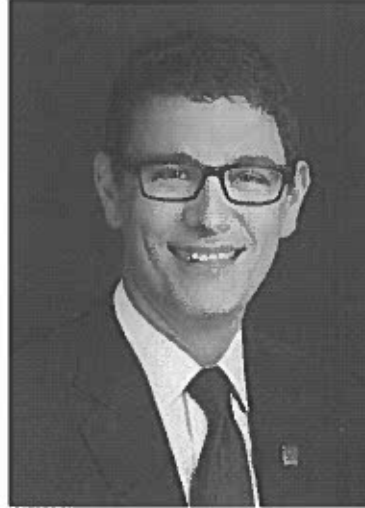
The president, vice president, recording secretary and financial secretary are the four major officers of the Union. All are elected from the rank and file of the Union and go on leave from their job as educator while they serve full time at the Union office.

Get more details about the Union's structure and roles at:

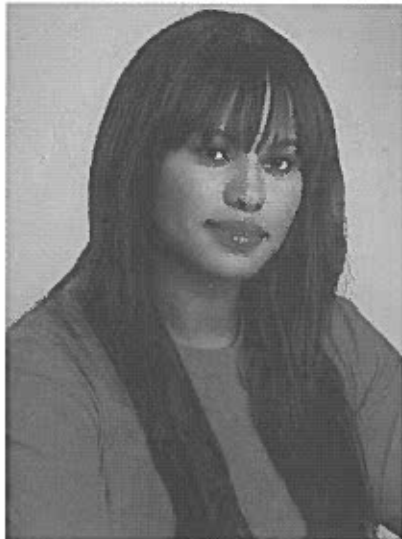
www.ctulocal1.org/union/democracy/works

CTU officers, 2016 - 2022

CTU President Jesse Sharkey taught social studies for ten years, primarily at Senn High School, and also served as the school's union delegate before winning election as CTU Vice President in 2010. In 2004, he played a leading role in a campaign to oppose the takeover of Senn by a military academy, mobilizing hundreds of parents, launching a website, putting up a ballot initiative in the 48th ward, and building relationships with community and religious groups. That experience taught him that we can defend our public schools against privatization.



Jesse studied history and education at Brown University, where he worked with many of the leaders of the Coalition of Essential Schools. He served as Acting President after beloved President Karen Lewis retired in 2018 and was elected President in 2019. Jesse's younger child attends a CPS school and his older one is a CPS graduate.



Vice President Stacy Davis Gates taught social studies for over a decade at Englewood, Clemente and Mason Community Links high schools. She served as CTU Political and Legislative Director for six years before becoming Vice President, spearheading powerful campaigns to elect classroom teachers to all levels of local government, challenge school privatizers and union-busters, and pass the strongest charter school accountability measures in the nation.

She chairs United Working Families, an independent political organization by and for working class people and our movements, and is on the board of the Action Center on Race & the Economy, which works at the intersection of racial justice and Wall Street accountability. She lives on the South Side with her husband and three children, who are all CPS students.

Recording Secretary Christel Williams-Hayes is a 25-year veteran of Chicago Public Schools and has served as a PSRP delegate, district supervisor and functional vice president. She was a CTU organizer during the 2012 strike and became a CTU field rep in 2017. She is an IFT Executive Board Vice President, a member of the IFT Scholarship Committee and has served as co-chair of the IFT PSRP Constituency Committee and organizer of its biannual PSRP Constituency Conference.



Nationally, she's worked on the PSRP Professional Problems Committee for the AFT and was a member of its Summer Organizing Institute in Houston, Texas. A native of Chicago's West Side, Christel was raised by a single mother who retired as a school clerk. She graduated from John Marshall High School and proudly serves on the school's alumni committee. Christel's three daughters are all CPS graduates.



Financial Secretary Maria Moreno was a bilingual speech-language pathologist and bilingual elementary school teacher prior to her election as CTU Financial Secretary in 2016.

Before being elected as a CTU officer, Maria served as a citywide clinician delegate, school teacher delegate, district supervisor, CTU elementary functional vice president and AFT-IFT convention delegate.

As a district supervisor, Maria worked with the CTU's organizers, parents, teachers and community members to fight the turnaround of Marquette Elementary, oppose harmful student assessment practices, and support targeted veteran teachers in predominantly Black and Latinx school communities. As a member of the CTU Clinicians Steering Committee and Charter Outreach Committee, Maria saw how federal, state and city policies hurt Black and Latinx students and their families. These experiences showed her that being engaged with fellow members with a clear political, legislative and organizing plan of action was essential to building our power in defense of public education and to fighting for racial, social and economic justice for students, parents and communities. Maria is currently an IFT Executive Board Vice president and chair of the IFT Special Education Committee. Maria, her mother and two siblings are proud graduates of CPS.

Our history

Our past fortifies our present and guides our future...



In 1897, local elementary school teachers created the Chicago Teachers' Federation (CTF), the first teachers union in the country.

The Chicago Teachers Union is AFT Local 1 for some very important reasons. Margaret Haley, often dubbed Chicago's 'Lady Labor Slugger,' is the figure who put Chicago teachers on the labor map.

She joined the all-female Chicago Teachers' Federation in 1898, fighting to improve pay, benefits and working conditions for female teachers who earned much less than men. They battled an early plan to 'factory-ize' public education. In 1916 they helped found the American Federation of Teachers (AFT).

During the Great Depression, the City of Chicago sometimes paid teachers with IOUs — or not at all. Militant union teachers took to the streets to protest city leaders and Loop bankers who owed taxes that could have been used for salaries and schools. Students joined the demonstrations, which sometimes drew up to 25,000. In 1937, competing teacher unions finally united to form a single, strong organization — the Chicago Teachers Union.



CTU President John Desmond led the first two CTU strikes in 1969 and 1971.

In 1966, the CTU won recognition as the official bargaining agent for Chicago teachers and negotiated its first contract in 1967.

In the following decades, effective strikes succeeded in improving both learning and working conditions.

Gains included limits on class size, preparation periods, money for classroom supplies, lanes and steps and more.



CTU President Robert Healey speaking to teachers and career service workers on the picket line at 'District 3' during 1983's 13-day strike.

During the Civil Rights Movement, Black students walked out of schools to protest overcrowding and discrimination in education, especially the use of segregated temporary trailers known as 'Willis Wagons', named for Chicago's school superintendent. In 1968, Black teachers led wildcat strikes to protest racist hiring, promotion, and certification policies. Their courageous

work inspired the CTU to incorporate education equity into our demands. During this time, Jacqueline Vaughn became first an officer and later our first Black President.

In the late 1980s, the state legislature passed the Illinois School Reform Act, which established Local School Councils, but also seriously weakened teacher tenure. In 1995, Springfield passed a new law, the Amendatory Act, that weakened the voices of both educators and parents, limited what the union could bargain over, and gave Chicago's mayor control of schools, including the power to appoint



CTU President Jacqueline Vaughn visited picket lines in the mornings during 1987's 19-day strike.

the Board of Education. That move spawned a series of neoliberal attacks and educational 'deform' that led to massive increases in the number of charter schools and privatization, school closings, school 'turn-arounds' and over-testing. Bankers and millionaires got the blessing of politicians they supported and refused to pay their fair share of taxes to fund quality schools.

In 2010, CTU members elected a progressive new leadership. Under President Karen Lewis, the CTU launched major fights against school closings, charter proliferation, radical disparities in school resources and other issues that hurt our students. In 2012, we struck for the first time in 25 years — with massive community and parental support. We struck again in 2019, winning contract provisions that helped to reverse



CTU President Karen Lewis addresses over 15,000 at downtown rally.

some of the Amendatory Act's worst provisions. Today, with CTU President Jesse Sharkey at the helm, we continue our fight for the city and schools our members and students deserve — a commitment that has inspired education unions across the country.

Professional Development

The Chicago Teachers Union Foundation offers professional learning experiences designed and taught by teachers. We ensure that the professional learning opportunities we provide to members reflect up-to-date teaching pedagogy and content knowledge research. Our professional development offerings align to district and state requirements, and — most importantly — the needs of our students.



The CTU Quest Center honors what members need and want, what makes teaching most effective, and how our professional development can help members become better practitioners. We take participant feedback seriously. Because the members we serve — and the students they teach — change and move, we too, adjust our programming. Some recent offerings include:

- Arts Integration
- Classroom Management
- Close Reading
- Common Core State Standards
- CPS Framework for Teaching
- Creating Brain Compatible Conditions
- Critical Thinking
- Cultural Competencies
- Differentiated Instruction
- Encouraging Discouraged Learners
- Formative Assessment
- Inquiry and Discussion
- Integrating the Arts
- Lesson Study
- National Board Certification
- New Member Institute
- New Teacher Support
- Meeting EL Student Needs
- Restorative Justice
- School-Home Connections (parent involvement)
- STEM Practices
- Student Engagement
- The Interactive Mathematics Classroom
- Working with Students in Trauma

Courses, classes, seminars, workshops, and study groups offer a variety of year-round CPS Lane Placement, graduate, and/or ISBE License Renewal professional development credits. For more information visit www.ctuf.org/questcenter.

Nurturing Teacher Leadership (NTL), established in 1997, is the CTU/CPS 2-year program of FREE professional development and candidate support that prepares CPS teachers, counselors, and librarians for National Board for Professional Teaching Standards (NBPTS) certification, the highest credential a teacher or counselor can earn. Learn more at www.ctuf.org/ntl.

Growing Leadership

CTU Teacher Leader Policy Fellowship

Led by CTU members and supported by the AFT, the CTU Teacher Leader Policy Fellowship provides members an opportunity to expand advocacy and leadership skills, meet with researchers and decision-makers in Chicago and Illinois, and support the vital work of the CTU. Every year, we convene a small, diverse, and representative cohort of CTU PSRPs, teachers and clinicians. Policy fellows develop their toolbox of research, communication, and engagement skills. They create alternatives to current education policies. Participants engage with union leaders, elected officials, and policymakers to influence them, and participants assert and expand educators' expertise, authority and leadership in critically examining education policy. We solicit applications each fall and the program runs from October through May with a \$1,500 stipend for participants.

We Care New Teacher/Clinician Coaching and Mentoring Program

For new teachers and clinicians in CPS — especially new educators of color — there are so many pressures and pitfalls to navigate. The CTU is determined to build connections that ensure newer teachers and clinicians find success. The We Care program is a union-led, CTU initiative in partnership with CPS. It provides a Virtual Instructional Coach to support new teachers and clinicians with curriculum development, classroom management, pedagogy, IEPs, and other issues specific to their subject, grade, and area of expertise. New educators also get an In-Building Mentor to help them navigate the culture and climate of their school and the wider community. Within the program, new educators also earn Professional Development Units and a \$500 stipend for participating. Members interested in mentoring or in being mentored should visit www.ctulo-cal1.org/WeCare for more information.

Summer Organizing Institute

Each summer, CTU members are invited to take a leading role in the campaign to promote our members' rights and fight for educational justice. The CTU's Summer Organizing Institute provides training in organizing skills, leadership, and union and community education issues. Summer Organizing Interns meet with CTU members, parents, students and community leaders to amplify rank-and-file teacher voice, hear from our communities and strengthen engagement around priority issues for our Union. Interns also organize meetings and public events, mobilize supporters, and develop grassroots leaders. The Union solicits applications for Summer Organizing Interns each spring. PSRPs and clinicians are especially encouraged to apply.

Standing committees: Why they matter, and how you can get involved!

Our standing committees are a critical part of our union democracy, and the place where rank-and-file members directly engage with fellow members and union staff to shape and promulgate union policies, practices and positions on key issues.

We have two types of standing committees: those created by our union constitution and those embedded in our contract with our employer, be it CPS or a charter operator. Constitutional standing committees play a central role in shaping union policy and practices. Contractual standing committees work to push the employer to more humane best practices in our school communities.

Read on for lists of our constitutional standing committees, which are open to every rank-and-file member in good standing, and the contractual standing committees designated in the CTU contract with CPS. Charter members, please check your contract and check with your District Council chair about contractual standing committees for your particular employer. Get involved, influence employer policy, shape the path forward for our Union, and strengthen our hand at the bargaining table.

CTU Constitutional standing committees

- Education Committee
- School Finance & Taxation Committee
- Legislative Committee
- Membership Committee
- Public Relations & Communications Committee
- Professional Problems Committee
- Social Committee
- Rules-Elections Committee
- Pension & Insurance Committee
- Practical Arts & Vocational Education Committee
- Human Rights Committee
- Political Action Committee

Learn more or apply for a committee at ctulocal1.org/committees.



Chicago Teachers' Pension Fund

Incorporated in 1895 as "The Public School Teachers' Pension and Retirement Fund of Chicago," CTPF provides retirement, survivor, and

disability benefits for certain certified teachers and employees of the Chicago Public Schools. Teachers and clinicians in both district-run and charter schools should see a portion of their paycheck paid into the fund, since all qualify for CTPF benefits.

CTPF Member Services
Mon.–Fri. 8:00 a.m.–5:00 p.m.
Phone: 312.641.4464
Email: memberservices@ctpf.org

Access fund
information at

CTPF.org



For Paraprofessional and School Related Personnel (PSRPs), CPS and charter operators pay into the Municipal Employees' Annuity and Benefit Fund of Chicago, created in

1921. This is the common fund for employees of the City of Chicago and the Chicago Board of Education.

CTPF Member Services
Mon.–Fri. 8:00 a.m.–4:30 p.m.
Phone: 312-236-4700
Email: meabf.org/contact-us

Access fund
information at

MEABF.org

CTU Survivor Benefit

If a CTU member dies while membership is still active, survivors are entitled to a modest benefit. To receive this benefit (\$300 for a member in good standing for at least one but less than 2 years; \$600 for members with two to three years service, and \$1,000 for a member in good standing for three+ years), members **must complete the beneficiary section** on their membership card (ctulocal1.org/card).

The form requires the last four digits of the beneficiary's social security number so their identity can be verified. Both pension funds also pay a survivor benefits and will require similar information for beneficiaries.

Key Contact Information

My delegate(s):

My field representative:

My organizer:

You can look up and contact your field rep and organizer at:

www.ctulocal1.org/rebs

Digital Resources

Official Website: **www.ctulocal1.org**

MemberLink Portal: **members.ctulocal1.org**

The MemberLink Portal is your place on the web to get members-only CTU documents and to update your contact information in our records.

Twitter and Instagram: **[@actulocal1](https://twitter.com/actulocal1)**

Facebook Page: **facebook.com/ctulocal1**

Our page for official content, like livestreams and announcements.

FB Members Only Group: **facebook.com/groups/CTUmembersonly**

Apply to join this closed group. Our social media team will verify your membership and grant you access to members-only discussions, from lighthearted memes to serious strategizing.

Solidarity Forever

Ralph Chapin, 1915

Verse 1 Lyrics:

When the union's inspiration through the workers' blood shall run,
There can be no power greater anywhere beneath the sun;
Yet what force on earth is weaker than the feeble strength of one,
But the union makes us strong.

Chorus:

Solidarity forever. Solidarity forever.
Solidarity forever, for the union makes us strong.

ULP Charge
14(b)(1) Charge Against Chicago Teachers Union

Exhibit C

SCHEDULE A-1

REPORT OF CAMPAIGN CONTRIBUTIONS OF \$1000 OR MORE

FILED
2/9/2023 8:53:23 AM
FOR OFFICE USE ONLY
IDENTIFICATION NO.
34464
Audit District: 8

Chicago Teachers Union Local 1 PAC
1901 West Carroll Avenue
Chicago, IL 60612

ITEMIZED RECEIPTS	LOAN AMOUNT	DATE RECEIVED	ENDORSED AMOUNT
Receipt Type: Loan Received			
		Chicago Teachers Union 1901 W. Carroll Ave. Chicago, IL 60612 Ref - ID: 344642/8/2023 2:46:36 PM	
	\$275,000.00	2/7/2023	
Chicago Teachers Union 1901 W. Carroll Ave. Chicago, IL 60612			\$275,000.00

VERIFICATION

I DECLARE THAT THIS REPORT OF CAMPAIGN CONTRIBUTIONS OR THIS SEMI-ANNUAL REPORT OF CAMPAIGN CONTRIBUTIONS AND EXPENDITURES (INCLUDING ACCOMPANYING SCHEDULES AND STATEMENTS) HAS BEEN EXAMINED BY ME AND TO THE BEST OF MY KNOWLEDGE AND BELIEF IS A TRUE, CORRECT AND COMPLETE REPORT AS REQUIRED BY ARTICLE 9 OF THE ELECTION CODE. I UNDERSTAND THAT WILLFULLY FILING A FALSE OR INCOMPLETE REPORT IS A BUSINESS OFFENSE SUBJECT TO A FINE OF UP TO \$5000.

Stacy Davis Gates

2/9/2023 8:53:23AM

SIGNATURE OF TREASURER OR CANDIDATE

DATE

Name and address of person submitting this report if other
than the committee's candidate or treasurer:

ULP Charge
14(b)(1) Charge Against Chicago Teachers Union

Exhibit D

SCHEDULE A-1

REPORT OF CAMPAIGN CONTRIBUTIONS OF \$1000 OR MORE

FILED
2/9/2023 8:49:34 A.M
FOR OFFICE USE ONLY
IDENTIFICATION NO.
444
Audit District: 13

Chicago Teachers Union PAC (Illinois Federation of Teachers)
1901 W. Carroll Avenue
Chicago, IL 60612-2401

ITEMIZED RECEIPTS	LOAN AMOUNT	DATE RECEIVED	ENDORSED AMOUNT
Receipt Type: Loan Received			
		Chicago Teachers Union 1901 W. Carroll Chicago, IL 60612 Ref - ID: 4442/8/2023 2:55:42 PM	
	\$140,000.00	2/8/2023	
Chicago Teachers Union 1901 W. Carroll Chicago, IL 60612			\$140,000.00

VERIFICATION

I DECLARE THAT THIS REPORT OF CAMPAIGN CONTRIBUTIONS OR THIS SEMI-ANNUAL REPORT OF CAMPAIGN CONTRIBUTIONS AND EXPENDITURES (INCLUDING ACCOMPANYING SCHEDULES AND STATEMENTS) HAS BEEN EXAMINED BY ME AND TO THE BEST OF MY KNOWLEDGE AND BELIEF IS A TRUE, CORRECT AND COMPLETE REPORT AS REQUIRED BY ARTICLE 9 OF THE ELECTION CODE. I UNDERSTAND THAT WILLFULLY FILING A FALSE OR INCOMPLETE REPORT IS A BUSINESS OFFENSE SUBJECT TO A FINE OF UP TO \$5000.

Maria T. Moreno

2/9/2023 8:49:34AM

SIGNATURE OF TREASURER OR CANDIDATE

DATE

Name and address of person submitting this report (either
than the committee's candidate or treasurer:

ULP Charge
14(b)(1) Charge Against Chicago Teachers Union

Exhibit E

34464-8

RECEIVED

FEB 23 2023

State Board of Elections
Springfield Office

PHONE 312.836.4120
CELLULAR 847.767.9168
FAX 312.966.8503
email: lsuffredin@aol.com

LAW OFFICES
LAWRENCE J. SUFFREDIN, JR.
111 EAST WACKER DRIVE
SUITE 2600
CHICAGO, ILLINOIS 60601

February 22, 2023

Mr. John Levin

Illinois State Board of Elections

2329 S. Mac Arthur Blvd.

Springfield, Illinois 62704

Re: Chicago Teachers Union PAC (Illinois Federation of Teachers), Committee

444

Chicago Teachers Union Local 1 PAC, Committee 34464

Dear Mr. Levin:

I represent the two PACs listed above. On February 9, 2023, you asked for clarifications concerning A-1s filed for each PAC. The reported amounts should have been reported as an aggregation of small amounts including dues from individuals and not as a total sum from the Chicago Teachers Union. In the future we will make sure the A-1s properly reflect the source of funds.

Thank you for your inquiry. Please let me know if you require any additional information.

Sincerely,



Lawrence J. Suffredin, Jr.