



Max M. Kampelman Papers

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AMERICAN FEDERATION OF TEACHERS AFL CIO

ALBERT SHANKER
President

11 DUPONT CIRCLE, N.W., WASHINGTON, D.C. 20036, PHONE: (202)797-4400

June 1, 1983

RECEIVED
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The Honorable Max M. Kampelman
600 New Hampshire Avenue, N.W.
Washington, D.C. 20037

Dear Ambassador Kampelman:

I am delighted that you have been able to set aside time from your busy calendar to attend the AFT Convention being held in Los Angeles, July 4-8, 1983. As we discussed, we would like to have you address the convention Tuesday morning, July 5 at approximately 10:30 a.m. The convention is the 67th Annual Convention of the American Federation of Teachers. It will be held at the Bonaventure Hotel in Los Angeles.

We are expecting more than 3,000 delegates from all parts of the United States and from our schools in various overseas locations in this major educational event. New policies and goals will be formulated in depth.

One outstanding event of our convention is the Human Rights Award. The Executive Council of the AFT at its meeting last month voted unanimously to nominate you as a recipient of the award this year. It is given to outstanding leaders in the field of Human Rights, education, and international affairs. Some of our past recipients of the award have been Senator Hubert H. Humphrey, Congresswoman Barbara Jordan, Congressman Carl Perkins, Congressman Augustus Hawkins, Bayard Rustin, A. Philip Randolph, Liv Ullman and others.

We would be greatly honored if you would accept the award.

We will, of course, be responsible for your air travel, hotel, and incidental expenses while in Los Angeles.

If there are any further questions, please do not hesitate to be in touch with my office.

Best wishes.

Sincerely,

Albert Shanker
President

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ADDRESS BY
AMBASSADOR MAX M. KAMPELMAN
HEAD, US DELEGATION TO THE MADRID CONFERENCE
ON SECURITY AND COOPERATION IN EUROPE
TO THE ANNUAL CONVENTION OF THE
AMERICAN FEDERATION OF TEACHERS
JULY 6, 1983

Thank you President Shanker, Officers of the American Federation of Teachers, Convention Delegations, Distinguished Guests, Brothers and Sisters.

I do not know whether you still use the term "brothers and sisters" to refer to one another in pursuing your union's business. But when I was a member of the International Ladies Garment Workers Union many years ago as a student going to law school at night and working during the day, that was the way we addressed each other at union meetings. It symbolized for me the essence of the democratic trade union movement and its role in strengthening the values of human brotherhood and solidarity which are basic to our political democracy.

Al, if I can be permitted a personal reminiscence, you may recall Louis Nelson, the general manager and business agent of the Knitgoods Workers Union, who was my boss for a while. He loved to tell the story of a "get well letter" sent by a union president to an employer who was recuperating from major surgery.

The letter quoted a resolution passed the previous evening at the union meeting hall expressing the wishes of the brothers and sisters for the employer's speedy recovery. In the bottom of the letter was the notation: "This resolution passed by a vote of 32 to 30".

With this background, it should not surprise you that when I later began teaching political science at the University of Minnesota, I became quite active in workers' education, teaching in summers and weekends at labor education institutes. It is also not surprising that I should have joined the University of Minnesota local of the American Federation of Teachers; became a union officer; and then represented the AFT at the Minneapolis Central Labor Union, where we engaged in a successful campaign to defeat a massive effort of the American Communist Party to take over our country's free trade union movement. The Communist Party has never been able to recover from that defeat administered by the American Free Labor movement.

It should also not surprise you that I ended up marrying a beautiful girl whose beauty was enhanced by her earlier career as a trade union organizer and educational director. Maggie is with me today.

You can see, therefore, why I am proud to receive your human rights award. I shall cherish it and its symbolism.

In connection with that symbolism, I earlier referred to the word "solidarity" as a central theme of democracy. It was thus tremendously inspiring to all of us when His Holiness, Pope John Paul II, constantly referred to "solidarity" during his recent visit to Poland. The award you are giving me this morning is, I know, not so much a personal tribute as it is a generous recognition of what the American delegation has come to represent in Madrid where the Helsinki Final Act of 1975 is under review. Poland and Solidarity have been high on the agenda of our meeting, just as they have been high on the agenda of your union.

We have been conscious of the fact that among the first demands of the Solidarity movement in August 1980 was for the Helsinki Final Act to be republished in the Polish press so that the Polish people could be reminded of their human rights under that international agreement. The importance of the Helsinki accords to the aspirations and morale of the people of Poland has never been lost on us. That is why we have insisted that if we are to end Madrid with a substantive agreement -- and it looks as if we may -- that agreement will have to include a specific provision providing for the rights of workers freely to organize their trade unions.

Last December, Polish military authorities, in an effort to minimize the intensive criticism directed against them, suspended martial law, reduced a number of severe prison sentences and released from internment Lech Walesa and others

arrested with him. We welcomed those releases, but we immediately pointed out that the suspension of martial law was not the elimination of martial law, particularly since the martial law decrees were incorporated into repressive legislation which made Solidarity illegal, restricted union activities, sharply curtailed the printing, distribution and possession of leaflets, and limited speech and assembly. It is reliably reported that today more than 5,000 Polish citizens still remain in jail.

We have also seen the desperate and ludicrous efforts by Polish military authorities to make Lech Walesa a "non-person", to ignore his role as the leader of 10 million Poles who identify themselves with Solidarity.

Mr. Walesa was recently honored in absentia by Harvard University. Reminding us that, with the birth of Solidarity, "millions of people again became citizens", Mr. Walesa's message asserted that a process had begun which cannot be halted. People with a changed awareness, he said, "are everywhere in every factory, steel mill, mine and shipyard, everywhere -- even in the prosecutors' offices, courts, the police and security service".

The American people share Mr. Walesa's faith in the "system of shared fundamental values" which firmly unites the peoples of Poland and the United States. The source of these shared values, he asserts, "is not hard to find -- it is contained in every copy of the Bible".

Closing with a plea to the leaders and peoples of the world for peace, Mr. Walesa clearly enunciated the relationship between peace in the world and repudiation of violence at home. We agree. It is this dedication to peace, this respect for human values, this rejection of violence against other states and against ones own people that was the unique affirmation of the Helsinki Final Act in 1975.

The American Government and the American people are committed to the pursuit of lasting peace and liberty. That principle is the essence of the Helsinki Final Act, whose 40,000 words took two years of work by 33 European states plus the United States and Canada to produce. The bargain which resulted in that important document struck a balance by making it clear that peace was more than the absence of war, important as that concept may be. Peace is a total package, it said, which includes issues of military security, but which also includes respect for human rights and fundamental freedoms, including "the freedom of thought, conscience, religion and belief".

Among the provisions agreed upon in Helsinki was that everyone has "the right to know and act upon his rights", rights drawn from the "inherent dignity of the human person". People behind the iron curtain read that provision, many with hope, some more realistically with skepticism. They noted that Leonid Brezhnev, in signing the Act along with President Gerald Ford, promised that his country

"will implement the undertakings" of the accord. With that encouragement, a few courageous men and women created Helsinki monitoring groups.

Among the original founding members of the Moscow Helsinki monitors was Uri Orlov, a physics professor and member of the Armenian Academy of Sciences, who was shortly thereafter arrested for that act and is now serving a term of 7 years in a strict labor camp, where he is frequently beaten, to be followed by 5 years in exile; Elena Bonner, a pediatrician and wife of the Nobel Prize winner Andrei Sakharov, now in exile; Anatoli Shcharansky, a mathematician and computer specialist now serving a 13 year sentence.

Similar groups were founded in the Ukraine, Lithuania, Georgia and Armenia; also in other Eastern European countries.

When our Madrid meeting opened in November 1980, under a provision of the 1975 agreement which provided for follow-up meetings, the USSR had arrested and imprisoned or exiled 45 of the original 71 Moscow monitor organizers. There are today 50 in jail. In response to my severe criticisms of these brutal Helsinki violations, my Soviet counterpart called these heroic victims "criminals" and "scum".

This is the appropriate occasion for me to note to this Convention that among the Americans present in Madrid when our meeting opened in 1980 was Albert Shanker, your international

president. He had been chosen to be one of the important public members communicating the overwhelming view of the American society, all segments of our society, that violations of human rights and defiance of agreements entered into by the Soviet Union stood as real obstacles to the peace and understanding we all seek. We declared then that we would use Madrid to describe these transgressions in great detail so that history could never record that the world did not know about the cruelties and inhumanities that were an integral part of the Soviet system. I use this occasion today to express personal appreciation to Al Shanker for his presence in Madrid and for his leadership not only in our country but all over the world on behalf of human dignity.

With this obvious pattern of blatant violations, the questions might well be asked: Why did we go to Madrid? Why do we remain there? What is the sense in talking about a document whose provisions are being openly defied by the Soviet Union?

My answer to these questions that I ask myself is that East-West problems and tensions are serious, basic, and deeply imbedded in our respective values and national interest. We cannot expect short-run solutions to them. We must be patient and persistent.

The totalitarian system which the USSR is systematically attempting to install and control in different parts of the

world, including our own, is anathema and threatening to us and our values. To the Soviet authorities, political democracy, defended and represented by the strength and stability of our society, is a threat to their power and a direct challenge to Leninist-Marxism, which is their ideological and historic reason for being.

Leninist teaching that "just wars" are inevitable requirements to resolve the "irreconcilability" of our two systems is a historic anachronism in this age of potential nuclear devastation. Yet, it explains why Moscow trains and finances terrorist and guerrilla groups and stimulates violence under the guise of "wars of national liberation".

Those of us who understand the urgency of peace, so long as it is accompanied by liberty rather than the peace of the dead or the living dead, must do everything in our power steadfastly to pursue that peace until the culture and ideology of war and violence are universally rejected. More than unilateral declarations of noble intentions by us are called for.

In Madrid, we talk and we face reality. I have had more than 300 hours of private talks with my Soviet colleagues, in addition to time spent at hundreds of formal sessions. It is important that we try to understand each other. It is worth the time it takes to do so.

In Madrid, furthermore, we have arranged for the most thorough review of the Soviet Union and its transgressions that has taken place in any international forum. A united Western group of nations, speaking in many languages but in one voice, has documented the Soviet record of slave labor camps; the use of psychiatric hospitals for political punishment; anti-Semitism; armed aggression in Afghanistan and Poland; religious persecution of Evangelical Christians, Baptists, Seventh Day Adventists, Pentecostals, Catholics; suppression of scientific freedom; the decimation of cultural and nationality heritages; the defiance of agreements against the use of chemical and biological weapons.

Our uniform message to the Soviet authorities has been: "Comply with the agreement you signed in 1975 if you wish to be accepted as a responsible member of the international community. How can you expect us to enter into new agreements with you when you violate the existing promises that you made?"

When Moscow is ready to seek Western accommodation, it will know what is required. We, therefore, attend, talk, meet, debate, negotiate, argue, dine, condemn, talk some more. New agreements are being fashioned and put on paper. The words go far in meeting our needs. We now await the deeds. There are some. There must be more.

The United States has learned in Madrid that superpower status does not necessarily confer super-wisdom. We have national interests and we must define and advance them. We have views and it is our right to assert them. But other countries also have their national interests which must be respected if we are to achieve understanding. We have much to gain from listening; and we have been listening in Madrid.

We have listened and that is why we are wholeheartedly negotiating arms control issues in Geneva and Vienna. And that is why the United States is supporting in Madrid the convening of a security conference to deal with the threat of surprise military attack.

Madrid is a vehicle to help resolve East-West tensions if the Soviet Union will come to learn that we seek peace; that we have no wish to threaten their national security; and that we cannot condone and will not ignore their aggressions until they withdraw from them. Just as their deeds have undermined our confidence in their intentions, so must their deeds, and not just their words, begin to restore that confidence.

The Helsinki Final Act is a wise standard for peace. The process it created is strong and has been strengthened by Madrid. We are committed to continue that process and to seek observance of its standards. That also requires us, by our words and our works, by faith and deeds, to rededicate ourselves to human

dignity as a way of our life. That is what you are doing in your every-day work as teachers. We must work in our own country to strengthen our society so that our economy, our social structure, and our polity are all governed by the principle of human dignity. That is why it is fitting that you who play such a vital role as professional teachers to make democracy possible by preparing the young to function in a democratic society and who also participate in the struggle of the labor movement for human decency identify yourselves, through your award, with the broader, international movement toward that goal of human dignity.

Brothers and sisters, it is a privilege to be with you today as we together reaffirm our commitment to human rights. The stakes are high. Our aim is peace and liberty. It is worth our time, our energy, and our talents.

Thank you.



67th ANNUAL
CONVENTION OF THE
AMERICAN FEDERATION
OF TEACHERS, AFL-CIO
IN LOS ANGELES
CALIFORNIA
JULY 4-8, 1983

Los Angeles

PROGRAM

Executive Council 1982-84

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This program was prepared by the Conventions, Meetings and Membership Travel Department:
Sally Muravchik, Director; **Karen Vines**, Assistant Director; **Kathy Dillon**, Secretary

Paula O'Connor, Editorial Assistance; **Charlie Glendinning**, Graphic Art & Design; **Suzanne Belland**, Typesetting & Layout

General Information

Things to Know

ALL GENERAL SESSIONS and convention committee meetings at the 67th annual convention will be held in the Bonaventure Hotel. Convention mini schools will be held in both the Bonaventure and the Biltmore Hotels.

IDENTIFICATION—Be sure to wear your badge for all convention activities. Visitors may obtain badges at Visitors' Registration in the exhibit hall on the exhibit level of the Bonaventure.

NOMINATIONS AND ELECTION PROCEDURES—All nominations for AFL-CIO delegates will be by petition signed by at least 50 delegates and presented to the Secretary-Treasurer no later than 8:00 A.M. on Wednesday July 6. Declination of nominations must be made prior to 8:30 A.M. also on Wednesday, July 6. Candidates will then be introduced to the Convention between 8:00 A.M. and 10:00 A.M. on the same day.

AFT MEAL EVENTS—There will be two official meal events in the Bonaventure Hotel sponsored by the AFT. Tickets for each may be purchased in the registration area on the exhibit level.

- **HIGHER EDUCATION Breakfast, \$10.00**
Tuesday, July 5, 8:00 A.M.
Avalon Room, Level 3
- **HUMAN RIGHTS Luncheon, \$15.00**
Tuesday, July 5, 12:30 P.M.
Catalina Ballroom, Level 3

A TELEPHONE MESSAGE BOARD will be located outside the California ballroom. Phone calls and messages for delegates will be posted on the message board.

AFT Headquarters

AFT HEADQUARTERS are located in rooms in the Bonaventure Hotel. Offices will be open daily from 8:00 A.M. to 5:00 P.M. unless otherwise posted.

- **AFT Convention Office** is located on the lobby level in the Palos Verdes Room.

Telephones: 622-0571, 0573 and 0574.

- **Emergency Assistance (Non-medical)**—If you need non-medical emergency assistance after hours, and are telephoning from inside the Bonaventure Hotel, dial 0 and ask to page Sally Muravchik or Bob Ripperger. If you are outside the hotel, dial 624-1000.

- **Department of Organization** is located on the 32nd floor in the Bunker Hill Suite, #3220. If telephoning from inside the hotel, dial 7-3220. If calling from outside the hotel, dial 624-1000 and ask for room 3220, or call 622-1587.

- **Federation of Nurses & Health Professionals** is located on the lobby level in the La Cienega Room. For telephone contact, ask the hotel operator to ring the room. Office hours will be:

Sunday — 1:00- 5:00 p.m.

Monday — 8:00- 9:30 a.m.

Tuesday — 8:00- 9:30 a.m.

Wednesday — 8:00-10:00 a.m.

Thursday — 8:00- 9:30 a.m.

- **International Affairs Office** is located on the 32nd floor in the Bunker Hill Suite, #3260. If telephoning from inside the hotel, dial 7-3260. If calling from outside the hotel, dial 624-1000 and ask for room 3260.

AFT PRESS ROOM AND PRESS REGISTRATION are located on the lobby level in the San Fernando Room. Full press facilities are available.
Telephones: 622-2601, 2602, 2603.

Registration Schedule

BONAVENTURE HOTEL
Exhibit Hall, Exhibit Level

NOTE: In order to vote Wednesday, July 6, delegates must be seated no later than 5:00 p.m., Tuesday, July 5, 1983.

Sunday, July 3

1:00 p.m.-5:00 p.m.
6:30 p.m.-9:00 p.m.

Monday, July 4

8:30 a.m.-11:00 a.m.
1:00 p.m.-4:00 p.m.
6:00 p.m.-8:00 p.m.

Tuesday, July 5

8:30 a.m.-11:00 a.m.
2:30 p.m.-5:00 p.m.

Wednesday, July 6

8:30 a.m.-10:00 a.m.

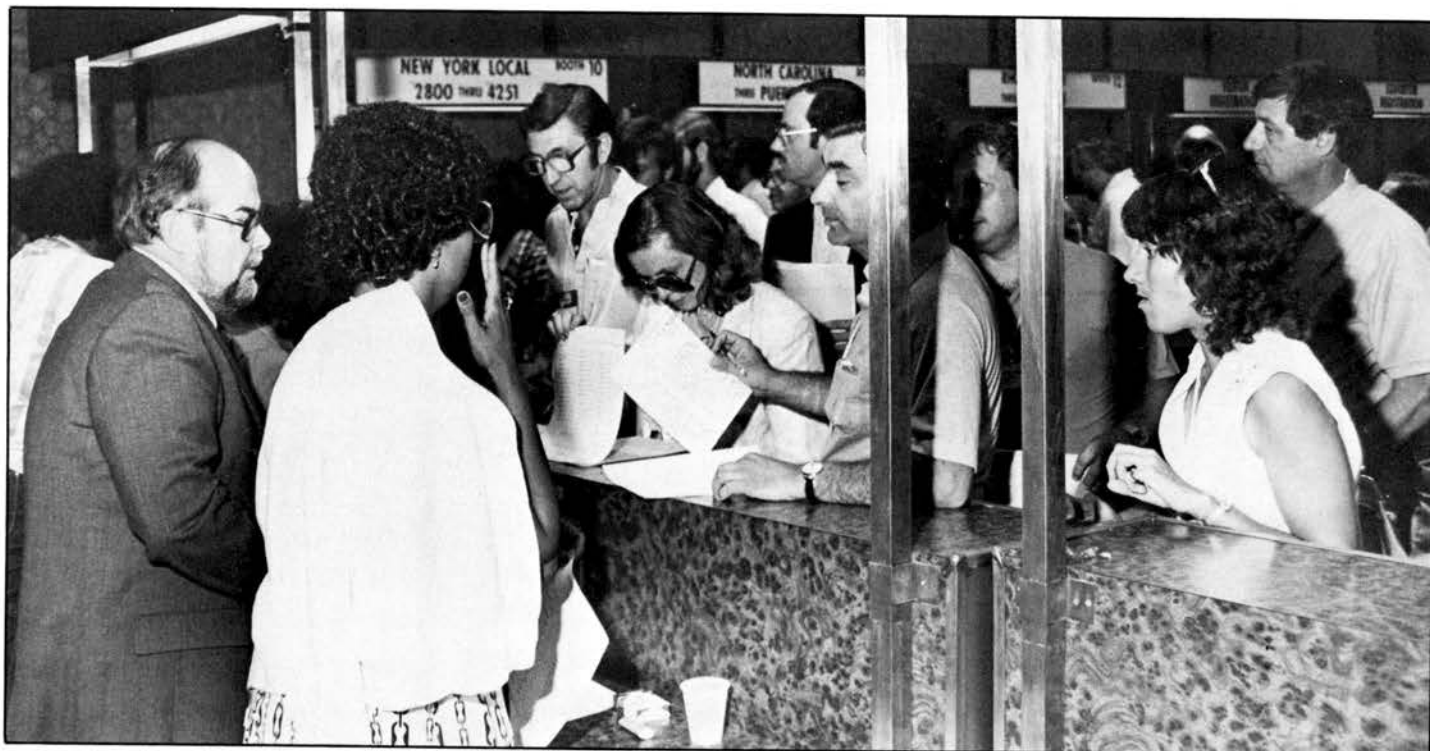
Exhibits

Visiting the exhibits area is one of the convention experiences you will enjoy. The show will feature innovative and educationally-sound learning materials and equipment. We urge you to tour the exhibits Sunday through Tuesday, ask questions, see demonstrations and pick up literature. In the exhibits area, you will also be able to arrange sightseeing tours during your convention stay and find out places to go and the many sights to see in Southern California.

All exhibits are located in the foyer of the California Ballroom. They will close at 12:30 p.m. on Tuesday. Don't miss this opportunity to keep abreast of the advances and developments in the continuously growing and changing field of education. Exhibit days and hours appear below.

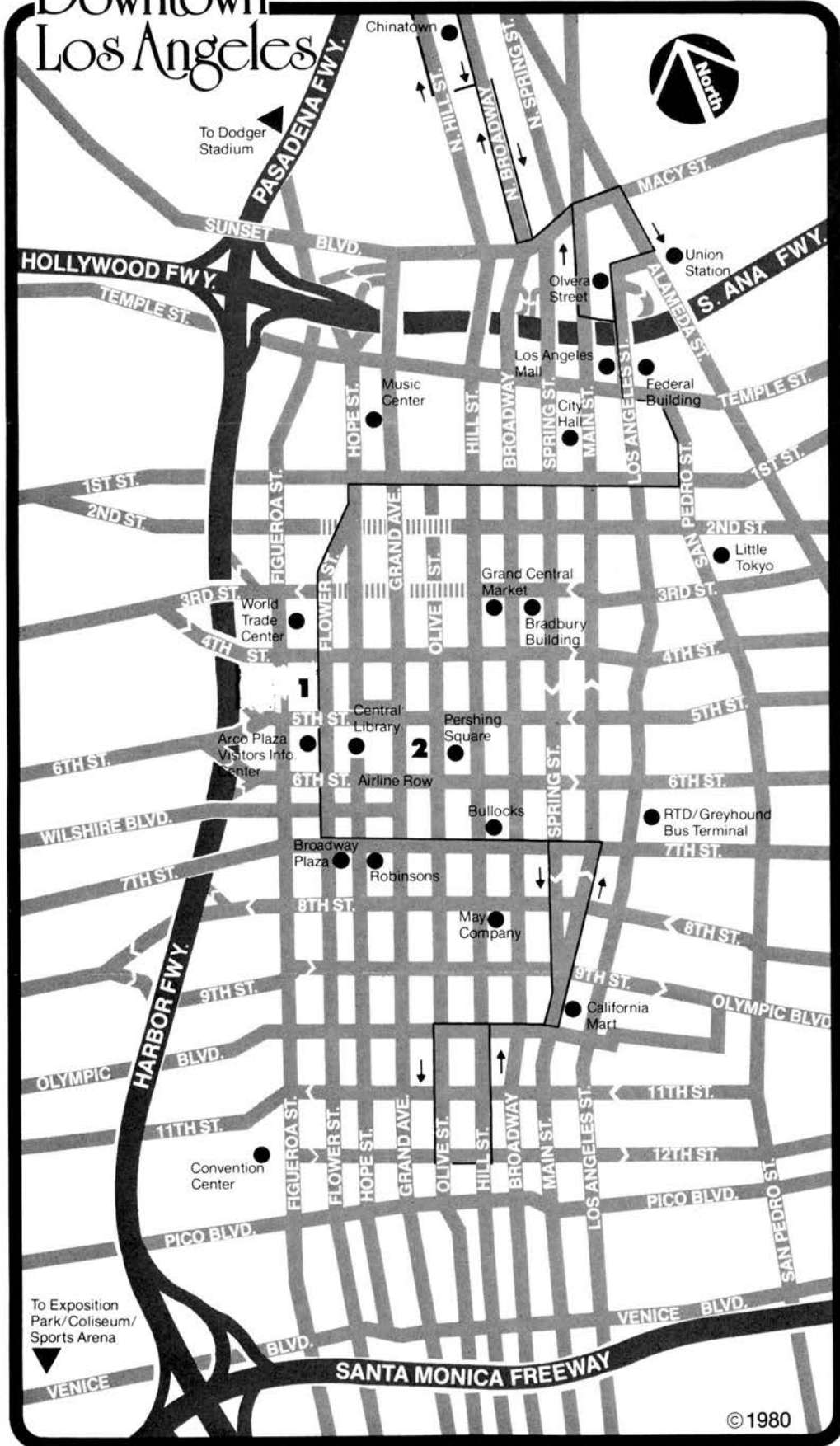
EXHIBIT HOURS

Sunday, July 3	5:00 p.m.- 9:30 p.m.
Monday, July 4	9:00 a.m.- 5:30 p.m.
Tuesday, July 5	9:00 a.m.-12:30 p.m.



Finding Your Way

Downtown Los Angeles



KEY

1. **Bonaventure**
Fifth & Figueroa
Los Angeles, CA 90071
624-1000
2. **Biltmore**
515 South Olive Street
Los Angeles, CA 90013
624-1011



Greater Los Angeles Visitors and Convention Bureau

For more information about Los Angeles and Southern California, contact the Greater Los Angeles Visitors and Convention Bureau, 505 S. Flower St., Los Angeles, CA 90071.

Two Visitors Information Centers provide free travel counseling and brochures: ARCO Plaza, Level B, 505 S. Flower St., downtown Los Angeles; and The Broadway Hollywood Bldg., Hollywood Blvd. at Vine, Hollywood. Both are open Monday through Saturday, phone (213) 628-3101, 466-1389.

For a 24-hour "Welcome to Los Angeles" recording of special current events, dial (213) 628-5857.

RTD Mini-Bus Line 202

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The 1983 Convention at a Glance

The Business

Saturday, July 2

- 9:00 a.m.-4:00 p.m. UNION TEACHER PRESS ASSOCIATION
CONFERENCE (UTPA)
- 10:00 a.m. EXECUTIVE COUNCIL

Sunday, July 3

- 9:30 a.m.-4:00 p.m. UTPA CONFERENCE
- 1:00 p.m. REGISTRATION
- 1:00-5:30 p.m. WORKSHOP FOR PRESIDENTS AND STAFF
OF STATE FEDERATIONS
- 3:00-4:00 p.m. ORIENTATION FOR NEW DELEGATES
- 4:30 p.m. SERGEANTS-AT-ARMS MEETING
- 5:30-9:30 p.m. EXHIBIT HOURS
- 7:30-9:30 p.m. RECEPTION FOR DELEGATES AND
VISITORS

Monday, July 4

- 9:00 a.m.-5:00 p.m. EXHIBIT HOURS
- 9:30 a.m. OPENING SESSION
- Keynote Address
President Albert Shanker
 - Q & A with President Shanker and a panel
of national reporters
 - Q & A with President Shanker and
delegates
- 2:00 p.m. CONVENTION COMMITTEE MEETINGS

Tuesday, July 5

- 8:00 a.m. HIGHER EDUCATION BREAKFAST
- 9:00 a.m.-12:00 p.m. EXHIBIT HOURS
- 9:30 a.m. GENERAL SESSION
- Credentials Committee Report
 - Constitutional Amendments
 - Human Rights Award
Recipient:
Ambassador Max M. Kampelman
Chairman, U.S. Delegation to
Conference on Helsinki Accords

12:30 p.m.

HUMAN RIGHTS AWARDS LUNCHEON

- Recipient:
Esther Rolle, actress & star of the
television show "Good Times"

2:30-4:00 p.m.
and
4:15-5:45 p.m.

CONVENTION MINI-SCHOOLS

Wednesday, July 6

- 8:30-10:00 a.m.
- Procedures for Nomination and Election
 - Introduction of Candidates for AFL-CIO
Delegates
- 10:00 a.m. GENERAL SESSION
- Credentials Committee Report
 - Convention Committee Reports on
Resolutions
- 10:30 a.m.
- Address
Lamar Alexander
Governor of Tennessee
Architect of Tennessee Master Teacher
Plan
- 2:00-4:15 p.m. CONVENTION MINI-SCHOOLS
- 4:30-7:30 p.m. ELECTION

Thursday, July 7

- 9:30 a.m. GENERAL SESSION
- Address
William Honig
Superintendent of Public Instruction,
California
 - Convention Committee Reports on
Resolutions
 - Address
Jay Sommer
Member, National Commission on
Excellence in Education
National Teacher of the Year, 1981-82
AFT member - New Rochelle, NY
- 2:00 p.m.
- Continuation of Convention Committee
Reports

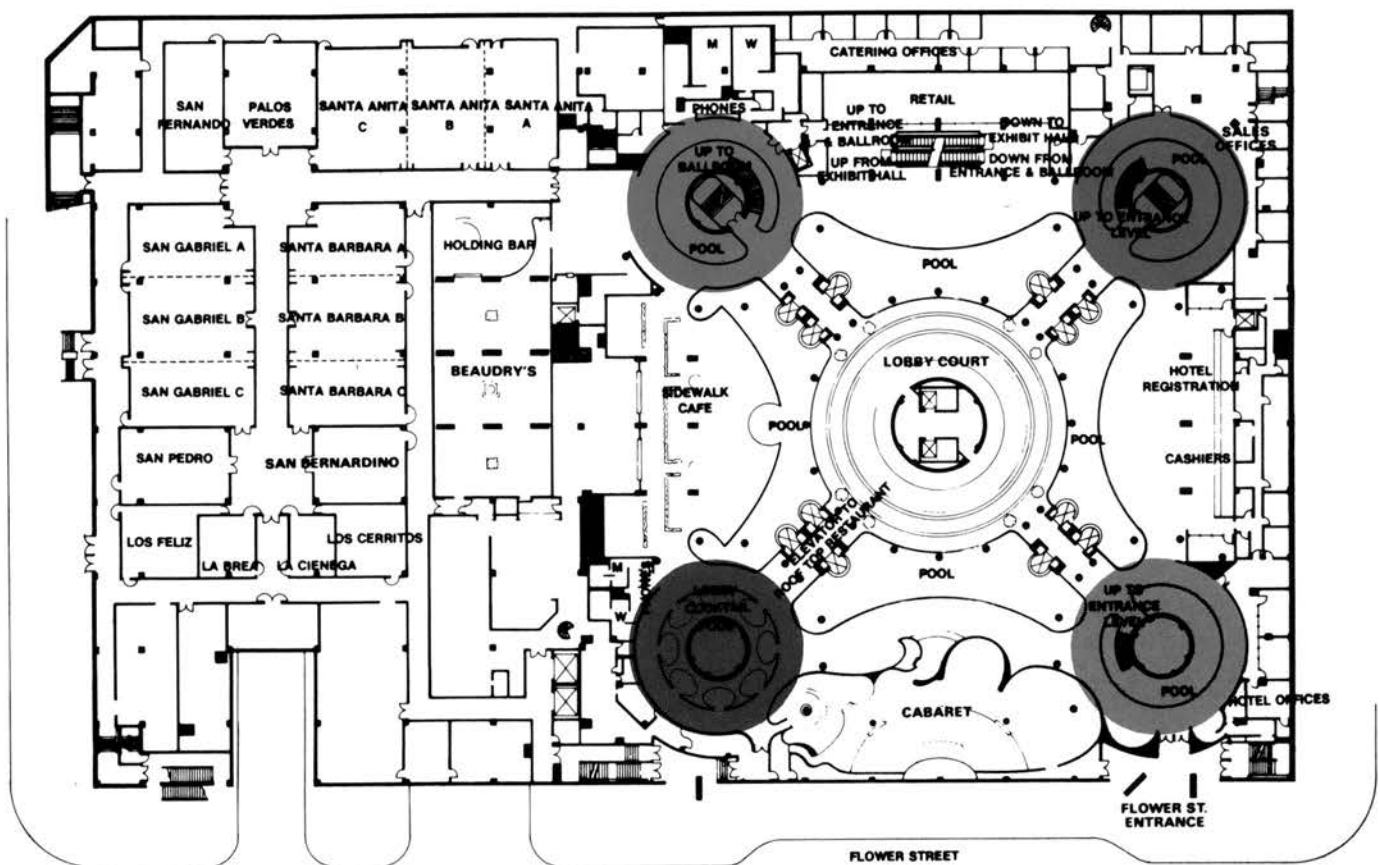
Friday, July 8

- 9:00 a.m. GENERAL SESSION
- Continuation of Convention Committee
Reports

Tips for Navigating the Bonaventure

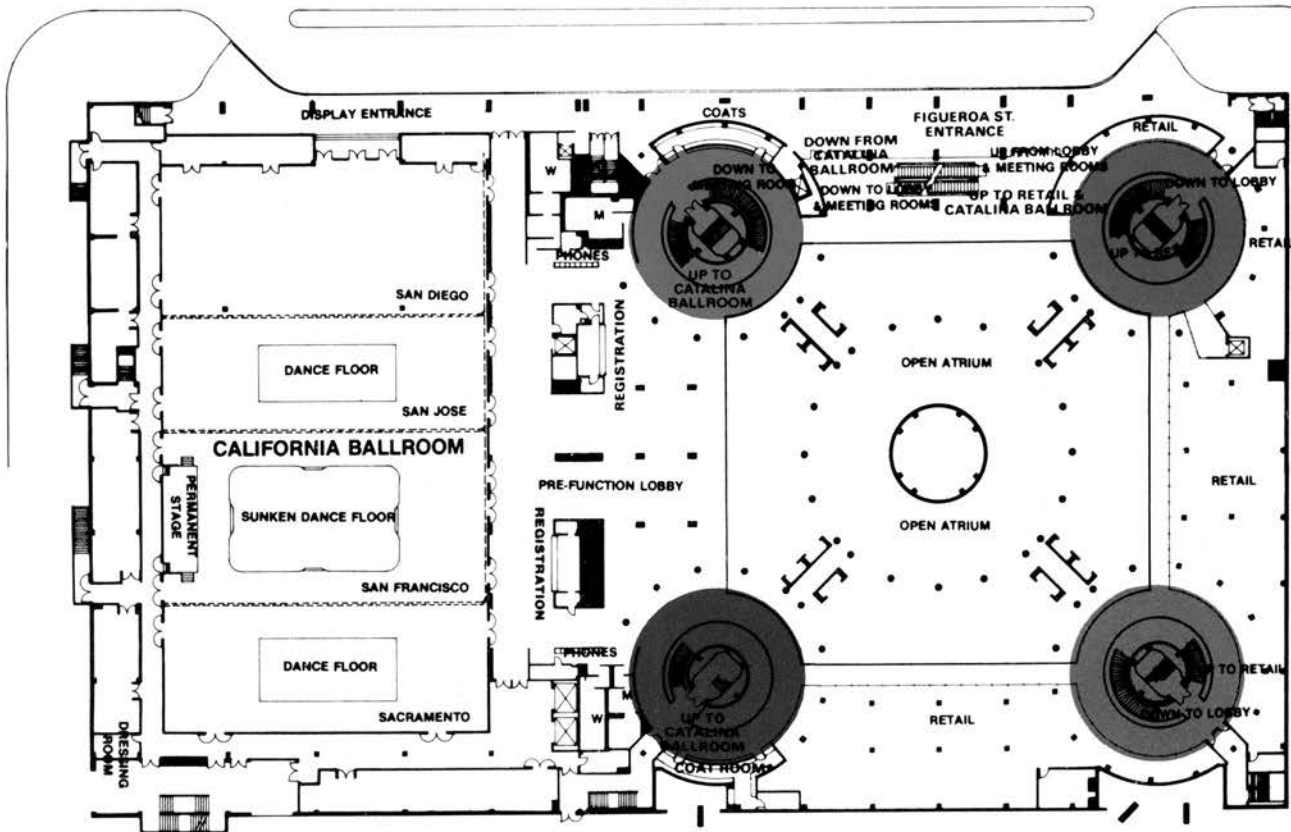
1. A good reference point to locate any meeting room is the yellow tower elevators. All meeting rooms are situated near them.
2. Elevators do not stop on level 2 (ballroom level). Access to the ballroom level is from the lobby level or level 3. Access to level 2 is by staircase or escalator. The escalators are located between the yellow and green elevators on the Figueroa Street side.
3. The exhibit level is one floor below the lobby level and can only be reached by escalator.
4. All towers interconnect on guest room levels which begin at the tenth floor. Even if your room is located in the yellow tower, for example, you can take the blue, green or red elevators to get there.
5. The handicapped elevator is located to the left of the hotel registration desk on the lobby level.
6. Escalators service the parking level through level six. Elevators service the lobby, level 3, level 5 and all guest room floors.
7. The swimming pool is located on the Plaza Pool Deck, level 4. The elevator does not stop on level 4. Access to the pool is from either level 3 or 5 by staircase or escalator.

LOBBY LEVEL

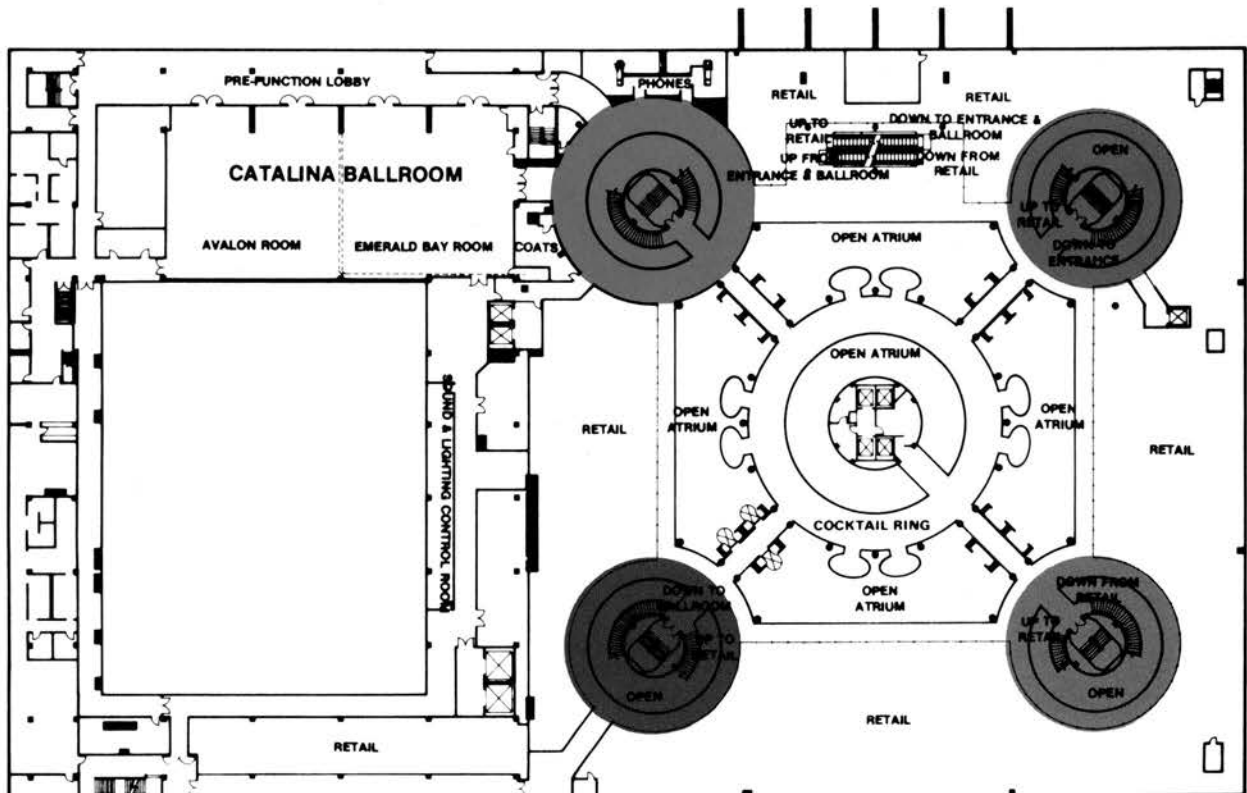


CALIFORNIA BALLROOM — LEVEL 2

FIGUEROA STREET



CATALINA BALLROOM — LEVEL 3



Sunday, July 3

Pre-Convention Schedule

CREDENTIALS AND ELECTIONS COMMITTEE
9:00 a.m. Exhibit Hall, Exhibit Level

Chair: BRUCE SMITH, Local 2778
Lancaster Central Teachers Association

LESS IS MORE: The Limits of Collective Bargaining Legislation and the Politics of the Issue

1:00-5:30 p.m. Santa Barbara A, Lobby Level

Presenters: PHIL KUGLER, Assistant to the AFT
President for Organization

GREG HUMPHREY, AFT Director of
Legislation

RON MAREC, President, Ohio Federation
of Teachers

This is a special workshop session designed for state federation presidents and staff from states which do not have collective bargaining legislation or where new legislation is being introduced. Several workshops have been arranged at past AFT conventions on this topic but this year, the format will be a focus on discussion of specific bills and their provisions and the politics of public sector collective bargaining legislation in terms of the NEA, state AFL-CIO and other unions, and other interested parties.

The aim is to develop a degree of expertise in analyzing proposed legislation. Workshop participants will have an opportunity to evaluate sections of proposed legislation as to the impact on an AFT local union's ability to organize and effectively represent the members of the bargaining unit. Evaluations of the program will be solicited as the intention will be to encourage the presentation of the program for meetings of AFT local leadership at the state level.

ORIENTATION FOR NEW DELEGATES

3:00-4:00 p.m. San Gabriel B, Lobby Level

Chair: ROBERT PORTER, Secretary-Treasurer, AFT
For the delegate attending an AFT convention for the first time, this workshop gives an overview of the purpose, major issues, and day-to-day functioning of the convention.

SERGEANTS-AT-ARMS ORIENTATION

4:30-5:30 p.m. California Ballroom, Level 2

Chair: THOMAS SACOMANO, Local 1
Chicago Federation of Teachers

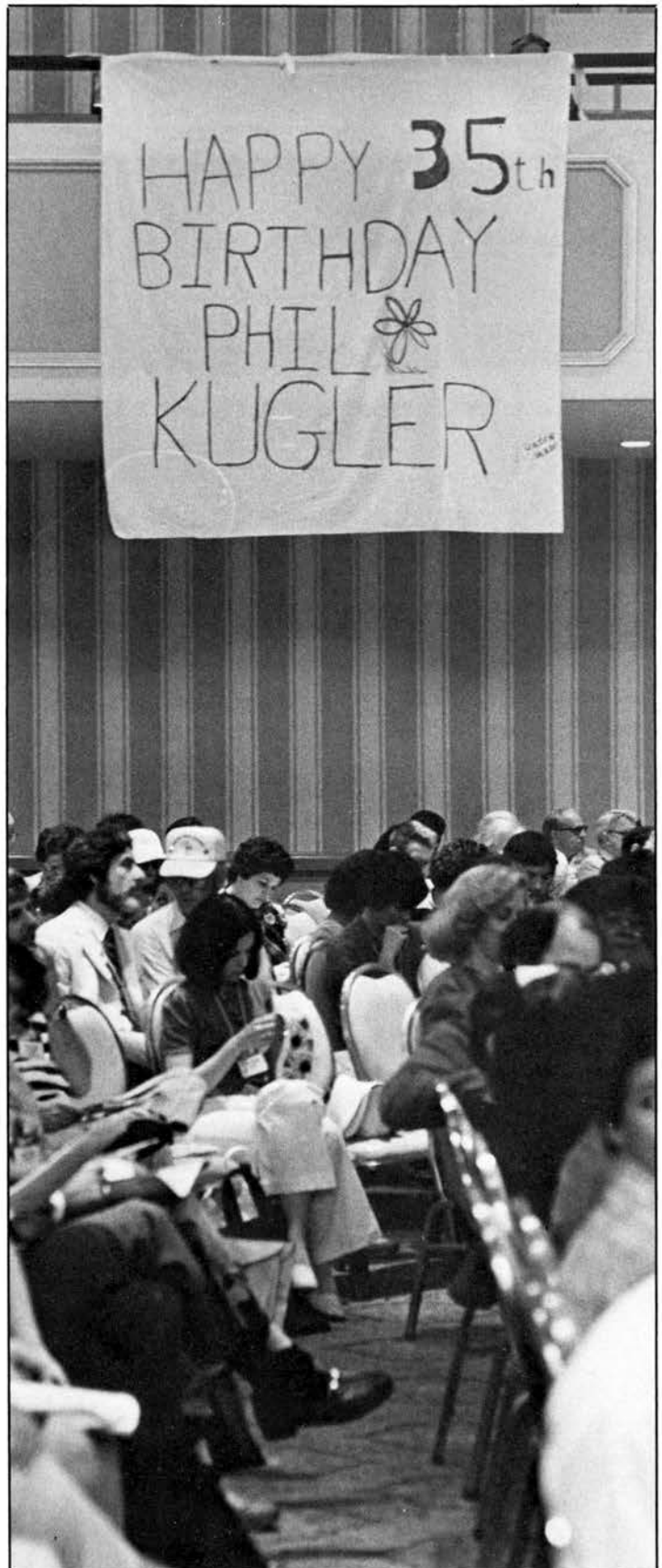
EXHIBIT HOURS

5:30-9:30 p.m. California Ballroom Foyer, Level 2

VISITORS' AND DELEGATES' RECEPTION

7:30-9:30 p.m. Sacramento, Level 2

Music: DICK SMITH, Member United Teachers of
Los Angeles, Local 1021, and American
Federation of Musicians, AFL-CIO



Monday, July 4

Convention Schedule

Opening Session

9:30 a.m. **California Ballroom**

Convention Chair Presiding:

JUDY SOLKOVITS, AFT Vice President
President, United Teachers of Los Angeles

Invocation:

Rabbi ALBERT LEWIS
Temple Isaiah, Los Angeles, CA

Salute to the Flag

Greetings:

TOM BRADLEY, Mayor
City of Los Angeles

WILLIAM R. ROBERTS, Executive Secretary-
Treasurer, Los Angeles County Federation of
Labor, AFL-CIO

RAOUL TEILHET, President
California Federation of Teachers

KEYNOTE ADDRESS

ALBERT SHANKER, AFT President

Q & A With President Shanker and a Panel of National Reporters

CATHERINE HANCOCK, *Nashville Tennessean*

LEE MITGANG, *Associated Press*

DAVID SAVAGE, *Los Angeles Times*

Q & A With President Shanker and Delegates

CONVENTION COMMITTEE MEETINGS

2:00-5:00 p.m. (See next page)



Monday, July 4

Convention Committee Meetings

All committees will meet in rooms on the Lobby Level of the Bonaventure Hotel unless specified otherwise.

CONSTITUTIONAL AMENDMENTS

Los Feliz

Chair: CIRO MATARAZZO, Local 2540
Carle Place Teachers Association

COLLECTIVE BARGAINING ISSUES

Sacramento, Level 2

Chair: GLENDIS HAMBRICK, Local 1
Chicago Teachers Union

ECONOMIC ISSUES

San Gabriel A

Chair: IRENE DANDRIDGE, Local 340
Baltimore Teachers Union

EDUCATIONAL ISSUES I

Santa Barbara B

Chair: PATRICIA SWEET, Local 2877
North Rockland Teachers Association

EDUCATIONAL ISSUES II

Santa Anita B

Chair: RICHARD MANS
Minnesota Federation of Teachers

HEALTH CARE

Los Cerritos

Chair: ANN GOLDMAN, Local 2
United Federation of Teachers

HIGHER EDUCATION

San Bernardino

Chair: NORMAN SWENSON, Local 1600
Cook County College Federation of Teachers

HUMAN RIGHTS & COMMUNITY RELATIONS I

San Pedro

Chair: SOPHIE McGLOIN, Local 231
Detroit Federation of Teachers

HUMAN RIGHTS & COMMUNITY RELATIONS II

San Gabriel C

Chair: JUDITH PARKAS, Local 3457
United College Employees, Fashion Institute of Technology

INTERNATIONAL RELATIONS

San Diego, Level 2

Chair: JEANNETTE DI LORENZO, Local 2
United Federation of Teachers

LEGISLATION I

Santa Anita C

Chair: MARGARET BLACKSHERE, Local 763
Madison Federation of Teachers

LEGISLATION II

San Gabriel B

Chair: CHERYL EPLING, Local 527
United Teachers of New Orleans

LEGISLATION III

Emerald Bay, Level 3

Chair: GARY TERWILLIGER, Local 2794
Lockport Education Association

RESOLUTIONS I

Santa Barbara A

Chair: MARCIA REBACK, Local 958
Providence Teachers Union

RESOLUTIONS II

Santa Barbara C

Chair: RICHARD LEE, Local 2701
Half Hollow Hills Teachers Association

SCHOOL FINANCE

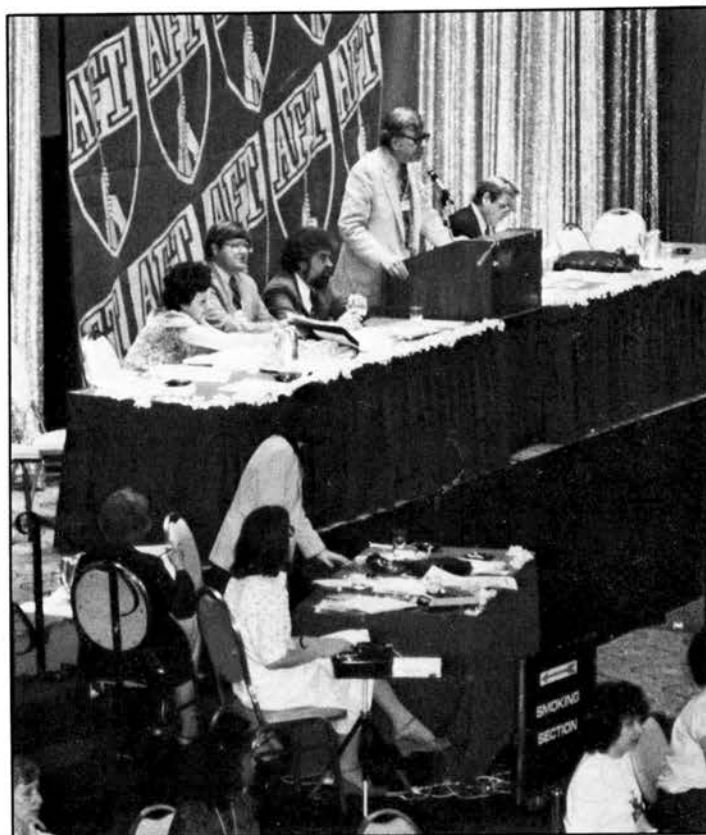
Santa Anita A

Chair: GLENN ALTSCHULD, Local 795
Cleveland Heights Teachers Union

WOMEN'S RIGHTS

San Jose, Level 2

Chair: PATRICIA STRYKER, Local 2
United Federation of Teachers



Tuesday, July 5

HIGHER EDUCATION BREAKFAST

8:00 a.m.

Avalon, Level 3

Speaker: ALBERT SHANKER

General Session

9:30 a.m.

Credentials Committee Report

Constitutional Amendments Committee Report

Human Rights Award

Recipient:

Ambassador MAX M. KAMPELMAN, Chair
U.S. Delegation to Conference on Helsinki
Accords

HUMAN RIGHTS AWARDS LUNCHEON

12:30 p.m.

Catalina Ballroom, Level 3

Invocation:

Reverend JAMES LAWSON, Holman United
Methodist Church, Los Angeles, California

Recipient:

ESTHER ROLLE, Actress and film star

CONVENTION MINI SCHOOLS

2:30-5:45 p.m.

Workshop time periods: 2:30-4:00 p.m.

4:15-5:45 p.m.

(A description of each workshop begins on page 16.)

Wednesday, July 6

General Session

8:30-10:00 a.m.

**Procedures for Nomination for AFL-CIO Delegates
and Speeches by Candidates**

Nominating petitions for positions for AFT
delegates will be given to the Secretary-Treasurer
by 8:00 a.m. Wednesday, July 6th. Declination of
nominations must be made prior to 8:30 a.m.

10:00 a.m.

Credentials Committee Report

Constitutional Amendments

Convention Committee Reports on Resolutions

10:30 a.m.

Address:

LAMAR ALEXANDER, Governor of Tennessee

2:00-4:15 p.m.

Santa Anita A, Lobby Level

Reunion of UFT Retired Teachers

CONVENTION MINI SCHOOLS

2:00-4:15 p.m.

Workshop time periods: 2:00-4:15 p.m.

(A description of each workshop begins on page 16.)

Election

4:30-7:30 p.m.

Exhibit Hall, Exhibit Level



Thursday, July 7

General Session

9:30 a.m.

Credentials Committee Report

Address:

WILLIAM HONIG, Superintendent of Public Instruction, California

Convention Committee Reports on Resolutions

Address:

JAY SOMMER, Member, National Committee of Excellence in Education
National Teacher of the Year, 1981-82
AFT Member, New Rochelle, New York

2:00 p.m.

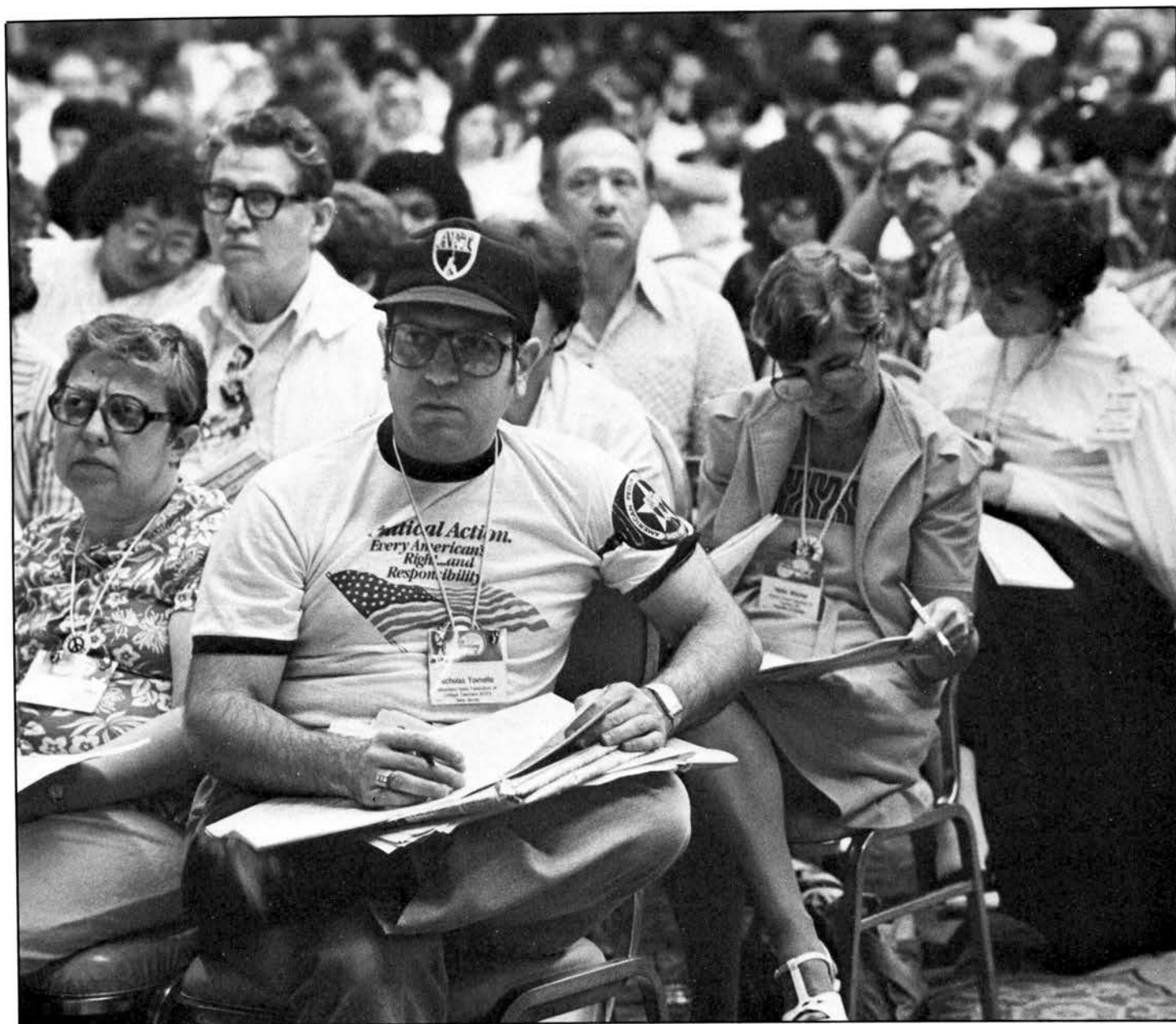
Continuation of Committee Reports

Friday, July 8

General Session

9:30 a.m.

Continuation of Committee Reports on Resolutions Until Completion of Convention Business



Convention Mini Schools



For over a decade, the AFT convention has been the site of workshops that focus on issues affecting the quality of our professions. These workshops feature topics designed to strengthen our union. Last year's format of grouping workshops into mini schools around specific themes proved to be extraordinarily successful. That formula is repeated this year.

Each mini school will offer its own distinct program. Delegates may attend all sessions of a particular mini school or they may participate in different workshops from different mini schools.

Convention Mini-Schools at a Glance

Getting Ready for the Presidential Selection Process

Becoming a Delegate From a Primary State	July 5, Tues.	2:30-4:00 p.m.
Becoming a Delegate From a Caucus System State	July 5, Tues.	4:15-5:45 p.m.
1984: Are You Ready? A Campaign Primer	July 6, Wed.	2:00-4:15 p.m.

Civil Rights: Women and Minorities

Barriers to Equal Education Opportunities	July 5, Tues.	2:30-5:45 p.m.
Stress: "The Super Woman Syndrome"	July 5, Tues.	2:30-4:00 p.m.
Economic Equity for Women	July 5, Tues.	4:15-5:45 p.m.
Women's Rights Committee: How to Put it Together	July 6, Wed.	2:00-4:15 p.m.

What's Happening on Capitol Hill

Job Training and Partnership Act and Vocational Education	July 5, Tues.	2:30-4:00 p.m.
Solving the Math/Science Crisis: One Road to Teaching Improvement and Quality Education	July 5, Tues.	2:30-4:00 p.m.
Tuition Tax Credits and Trends in Financial Aid	July 5, Tues.	4:15-5:45 p.m.
Federal Health Care Legislation	July 6, Wed.	2:00 4:15 p.m.

Financing Education in the 1980s

The Crisis in State Funding of Higher Education	July 5, Tues.	2:30-4:00 p.m.
Prospects for Funding Schools in Large Cities	July 5, Tues.	2:30-4:00 p.m.
State Level Politics and Financing Schools: Some New Perspectives	July 5, Tues.	4:15-5:45 p.m.
Bargaining Fringes: The Costs and Benefits	July 6, Wed.	2:00-4:15 p.m.

Technology and the Schools

Microcomputers: Instructional Applications in the Classroom	July 5, Tues.	2:30-4:00 p.m.
Microcomputers: How to Evaluate Software	July 5, Tues.	4:15-5:45 p.m.
Enhancing Union Operations and Services with the Aid of Computers	July 5, Tues.	4:15-5:45 p.m.
Close Encounters of the Microcomputer Kind	July 6, Wed.	2:00-4:15 p.m.

Partnerships and Community Outreach

Dial-a-Teacher/Dial Information	July 5, Tues.	2:30-4:00 p.m.
The Chemical People	July 5, Tues.	4:15-5:45 p.m.
How to Reach Out to Your Business Community	July 6, Wed.	2:00-4:15 p.m.

Reforms, Standards and Quality in Education

What Makes an Effective Elementary School? (Repeats at 4:15 p.m.)	July 5, Tues.	2:30-4:00 p.m.
What Makes an Effective Secondary School? (Repeats at 4:15 p.m.)	July 5, Tues.	2:30-4:00 p.m.
Testing: A Review of Major Issues	July 5, Tues.	4:15-5:45 p.m.

Toledo: An Innovative Union Approach to Internships and Teacher Evaluation	July 6, Wed.	2:00-4:15 p.m.
Teacher Education and Certification: Reform at the State Level	July 6, Wed.	2:00-4:15 p.m.
Teacher Evaluation: The State of the Art	July 6, Wed.	2:00-4:15 p.m.

Current Controversial Issues

The Moral Majority, Education and Censorship (Repeats at 4:15 p.m.)	July 5, Tues.	2:30-4:00 p.m.
The Moral of the Story: What Are We Teaching Our Children?	July 5, Tues.	4:15-5:45 p.m.
School-Based Management and Quality Circles: Boon or Bane to Unions?	July 6, Wed.	2:00-4:15 p.m.

The Union and Professional Issues

How Educational Issues Strengthen the Union in Organizing and Servicing Membership	July 5, Tues.	2:30-4:00 p.m.
Help for New Local Presidents: Ideas for Effective Leadership	July 5, Tues.	2:30-4:00 p.m.
Reach Out to Special Education Members: AFT Is Out Front	July 6, Wed.	2:00-4:15 p.m.
Teachers' Power in Instructional Decision: The AFT's Educational Research and Dissemination Program	July 6, Wed.	2:00-4:15 p.m.
Faculty Unions and American Community Colleges	July 6, Wed.	2:00-4:15 p.m.

Paraprofessionals and School-Related Personnel

The Team That Makes Education Work: External Organizing	July 5, Tues.	2:30-4:00 p.m.
The Effect of the Introduction of Computer Technology on Clerical Employees in Educational Systems	July 5, Tues.	4:15-5:45 p.m.
Survival and Security: Protecting Jobs and Programs When Federal Funds are Eliminated	July 5, Tues.	4:15-5:45 p.m.
Building Membership in Para/School-Related Personnel Locals and Chapters	July 6, Wed.	2:00-4:15 p.m.

Health Care

The Staffing Dilemma	July 5, Tues.	2:30-4:00 p.m.
Current Health Care Arbitration Decisions	July 5, Tues.	4:15-5:45 p.m.
Federal Health Care Legislation	July 6, Wed.	2:00-4:15 p.m.

Toward Building a Stronger Union

Federation of State Employees: An Integration of Professionals	July 5, Tues.	2:30-4:00 p.m.
Retired Teacher Chapters: Serving Retirees, the Union and the Schools	July 5, Tues.	2:30-4:00 p.m.
Dues and Don'ts: A Treasurer's Treasury	July 5, Tues.	4:15-5:45 p.m.
How to Prepare a Slide Show for Use of Local and State Federations	July 6, Wed.	2:00-4:15 p.m.

Labor Film Festival

Labor: The Changing Scene	July 5, Tues.	2:30-4:00 p.m.
The Workers' Welfare	July 5, Tues.	4:15-5:45 p.m.
Labor: Historic Battles	July 6, Wed.	2:00-4:15 p.m.

Getting Ready for the Presidential Selection Process

Becoming a Delegate from a Primary State

Tuesday, July 5
2:30-4:00 p.m.

Los Cerritos
Lobby Level

Speakers: WILLIAM CARRICK, President, Fund for a Democratic Majority
JOHN RENDON, President, Capitol Services Associates

This workshop is limited to AFTers who come from states using the primary system to select delegates to the National Democratic Convention. An overall analysis of the primary selection system and a discussion of political strategy will be held. Mr. Rendon is the consultant to the AFL-CIO for the delegate selection process. He will walk the participants of the workshop through AFL-CIO's plan and describe how AFTers can be a part of it.

Becoming a Delegate from a Caucus System State

Tuesday, July 5
4:15-5:45 p.m.

Los Cerritos
Lobby Level

Speakers: WILLIAM CARRICK, President, Fund for a Democratic Majority
JOHN RENDON, President, Capitol Services Associates

This workshop will be limited to AFTers who come from states using the caucus system to select delegates to the National Democratic Convention. The caucus system will be explained in depth. Information will be provided to members on how to participate in the process. Mr. Rendon is the consultant to the AFL-CIO for the delegate selection process. He will walk participants of the workshop through AFL-CIO's plan.

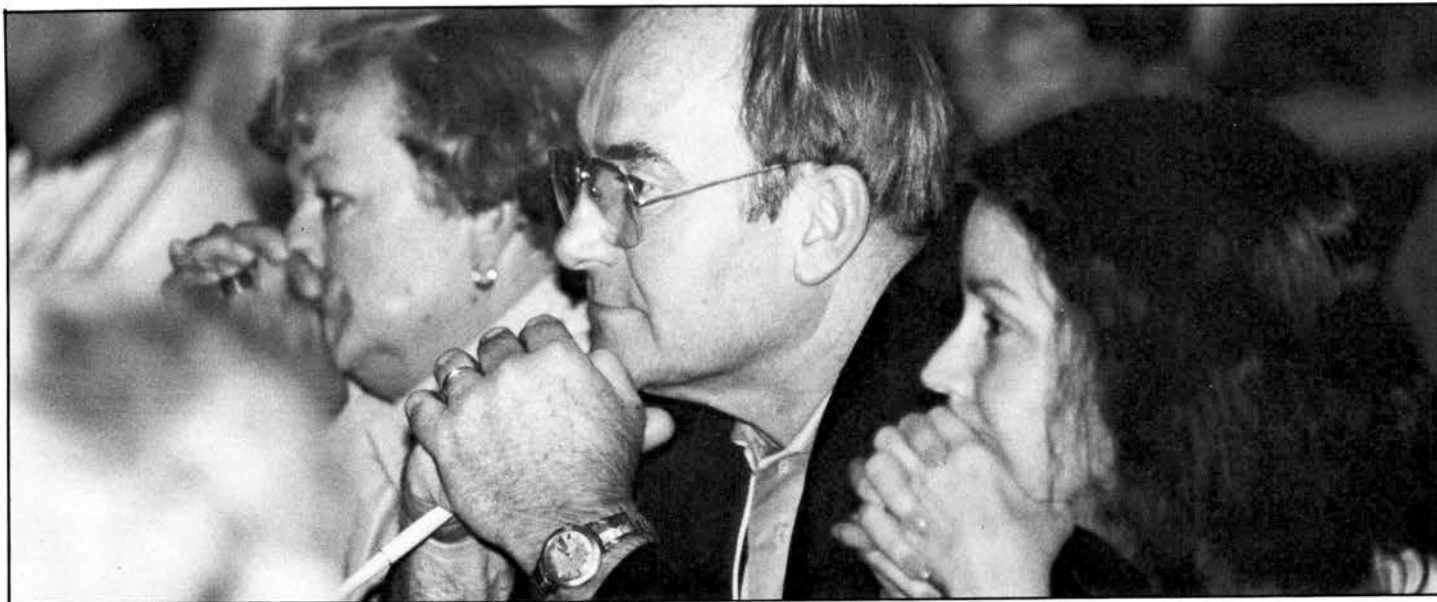
1984: Are You Ready? A Campaign Primer

Wednesday, July 6
2:00-4:15 p.m.

San Bernardino
Lobby Level

Speakers: KIM MORAN, Director of Field Services, AFT/COPE
SCOTT WIDMEYER, Assistant Director, AFT Public Relations Department

This workshop is designed to provide you with the information, step-by-step, needed to take your local or state federation into campaigns. Discussion will include: building the internal structure, fundraising, targeting, voter registration, phone banks, and Get Out the Vote, as well as a public relations program from flyers to television. Sample materials will be provided. Come prepared for a hands-on approach to your next campaign.



Civil Rights: Women and Minorities

Barriers to Equal Education Opportunities

Tuesday, July 5

2:30-4:00 p.m.—Part I

4:15-5:45 p.m.—Part II

Santa Barbara A
Lobby Level

Moderator: BARBARA VAN BLAKE, Director, AFT Human Rights Department

Speakers: DR. ASA HILLIARD, Fuller E. Calloway Professor, Georgia State University

DR. ERNEST SMITH, M.D., Associate Professor, Pediatrics, Martin Luther King, Jr. Hospital, Los Angeles, California

Since *Brown v. Topeka* the 1954 school desegregation ruling, efforts have been made to guarantee equal education opportunity for all children. Despite this Supreme Court decision, there is a large segment of minority children still denied equal education opportunity. This workshop will examine some of the barriers to equal education opportunity.

Stress: The Super-Woman Syndrome

Tuesday, July 5

2:30-4:00 p.m.

Santa Anita A
Lobby Level

Moderator: MARILOU CHEFF, AFT Women's Rights Committee, Detroit

Speaker: DR. JOAN LASKO, Senior Lecturer Graduate Schools of Management, University of California, Los Angeles

Women are trying to juggle careers, families, and union activity and trying to do everything successfully. This can bring on stressful situations. The workshop will examine ways women can recognize and alleviate this stress.

Economic Equity for Women

Tuesday, July 5

4:15-5:45 p.m.

Santa Anita A
Lobby Level

Moderator: PATRICIA STRYKER, Chair, AFT Women's Rights Committee

Speaker: JUDITH LICHTMAN, Director, Women's Legal Defense Fund

The Economic Equity Act of 1983 would change tax, pension, child care, insurance, regulatory and child support policies to eliminate discrimination based on gender. It would assure equality of economic opportunity for women and men. The workshop will cover major elements of the bill and its impact on society.

Women's Rights Committee: How to Put it Together

Wednesday, July 6

2:00-4:15 p.m.

Biltmore Hotel, Roman Room
Conference Level

Moderator: LORRETTA JOHNSON, AFT Vice-President

Speaker: VIRGINIA MULROONEY, President, College Guild of Los Angeles

Every AFT local and state affiliate is encouraged to organize a Women's Rights Committee. This workshop will examine the structure of a successful Women's Rights Committee and give participants help in starting a committee in their local.



Dr. Asa Hillard



Patricia Stryker

What's Happening on Capitol Hill

Job Training Partnership Act and Vocational Education

Tuesday, July 5
2:30-4:00 p.m.

Los Feliz
Lobby Level

Speakers: KATHRYN HIGGINS, Minority Staff Director, Committee on Labor and Human Resources, U.S. Senate
MICHAEL CASSERLY, Director of Legislation, Council of Great City Schools
PAUL COLE, AFT Vice President
GERALD MORRIS, Assistant Director, AFT Department of Legislation

Next year the Jobs Partnership Training Act (JTPA), passed by the last Congress, will replace CETA. In addition, the Vocational Education Act must be reauthorized by Congress prior to the end of the current fiscal year. The implementation of JTPA and proposed changes in the federal vocational education program offer both threats and opportunities to school systems and to unions.

This workshop will discuss these threats and opportunities, recent developments in the reauthorization of vocational education, and the AFT's role in that process.

Solving the Math/Science Crisis: One Road to Teaching Improvement and Quality Education

Tuesday, July 5
2:30-4:00 p.m.

Biltmore Hotel, Corinthian Room
Conference Level

Moderator: PAT TORNILLO, AFT Vice-President, Chair, AFT Ad Hoc Committee on Math/Science
Speakers: EUGENIA KEMBLE, AFT Special Assistant to the President
DR. JOHN L. TAYLOR, Leader, The Improvement of Science and Math Education Team, National Institute of Education, Washington, D.C.

After hearings, debate and research, the AFT has issued a report dealing with the math/science crisis.

You will hear their findings and have a chance to question members of the AFT Math/Science Task Force as well as a National Institute of Education Researcher.

Tuition Tax Credits, and Trends in Financial Aid

Tuesday, July 5
4:15-5:45 p.m.

Los Feliz
Lobby Level

Speakers: KATHRYN HIGGINS, Minority Staff Director, Committee on Labor and Human Resources, U.S. Senate
MICHAEL CASSERLY, Director of Legislation, Council of Great City Schools
GREGORY HUMPHREY, Director, AFT Department of Legislation

The Reagan administration continues to push for tuition tax credits, educational vouchers, block grants, and other legislation designed to destroy the federal role in public education. In spite of these efforts by the administration, the AFT and its allies have made significant gains in restoring federal education funds.

This workshop will discuss recent and anticipated developments in this ongoing struggle over federal education programs.

Federal Health Care Legislation

Wednesday, July 6
2:00-4:15 p.m.

Los Feliz
Lobby Level

Speakers: LAWRENCE HOROWITZ, Administrative Assistant to Senator Edward M. Kennedy
CANDICE OWLEY, AFT Vice-President
GERALD MORRIS, Assistant Director, AFT Department of Legislation

Many important health care issues have recently come before Congress or will come before it in the ensuing year. These include improving the financing of Medicare, fighting further cuts in health care services, opposing taxes on employer-provided health care benefits, establishing a health care program for unemployed workers, and numerous other issues. This workshop will provide an update on health care legislation and will discuss AFT/FNHP policy and activities in this area.

Financing Education in the 1980s

The Crisis in State Funding of Higher Education

Tuesday, July 5
2:30-4:00 p.m. Biltmore Hotel, Cordoban Room
Conference Level

Moderator: NUALA McGANN DRESCHER, President, United University Professions, State University of New York System; AFT Vice-President

Speakers: JOHN MALLAN, Director, Joint Office for Research and Policy Analysis, American Association of State Colleges and Universities, Washington, D.C.

PAUL WEICHSEL, President, Union of Professional Employees, University of Illinois-Urbana

MARCOANTONIO LACATENA, President, Council of New Jersey State College Locals

The financial problems of higher education have reached crisis levels in a number of states. A leading authority on state funding of universities and colleges will review the current situation from the national perspective followed by reports on conditions in Illinois and New Jersey, by leaders of AFT university locals. The moderator will describe recent successful efforts by AFT locals in New York to resolve the funding crisis in the state legislature.

Prospects for Funding Schools in Large Cities

Tuesday, July 5
2:30-4:00 p.m. San Bernardino
Lobby Level

Moderator: ROBERT HEALEY, AFT Vice-President; President, Illinois Federation of Teachers and Chicago Teachers Union

Speakers: JOHN ELLIOTT, AFT Vice-President; President, Detroit Federation of Teachers

JAMES GORDON WARD, AFT Director of Research

JOAN K. MARTIN, Visiting Lecturer, University of California, Los Angeles

This workshop will explore issues in funding for large city school districts, including predicting and coping with fiscal stress, alternative revenue sources, productivity issues, and coalition building. It will also discuss the work of the AFT Task Force on Urban Finance.

State Level Politics and Financing Schools: Some New Perspectives

Tuesday, July 5
4:15-5:45 p.m. San Bernardino
Lobby Level

Moderator: PAT TORNILLO, AFT Vice-President; President, Florida Education Association/ United; Executive Vice-President, United Teachers of Dade

Speakers: AL FONDY, AFT Vice-President; President, Pennsylvania Federation of Teachers; President, Pittsburgh Federation of Teachers

MARGARET BLACKSHERE, Assistant to the President, Illinois Federation of Teachers

This workshop will focus on the changing politics of school finance on the state level by discussing recent school finance activities in several states where different approaches have been attempted. It will examine both innovations in school finance formulas and state political changes which affect education.

Bargaining Fringes: The Costs and Benefits

Wednesday, July 6
2:00-4:15 p.m. Santa Anita B
Lobby Level

Moderator: JUDY SOLKOVITS, AFT Vice-President; Chapter President, United Teachers of Los Angeles

Speakers: ROLAND ROLLE, Director of Collective Bargaining, United Teachers of Dade

THOMAS GOSNELL, Secretary-Treasurer, Boston Teachers Union

BILL ZIMMERMAN, Secretary-Treasurer, United Teachers of Los Angeles

JEWELL GOULD, AFT Associate Director of Research

WILLIAM SCOTT, Assistant to the President, United Federation of Teachers

This workshop will explore cost and benefit issues in bargaining fringe benefits in the areas of health care plans, dental plans, welfare funds, and related plans. It will provide practical background for local union negotiators and other leaders.

Technology and the Schools

Microcomputers: Instructional Applications in the Classroom

Tuesday, July 5
2:30-4:00 p.m.

Santa Anita C,
Lobby Level

Moderator: CLARE COHEN, Teacher Center Specialist, New York City Teacher Centers Consortium; United Federation of Teachers

Speaker: DAVE WEAVER, Computer Technology Program, Northwest Educational Regional Laboratory, Portland, Oregon

The focus of this workshop will explore how microcomputers can aid in classroom instruction. Various ways in which today's computers are being used to enhance student learning will be discussed.
(Session limited to first 64.)

Microcomputers: How to Evaluate Software

Tuesday, July 5
4:15-5:45 p.m.

Santa Anita C, Lobby Level

Moderator: SALLY BARNETT, President, Dearborn, Michigan Federation of Teachers

Speaker: DAVE WEAVER, Computer Technology Program, Northwest Educational Regional Laboratory, Portland, Oregon

The effectiveness of microcomputers in the classroom depends upon the quality of software and programs chosen for use. Learn how to be discriminating in selecting them.
(Session limited to first 64.)

Enhancing Union Operations and Services With the Aid of Computers

Tuesday, July 5
4:15-5:45 p.m.

Avalon
Level 3

Moderator: KENNETH J. DEEDY, AFT Vice-President, New York

Speakers: WALTER DUNN, JR., President, East Islip Teachers Association, New York
BILL ZIMMERMAN, Treasurer, United Teachers of Los Angeles

Computers can help your union keep membership and school information at a finger's touch. Valuable data can be stored listing members by political districts as

well as the local's finances and much more. A computer helps the local retrieve information immediately. Why not maximize your efficiency?

Close Encounters of the Microcomputer Kind

Wednesday, July 6
2:00-4:15 p.m.

Santa Anita C
Lobby Level

Moderator: BRENDA L. PICKETT, Team Leader, New Orleans Teacher Center, United Teachers of New Orleans

Speaker: Dr. LEE DROEGEMUELLER, University of Arizona

This is your chance to encounter a computer. The workshop will have hands-on activities in single computer programming and computer-assisted instruction.
(Session limited to first 64.)

IN SEARCH OF ENERGY

*By ALEXANDER TAFFEL, Ph.D.
Principal Emeritus, The Bronx High School
of Science, currently the Director of Educational Programs, National Energy
Foundation*

A 90-page Energy Education Text for Grades 7 to 10. Includes a Teacher's Guide and set of 25 detailed Lesson Plans describing effective classroom demonstrations and activities.

Review copies are available upon request.

CONTACT: National Energy Foundation
366 Madison Avenue
Suite 705
New York, NY 10017
(212) 697-2920

Partnerships and Community Outreach

Dial-a-Teacher/Dial Information

Tuesday, July 5 **Biltmore Hotel, Moroccan Room**
2:30-4:00 p.m. **Conference Level**

Moderator: ADAM URBANSKI, President, Rochester (N.Y.) Teachers Association

Speakers: BETTY HOLMES, Director, Dial-a-Teacher Program, United Federation of Teachers, New York City

AL PROCHASKA, President, District 211 Education Association, Illinois

PATRICIA SWEET, Coordinator, Dial-a-Teacher Program, North Rockland, New York Teachers Association

Learn why increasing numbers of AFT locals are sponsoring these programs which aid students with homework. These services also help students by referrals to appropriate health and counseling services.

The Chemical People

Tuesday, July 5 **Biltmore Hotel, Moroccan Room**
4:15-5:45 **Conference Level**

Moderator: JUDY BARDACKE, AFT Director of Special Campaigns and Coalitions

Speaker: MARY CAROL KELLY, Executive Director, Scott Newman Foundation

The use and abuse of drugs and alcohol in the United States is the highest of any developed country in the

world. Teachers are perhaps more aware than most of the devastating effect substance abuse has on young lives. The AFT is one of 25 organizations participating in a unique national public television project aimed at combating this problem. A Los Angeles Public TV executive will talk about how teachers can work on the Chemical People project with local public TV stations. There will also be a videotape presentation.

How to Reach Out to Your Business Community

Wednesday, July 6 **San Gabriel B**
2:00-4:15 p.m. **Lobby Level**

Moderator: THOMAS Y. HOBART, JR., AFT Vice-President; President, New York State United Teachers

Speakers: AL FONDY, AFT Vice-President; President, Pittsburgh Federation of Teachers, Pennsylvania Federation of Teachers

NAT LaCOUR, AFT Vice-President; President, United Teachers of New Orleans

PAT TORNILLO, JR., AFT Vice-President; President, United Teachers of Dade, FEA/United

Business is interested in the future of public education and has access to resources to back its concerns. Explore how AFT affiliates can create partnerships with business to the benefit of all.



Reforms, Standards and Quality in Education

What Makes an Effective Elementary School?

Tuesday, July 5 **San Gabriel B**
2:30-4:00 p.m. & 4:15-5:45 p.m. **Lobby Level**

- Moderator:** FRANCES ROBINSON, AFT Teacher Research Linker, Washington (D.C.) Teachers Union (2:30 session)
- Moderator:** DEE SMITH, AFT Teacher Research Linker, Washington (D.C.) Teachers Union (4:15 session)
- Speaker:** WILLIAM TIKUNOFF, Vice-President, Center for Interactive Research and Development, San Francisco, California

This workshop features a critical review of current research on effective elementary schools. It will aid you in evaluating practices in your school system and show you how you can make your school more successful.

What Makes an Effective Secondary School?

Tuesday, July 5 **Santa Anita B**
2:30-4:00 p.m. & 4:15-5:45 p.m. **Lobby Level**

- Moderator:** STEWART LYONS, AFT Teacher Research Linker, Teacher Center Specialist, New York City Teacher Centers Consortium (2:30 session)
- Moderator:** ESTHER HANKERSON, AFT Teacher Research Linker, Washington (D.C.) Teachers Union (4:15 session)
- Speaker:** BEATRICE A. WARD, President, Center for Interactive Research and Development, San Francisco, California

This workshop features a review of what is known about effective junior and senior high schools. It will aid you in evaluating practices in your school system.

Testing: A Review of Major Issues

Tuesday, July 5 **San Pedro**
4:15-5:45 p.m. **Lobby Level**

- Moderator:** CAROLYN TRICE, Assistant Director, AFT Educational Issues Department
- Speakers:** YVONNE BURKHOLZ, Director, Legislative and Political Relations Department, United Teachers of Dade
- JOHN O'SULLIVAN, President, Houston Federation of Teachers
- PHYLLIS GOLDGLUCK, Professor of Education, Brooklyn College; Professional Staff Congress, New York

Competency testing has become a major issue in education. Panelists will discuss the current activity and impact of competency testing as it relates to students, teachers and schools of teacher education.

Toledo: An Innovative Union Approach to Internships and Teacher Evaluation

Wednesday, July 6 **San Gabriel C**
2:00-4:15 p.m. **Lobby Level**

- Moderator:** DAL LAWRENCE, President, Toledo Federation of Teachers
- Speakers:** WILLIAM LEHRER, Assistant Superintendent for Personnel, Toledo Public Schools
- CHERYL M. WATERS, Intern Consulting Teacher, Toledo Federation of Teachers
- TERRY WYATT, Intern Consulting Teacher, Toledo Federation of Teachers

Peer evaluation? In Toledo, with a strong union and a supportive administration the union is responsible for monitoring training and recommending continuation or termination of new teachers. The union also helps evaluate some tenured teachers. Find out more.

Teacher Education and Certification: Reform at the State Level

Wednesday, July 6 **Biltmore Hotel, Corinthian Room**
2:00-4:15 p.m. **Conference Level**

- Moderator:** MARILYN RAUTH, Director, AFT Educational Issues Department
- Speakers:** KATHY CORMACK, President, Missouri Federation of Teachers
- JAMES GEIGER, First Vice-President, FEA/United, Florida
- RAOUL TEILHET, President, California Federation of Teachers
- JEAN SCHEU, Robbinsdale (Minn.) Federation of Teachers

Major reforms are being made and/or proposed in teacher education and certification. Learn what is happening in four states and how AFT affiliates are influencing the shape of teacher education/certification.

Teacher Evaluation: The State of the Art

Wednesday, July 6 **Los Cerritos**
2:00-4:15 p.m. **Lobby Level**

- Moderator:** MYRNA COOPER, Director, New York City Teacher Centers Consortium
- Speaker:** LINDA DARLING-HAMMOND, Rand Corporation, NIE Teacher Evaluation Study
- Reactors:** PATRICK L. DALY, AFT Vice-President, Dearborn, Michigan

Hear a current report on case studies of four school systems' teacher evaluation procedures and findings. This is a national study on what is known about how to evaluate teachers.

Current Controversial Issues

The Moral Majority: Education and Censorship

Tuesday, July 5
2:30-4:00 p.m.

Santa Barbara C
Lobby Level

Moderator: GEORGE C. SPRINGER, President,
Connecticut State Federation of
Teachers

Tuesday, July 5
4:15-5:45 p.m.

Santa Barbara C
Lobby Level

Moderator: HERB MAGIDSON, AFT Vice-President,
New York State United Teachers

Speakers: ELAINE AFABLE, Executive Assistant to
Norman Lear; Former Western Regional
Director, People for the American Way

JUNE KARP, Director, Legislative
Department, Texas Federation of
Teachers

Investigate the impact of the Moral Majority on education—particularly on book censorship—and how you can respond to curbs on academic freedom in your school system.

The Moral of the Story: What Are We Teaching Our Children?

Tuesday, July 5
4:15-5:45 p.m.

San Gabriel C
Lobby Level

Moderator: RODERICK SHERMAN, President,
Plattsburgh Teachers Association

Speaker: LINDA CHAVEZ, Assistant to the
President, American Federation of
Teachers

Practical suggestions will be given on teaching traditional values in the schools, including a variety of resources for teaching. The AFT's publication, *American Educator* has run a series of articles dealing with values and values education. Learn how to implement these ideas in your classroom.

School-Based Management and Quality Circles: Boon or Bane to Unions?

Wednesday, July 6
2:00-4:15 p.m.

Santa Barbara C
Lobby Level

Moderator/

Speaker: MAURICE LEITER, Director of Program
Development, United Federation of
Teachers

Speakers: YVONNE BURKHOLZ, Director,
Legislative and Political Relations
Department, United Teachers of Dade

NORM HUDSON, President, Kansas
City (Mo.) Federation of Teachers

PAULA O'CONNOR, Assistant Director,
Office of the Secretary-Treasurer,
American Federation of Teachers

Is school-based management just another educational gimmick? Teachers are making decisions that affect the management of their schools. Quality Circles also give teachers a voice. Find out what happens when these programs are put in place.



The Union and Professional Issues

How Educational Issues Strengthen the Union in Organizing and Servicing Membership

Tuesday, July 5
2:30-4:00 p.m.

San Pedro
Lobby Level

Moderator: MARY LOU ROMAINE, President,
Atlanta Federation of Teachers

Speakers: LINDA BRIDGES, President, Corpus
Christi AFT

ANTONIA CORTESE, AFT Vice-
President, New York State United
Teachers

MARILYN RAUTH, Director,
AFT Educational Issues Department

Make the benefits of AFT affiliation visible on a day-to-day basis to all members by strengthening your union through a full range of professional services. Many locals have found highlighting educational issues has helped their union grow stronger.

Help for New Local Presidents: Ideas for Effective Leadership

Tuesday, July 5
2:30-4:00 p.m.

Biltmore Hotel, Olympic Room
Galeria Level

Moderator: EUGENE DIDIER, Director, AFT Special
Organizing Project

Speakers: JOHN COLE, President, Texas
Federation of Teachers

JOHN O'SULLIVAN, President, Houston
Federation of Teachers

The focus of this session will be on "what to do" and "where to find the necessary supplemental help" rather than "how to do it." Among the items to be covered will be: 1) effective internal structure, 2) recruiting program, 3) how to run successful meetings, and 4) the need for an effective dues structure.

Reach Out to Special Education Members: AFT is Out Front

Wednesday, July 6
2:00-4:15 p.m.

San Pedro
Lobby Level

Moderator: CAROLYN TRICE, Assistant Director,
AFT Educational Issues Department

Speakers: CAROLYN GAUGHAN, President,
Wichita (Kansas) Federation of
Teachers

LOU MASLOW, Chair, Special
Education Committee, United Teachers
of Los Angeles

Find out how the national AFT and state and local affiliates are using special education issues as organizing tools. This is also an effective way of servicing your membership.

Teachers' Power in Instructional Decision: AFT's Educational Research and Dissemination Program

Wednesday, July 6
2:00-4:15 p.m.

Santa Barbara A
Lobby Level

Moderator: MARILYN FOGEL, AFT Teacher
Research Linker, New York City Teacher
Centers Consortium

Speaker: LOVELY BILLUPS, Assistant Director,
AFT Educational Issues Department

Who meets the day-to-day professional needs of teachers and paraprofessionals? The AFT. Learn how your local can take advantage of the latest knowledge on prevention discipline techniques and teaching effectiveness strategies.

Faculty Unions and American Community Colleges

Wednesday, July 6
2:00-4:15 p.m.

Biltmore Hotel, Cordoban Room
Conference Level

Moderator: LOUIS STOLLAR, President, United
College Employees of the Fashion
Institute of Technology, New York City;
member, AFT Advisory Commission on
Higher Education

Speakers: JOHN McDONALD, President, Henry
Ford Community College Federation of
Teachers, Dearborn, Michigan

KAREN SCHERMERHORN, Co-President,
Faculty Federation of Teachers,
Oakland, California

Three AFT leaders will discuss the different functions of faculty unions in the community colleges, including the different priorities placed on negotiations, servicing the contract, political action, improving financial support, involvement in the community beyond the college, participation in the state and national federations, and other programs.

Paraprofessionals and School-Related Personnel

The Team that Makes Education Work: External Organizing

Tuesday, July 5
2:30-4:00 p.m.

San Gabriel A
Lobby Level

- Moderator:** LORRETTA JOHNSON, AFT Vice-President; Chair, AFT National Paraprofessional/School-Related Personnel Committee
- Speakers:** JIM GEIGER, First Vice-President, Florida Education Association/United
- STEVE ANGEL, President, Wood County (W.V.) Federation of Teachers
- ERNESTINE BROWN, Career Service Field Representative, Chicago Teachers Union

The organizing of paraprofessionals and other school-related personnel offers great potential for growth for our union. AFT membership in this jurisdiction is currently the largest of any union. The workshop speakers are all local or state federation leaders who have been involved in successful organizing campaigns. They will discuss the strategies they used and how they overcame various problems. Participants will receive information on the planning of a Paraprofessional/School-Related Personnel organizing campaign and learn about resources available from the national office for use in these campaigns.

The Effect of the Introduction of Computer Technology on Clerical Employees in Educational Systems

Tuesday, July 5
4:15-5:45 p.m.

San Gabriel A
Lobby Level

- Moderator:** IRENE ROWE, President, Detroit Association of Educational Office Employees
- Speakers:** STEPHEN HECKER, Assistant Professor and Industrial Hygienist, University of Oregon
- SYLVIA SABLE, Secretary Representative, Philadelphia Federation of Teachers
- MARIA PORTALATIN, AFT Vice-President; Chair, United Federation of Teachers Paraprofessional Chapter

Workshop speakers will discuss issues such as retraining, new employment, and health and safety considerations, which arise when school districts install new computer systems. They will address the union's role in these changes and ways the collective bargaining contract can and should protect paraprofessionals and clerical employees in this situation.

Survival and Security: Protecting Jobs and Programs When Federal Funds Are Eliminated

Tuesday, July 5
4:15-5:45 p.m.

Biltmore Hotel, Cordoban Room
Conference Level

- Speakers:** PHYLLIS KORNFELD, President, Hartford Federation of Paraprofessionals; Vice-President, Connecticut State Federation of Teachers
- LORRETTA JOHNSON, AFT Vice-President; Chair, AFT National Paraprofessional/School-Related Personnel Committee
- GLENN LUCAS, Vice-President, Federation of United School Employees
- JEWELL GOULD, Associate Director of Research, AFT

School-related personnel are facing cutbacks and reductions in budgets as traditional financial support sources disappear. Tools to limit these attacks include financial analysis, collective bargaining, and coalitions with other school, labor, and community groups. A sampler of approaches, tools, ideas, and success stories will be presented in this workshop.

Building Membership in Para/School-Related Personnel Locals and Chapters

Wednesday, July 6
2:00-4:15 p.m.

San Gabriel A
Lobby Level

- Moderator:** SANDY WIESMANN, Director of Field Services, AFT
- Speakers:** LORRETTA JOHNSON, AFT Vice-President
- LEONA HENDERSON, Membership Chair and Co-Treasurer, Albuquerque Secretarial/Clerical Association
- LEILA PETTWAY, Chair, Atlanta Federation of Teachers Paraprofessional Chapter
- EARLENE THOMPSON, Chair, United Teachers of New Orleans Paraprofessional Chapter

This workshop will address the problem of consolidation of membership in Paraprofessional/School-Related Personnel (Para/SRP) locals and chapters. Workshop speakers are all local Para/SRP leaders who have either achieved maximum membership in their locals or whose locals are currently involved in active membership campaigns. They will discuss methods of dealing with such problems as internal communication, dues, representation of special interest groups and the relationship between teacher and Para/SRP members.

Health Care

The Staffing Dilemma

Tuesday, July 5
2:30-4:00 p.m.

La Cienega
Lobby Level

Speakers: ANN TWOMEY, President, Hospital Professionals and Allied Employees of New Jersey
JAN COOLIDGE, FNHP National Representative
DEAN DRIEBLATT, Field Representative, Wisconsin Federation of Nurses and Health Professionals
LUCILLE SWAIM, Coordinator of Negotiations, United Federation of Teachers

Although staffing is a non-mandatory issue for negotiations, there are various ways this issue can be addressed in the collective bargaining agreement. This panel of experts will give examples of what can and has been negotiated in present FNHP contracts that have impact on staffing.

Current Health Care Arbitration Decisions

Tuesday, July 5
4:15-5:45 p.m.

La Cienega
Lobby Level

Moderator: KATHY SCHMIDT, President, Oregon Federation of Nurses

Speakers: MIKE RADZILOWSKY,
AFT/FNHP Attorney

RICHARD SCHWARZ, Field Representative, Oregon Federation of Nurses

A discussion of recent trends in health care arbitration awards will be featured at this workshop. Speakers will discuss highlights from the awards and upcoming issues.

Federal Health Care Legislation

Wednesday, July 6
2:00-4:15 p.m.

Los Feliz
Lobby Level

Speakers: LAWRENCE HOROWITZ, Administrative Assistant to Senator Edward M. Kennedy
CANDICE OWLEY, AFT Vice-President
GERALD MORRIS, Assistant Director, AFT Department of Legislation

Many important health care issues have recently come before the Congress or will come before it in the ensuing year. These include improving the financing of Medicare, fighting further cuts in health care services, opposing taxes on employer-provided health care benefits, establishing a health care program for unemployed workers, and numerous other issues. This workshop will provide an update on Health care legislation and will discuss AFT/FNHP policy and activities in this area.



Ann Fochesto

Toward Building a Stronger Union

Federation of State Employees: An Integration of Professionals

Tuesday, July 5 **Biltmore Hotel, Roman Room**
2:30-4:00 p.m. **Conference Level**

- Speakers:** JAMES CAVANAUGH, President, State of Wisconsin Education Professionals
DON DeFRENZO, President, Connecticut Administrative and Residual Employees Union
PAT ELIA, President, State (Conn.) Vocational Federation of Teachers
LORENE HAESSIG, Wisconsin Science Professionals
ELIZABETH HOKE, President, New York State Public Employees Federation
GLORIA HUSTON, President, Illinois Federation of Archivists, Archival Technical Assistants and Photographers
DORINDA STOCK, President, Montana Federation of Data Entry and Computer Services

A panel discussion with leaders of state employee locals concerning the particular problems and issues facing state employees. Discussion will include negotiations, the impact of budget cuts, problems encountered under collective bargaining legislation, organizing state employees, and integration of state employees into the AFT.

Dues and Don'ts: A Treasurer's Treasury

Tuesday, July 5 **Biltmore Hotel, Roman Room**
4:15-5:45 p.m. **Conference Level**

- Speakers:** ROBERT PORTER, AFT Secretary-Treasurer
ROBERT STEWART, AFT Field Director, Financial Services

Learn the basics of budgeting, record-keeping and government reporting requirements for AFT locals. This is your chance to ask questions and find out how to be a better treasurer for your local.

How to Prepare a Slide Show for use of Local and State Federation

Wednesday, July 6 **Biltmore Hotel, Moroccan Room**
2:00-4:15 p.m. **Conference Level**

- Moderator:** GENE DIDIER, Director, AFT Special Organizing Project
Speaker: TONY DIGUISTI, Field Representative, Oklahoma Federation of Teachers

A step-by-step explanation and demonstration of how to produce a slide/tape show for your local or state federation. See examples from the Cincinnati Federation of Teachers and the Oklahoma Federation of Teachers' slide shows.

Retired Teachers Chapters: Serving Retirees, the Union and the Schools

Tuesday, July 5 **San Gabriel C**
2:30-4:15 p.m. **Lobby Level**

- Moderator:** SARAH WIENER, Chair, AFT National Standing Committee on Retired Teachers; Past Chair, Retired Teachers Chapter, United Federation of Teachers
Speakers: MEL AARONSON, Special Representative to Retired Teachers Chapter, United Federation of Teachers, teacher member of New York City Teacher Retirement Board
RAE M. KAHN, Chapter Chair, Retired Teachers Chapter, United Federation of Teachers
LEATRICE REED ROBERTS, Chair, Retirees Chapter, United Teachers of New Orleans

Retired teachers can continue their affiliation with their unions through AFT Retiree Chapters. Remaining an AFT member provides many mutual advantages. School and community attitudes can be guided on educational and political issues by the pooled experiences of veteran teachers. Find out how to set up a chapter in your local.

Film Festival of Labor History

Labor: The Changing Scene

Tuesday, July 5
2:30-4:00 p.m.

Santa Barbara B
Lobby Level

Moderator: LOUISE SUNDIN, AFT Vice-President

Speaker: KAY BONCZEK, Film/Video Librarian,
Minneapolis Public Schools; member
Minneapolis Federation of Teachers

Farewell ETAOIN SCHRDLU

(29 minutes, color, available from the Museum of Modern Art)

An age-old printing process gives way to modern technology. The film records the last printing of the New York Times from a hot type cast from molten lead and follows the changeover to cold type that uses computers and other electronic equipment to compose the newspaper. The film represents similar changes in plants all over the country. The film was endorsed by American Federation of Teachers.

The Resurgence of the KKK

(First-run film, 54 minutes, color)

The movement for equality vs. the KKK is the focus of this film. Recent years have seen growth of ultra-right racist organizations. Union and civil rights activists have consequently increased their activities to protect civil rights and to improve working conditions. Resurgence focuses on a lengthy strike in Laurel, Mississippi by chicken processing plant workers and the campaign of Klan Nazi organizations in North Carolina which resulted in the murder of five labor organizers. The relationship between these forces is examined while presenting a positive solution.

The Workers' Welfare

Tuesday, July 5
4:15-5:45 p.m.

Santa Barbara B
Lobby Level

Moderator: LOUISE SUNDIN

Speaker: KAY BONCZEK

Can't Take No More

(Color, 25 minutes, available from the Department of Labor, Occupational Safety and Health Agency)

Suitable for grades 9-12, courses in American History, Economics, or Career or Occupational Relations.

Studs Terkel narrates an historical overview of attempts to eliminate hazards and dangers on job sites. In early times, workers were disabled or died by being crushed, mangled, suffocated, or burned. Today's workers are more likely to become diseased or die from a slow or more subtle accident of poison, dusts, fumes, liquids and radiation. Employees have to be forced by government or union action to make job sites safer. This film was banned by the Reagan administration.

Free Voice of Labor: The Jewish Anarchist

(60 minutes, color, available from Documents Associates)

The film is a moving history of the Jewish immigrants who struggled to organize trade unions. They came here from countries where they were persecuted and anti-Semitism was rampant, hoping to find freedom and opportunity. Instead they found sweatshops, hunger and ghettos.

Labor: Historic Battles

Wednesday, July 6
2:00-4:15 p.m.

Santa Barbara B
Lobby Level

Moderator: LOUISE SUNDIN

Speaker: KAY BONCZEK

Labor's Turning Point

(45 minutes, color)

The Minneapolis Teamsters Strike of 1934 was the largest and most significant struggle in Minnesota labor-management history. Its impact influenced workers across the United States and played an important role in the passage of meaningful social legislation.

The Wobblies

(First-run feature film, color, 89 minutes)

As Americans watch the developments in the labor scene in Poland we may be surprised to discover that at one time in our own history "solidarity" was the slogan of the day. The film carefully documents the cultural, political, labor and legal events of the period.

SIGHTSEEING TOURS



AFT Travel has arranged with California Leisure Consultants, Inc. (CLC) to provide a number of exciting tours of Southern California for delegates, their families and guests during convention week. Prices listed for each tour include deluxe motorcoach transportation, professional guide/hostess, all admission fees, taxes and gratuities. All tours will depart from and return to the Bonaventure Hotel.

On Sunday, tours may be reserved at the CLC display table in the Exhibit Hall of the Bonaventure Hotel. Tours may be reserved at Exhibit Table #36 in the foyer of the California Ballroom on Monday and Tuesday.

TOUR #1—LOS ANGELES HIGHLIGHTS (5 hrs.)

See sparkling, bustling downtown Los Angeles, the exciting cosmopolitan capital of the West. Your tour escort will set the stage for a day where you will see many sights in this multifaceted city. Visit Olvera Street, the birthplace of Los Angeles, where lively music of Mariachis and the vibrant colors of Mexican handicrafts will invite you to stroll through this shopping mecca for South-of-the-Border merchandise. See the grand and beautiful Music Center, the Civic Center, Little Tokyo and Chinatown, communities retaining the charm and originality of their eastern heritage. A drive along Wilshire Boulevard takes you to Farmer's Market for a no-host lunch and where you may browse through and indulge in gourmet foods and the exotic produce arcade.

Departure: Sunday, July 3, 2:30 p.m.-7:30 p.m.
Price: \$11.00

TOUR #2—A HOLLYWOOD HAPPENING (6½ hrs.)

Be a guest at the world's largest and busiest film studio. The Glamor-Tram takes you on a behind-the-scenes tour of the massive 420-acre Universal Studios that has dominated in the production of movies and television shows for almost 50 years. Experience amazing special effects such as a Flash Flood, the Parting of the Red Sea, Collapsing Bridge, Glacial Avalanche and a Runaway Train. See Robert Wagner's dressing room and costumes designed by Edith Head. Roam at your leisure at the Entertainment Center for a first-hand look at Hollywood stunt actors at work, an Animal Actors' Show and the "Screen Test Theater" where you might even be invited to be a "guest star." Universal Studios is one of the highlights of any Los Angeles/Hollywood visit!

Departures: Monday, July 4, 12:00 noon-6:30 p.m.
Thursday, July 7, 9:00 a.m.-3:30 p.m.
Price: \$23.00-Adults; \$20.00-Children (3-11); Under 3, free

TOUR #3—LOS ANGELES PAST & PRESENT (6 hrs.)

This tour features all attractions of Tour #1...plus...Hollywood, the nostalgic tinseltown! You will see landmarks such as Grauman's Chinese Theater, where you can walk in the golden implanted foot-steps of the stars, and famed Schwab's. Drive down renowned Sunset Strip to the greatest corner of them all—Hollywood and Vine. Next, tour Rodeo Drive, in the heart of Beverly Hills shopping district. Gucci, Hermes, Tiffany's, Lapidus, Van Cleef and Arpels are just a few of the glamorous names in the world of fashion on the most famous shopping street of all. Then, you will enjoy Southern California's "in" spot—Marina del Rey, the world's largest pleasure boat harbor where some of the luxury crafts you will see are owned by celebrities. A leisurely stroll at Fisherman's Village, a re-creation of a New England fishing village, is a great way to unwind from a busy day of sightseeing.

Departure: Tuesday, July 5, 9:30 a.m.-4:30 p.m.
Price: \$14.00

TOUR #4—THE MAGIC KINGDOM, DISNEYLAND (7 hrs.)

Disneyland is a world where adventure and enchantment find expression in numerous places and ways. Learn the story of Disney and his magnificent creation en route to Anaheim. Your "unlimited use passport" will allow you to explore the "lands" within the park: Main Street USA, Adventureland, Tomorrowland, New Orleans Square, Frontierland, Bear Country and Fantasyland. Exciting rides...colorful parades...marching bands...historical lore—all set in beautiful surroundings in the land of irresistible fun! This very special tour is one you and your family should not miss during your visit to Southern California.

Departures: Tuesday, July 5, 4:00 p.m.-11:00 p.m.
Wednesday, July 6, 9:30 a.m.-4:30 p.m.
Price: \$26.00-Adults; \$23.00-Juniors (12-17); \$20.00-Children (3-11)

TOUR #5—NBC STUDIOS/LAWRY'S CENTER (5½ hrs.)

NBC welcomes you behind the scenes where you are able to see the technical as well as the glamorous aspects of television filming and taping. Observe sets being made and view actual sets from several shows. Costumes, backdrops and special effects are just some of the many fascinating secrets of television production available to you on this tour. Next, discover Lawry's California Center. Here, you will wander amidst bubbling fountains and refreshing gardens in an early California courtyard setting. Your tour provides a delightful peek into creative kitchens, laboratories and blending rooms of the nationally famous foods company. Visit Lawry's charming boutique and gift shop, a menagerie of cooking accessories, antiques, plants, wine and unusual and functional gifts for home and friends.

Departures: Tuesday, July 5, 9:00 a.m.-2:30 p.m.
Thursday, July 7, 9:00 a.m.-2:30 p.m.
Price: \$14.00-Adult; \$13.00-Child (3-11); \$9.50 (under 3)

TOUR #6—MALIBU/J. PAUL GETTY MUSEUM (3½ hrs.)

Drive along "Millionaire's Row" following the scenic coastline to the J. Paul Getty Museum in Malibu. This charming seaside village caters to the famed and rich. The array of homes in Malibu is outstanding...from rustic cottages to sprawling celebrities' homes-away-from-home. Then, on to the museum. Mr. Getty's collection, started in the 1930s, has grown to become one of the finest and most treasured collections of Greek and Roman antiquities in America. Buildings and grounds are a re-creation of the Villa de Papyri, a Roman villa once located on the Mediterranean. The facade itself is a masterpiece and the art collections housed in the museum will spark an excitement even in the most novice of art seekers...a most remarkable tour!

Departures: Monday, July 4, 12:30 p.m.-4:00 p.m.
Wednesday, July 6, 9:30 a.m.-1:00 p.m.
Price: \$10.00

TOUR #7—SOLVANG/SANTA BARBARA (All Day)

Drive along beautiful California Coastline to Solvang, the quaint Danish community nestled in the Santa Ynez Mountains. Your time can be spent on a leisurely stroll down the streets reminiscent of those found in Denmark. Browse through unique shops or munch on the most delicious bakery goods around! Then, it's on to Santa Barbara, the city of obvious beauty and Spanish heritage. Santa Barbara spreads north from a wide and gently curving beach and lies in a sunny, sheltered plain. You will see the original Mission Santa Barbara, one of the best restored in the state. Lunch (included in price) will be served at one of the area's finest restaurants. After lunch, there will be plenty of time to explore the finest Santa Barbara has to offer.

Departure: Wednesday, July 6, 7:30 a.m.-7:00 p.m.
Price: \$46.00

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Teacher Institute

Continued from previous page

his history class this past fall. The exercise was based on the question: Was Stalin an effective leader of the Soviet Union? "I have students from all over the world, who speak English at various levels. The way the simulation is organized, everyone was able to get involved," Mustain said.

The teacher institute inspired Mustain to produce his own materials on conflict resolution that could be used in history classes at all of the United World Colleges.

Darla Weissenberg of Lincoln Park High School in Chicago said that she and her colleagues had been trying to figure out how to teach modern history now that the Cold War is over. "The teacher institute helped me develop a framework to examine this new era and heightened my awareness of world problems and the potential for peaceful resolution of conflicts."

Curriculum Materials Support

One component of the institute is a \$200 stipend for the purchase of curriculum materials. In these times of tight education budgets, this stipend will be a great help, according to Thomas Kabrovich from Cass Tech High School in Detroit. "We have very few resources to work with in the inner city schools. I don't even have a map in my classroom. So the materials and allowance I received from the teacher institute are extremely valuable and appreciated," he said.

Institute Gets an A

Preliminary evaluations completed by the teachers indicate that the objectives of the institute were met, and the experience surpassed their expectations. "This was the highlight of my professional career," said William E. Wilson from D.W. Daniel High School in Central, South Carolina. "I strongly hope that the teacher institute becomes an ongoing component of the U.S. Institute of Peace. I feel that it can have a direct influence on the future of our educational system." ❀

Board Elects Officers and Adds New Member

The board of directors of the United States Institute of Peace elected a new chairman and vice chairman at its meeting on September 24. The new chairman is **Chester A. Crocker**, distinguished research professor of international relations at the Georgetown University School of Foreign Service and assistant secretary of state for African affairs from 1981 to 1989. Crocker replaces Elspeth Rostow, professor at the LBJ School of Public Affairs at the University of Texas at Austin, who remains on the board.

Crocker has served on the Institute's board since October 1991. Prior to that appointment by President Bush, he was a Distinguished Fellow in the Institute's Jennings Randolph Fellowship Program. While there, he began preparation of a forthcoming book, *High Noon in Southern Africa: Making Peace in a Rough Neighborhood* (Norton), focusing on the U.S. role in negotiating the independence of Namibia in the 1980s.

As assistant secretary of state for African affairs, Crocker was the principal diplomatic architect and mediator in prolonged negotiations among Angola, Cuba, and South Africa. These negotiations led to the deployment of UN peacekeeping forces and election observers during Namibia's transition to independence, and to the withdrawal of Cuban forces from Angola. Crocker received the Presidential Citizens Medal in 1989.

Max M. Kampelman, former counselor to the Department of State, chief U.S. arms control negotiator, and ambassador to the Conference on Security and Cooperation in Europe, was elected

vice chairman. The position of vice chairman had been vacant.

Kampelman joined the Institute's board in August 1992. He serves today as chairman of Freedom House, chairman of the board of governors of the United Nations Association, chairman of the Jerusalem Foundation, and as an executive committee member of an American Bar Association effort to advance the rule of law in the emerging democracies in Central and Eastern Europe. His recent book, *Entering New Worlds: The Memoirs of a Private Man in Public Life*, was published in 1991 by HarperCollins. In January 1989, he returned to the law firm of Fried, Frank, Harris, Shriver & Jacobson.

Kampelman was founder and moderator of the public affairs program "Washington Week in Review," and received the Presidential Citizens Medal in 1989.



Thomas E. Harvey

Thomas E. Harvey joined the Institute's board in October 1992. He recently served as director of special projects for Business Executives for National Security (BENS). Earlier, he served as deputy administrator of the Veterans Administration, general counsel and congressional liaison

of the United States Information Agency, chief counsel and staff director of the Veterans Affairs Committee of the United States Senate, and as a White House fellow.

Harvey has also practiced law in New York with the firm of Milbank, Tweed, Hadley and McCloy. Between 1966 and 1971, he was on active duty with the United States Army and was awarded fourteen decorations for valor and service.

The author of numerous articles on legal and national security issues, Harvey has been an adjunct professor of international affairs at the School of Foreign Service, Georgetown University. He received B.A. and J.D. degrees from the University of Notre Dame and holds an LL.M. degree from the New York University School of Law.



The social studies teachers came to Washington, D.C. from across the country to attend the institute.

their own teaching demands," Rossi said. "Many teachers from small, rural communities haven't been exposed to this type of innovative teaching. The institute provided the forum to present these instructional techniques. We must teach sixteen- and seventeen-year-old students in ways that are not dull and boring. They are likely to be more engaged if they are more involved. Rote memorization does not help them think critically."

A Unique Opportunity

Teachers constantly need to keep up with the latest teaching methods because students' learning styles have changed. "We wanted to provide more tools for incorporating substantive information into their teaching toolbox," said Hrach Gregorian, director of the Institute's Education and Training Program and the Grant Program.

"The opportunity to come to Washington from urban and rural areas and learn directly from experts is rare for secondary school teachers," Rossi explained. "They left Washington invigorated about their mission to make a difference in stimulating their students to reflect on world events in new ways."

The teacher institute will substantially increase outreach to students in many parts of the country. The twenty-nine teachers who participated in the institute are likely to reach tens of thousands of students in the next several years, according to Mary Soley, the institute's organizer and senior pro-

gram officer in the Institute's Education and Training Program.

On-Site Visits

The teachers had an opportunity to examine some of the leading technology used in education. Charles White from George Mason University demonstrated the latest hardware and software for teaching international affairs. At the university's technology lab, the teachers learned about interactive video programming and multimedia teaching strategies.

A visit to the State Department was another highlight of the week. The teachers heard presentations by William Burns, acting director of Policy Planning, and Jacques Klein, chief of Career Development and Training. They discussed the factors the State Department considers when formulating policy, and the role of the foreign service in a multipolar world.

Taking the Institute into the Classroom

"Debriefing" sessions were held each day to discuss how the teachers could integrate the content of the presentations into their high school curriculum. Several teachers already have forged ahead and adapted what they learned at the teacher institute for use in their classrooms.

Ivan Mustain, who teaches at Armand Hammer United World College in Montezuma, New Mexico, used Rossi's decision-making simulation in

Institute Panelists

Foreign policy and academic authorities on international affairs who shared their expertise with the teachers included:

Maria Alongi, European Studies, Center for Strategic and International Studies (CSIS) ■ Nicole Ball, the Overseas Development Council ■ William Burns, the State Department ■ Arun Elhance, Institute Fellow from University of Illinois at Champaign-Urbana ■ Joseph Grieco, Department of Political Science, Duke University ■ Ted Robert Gurr, The University of Maryland ■ Peter Hakim, The Inter-American Dialogue ■ Shireen Hunter, Middle East Studies, CSIS ■ Linda S. Jamison, Government Relations, CSIS ■ Jacques Klein, the State Department ■ Robbin Laird, the Institute for Defense Analyses ■ James Laue, Institute for Conflict Analysis and Resolution, George Mason University ■ Bill LeoGrande, School of Public Affairs, The American University (AU) ■ Joshua Muravchik, the American Enterprise Institute ■ Robert Oakley, the Institute's senior coordinator of the Special Middle East Program ■ Nicholas Onuf, School of International Service, AU ■ Amb. Rozanne Ridgway, The Atlantic Council of the United States ■ Major-General (Ret.) Indarjit Rikhye, the Institute's senior advisor on UN Affairs ■ James N. Rosenau, George Washington University ■ Abdul Aziz Said, School of International Service, AU ■ Shimon Shamir, Institute Distinguished Fellow from the Department of Middle Eastern History, Tel Aviv University ■ George Sherry, UN Institute for Training and Research ■ W. Scott Thompson, a member of the Institute's board of directors from the Fletcher School of Law and Diplomacy at Tufts University ■ Charles Tilly, The New School for Social Research ■ Michael Vlahos, Center for Naval Analysis ■ Allen Weinstein, a member of the Institute's board of directors from the Center for Democracy ■ Charles White, Center for Educational Technology, George Mason University.

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