

DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750

MEMBERSHIP MEETING APRIL 13, 2016 6:30PM

APRIL 2016



HYACINTH EDITION



VOLUME 3 ISSUE 8

The Mission of the Dearborn Federation of School Employees is to protect and advance the rights and benefits of the educational support professionals we represent. We are committed to democracy, transparency, equity, accountability, open communication and respect for the dignity and contribution of every member.

IMPORTANT! MEETING DATE CHANGE!

HEALTHCARE ENROLLMENT INFORMATION MEETING

Healthcare enrollment information for the 2016-2017 policy year will be presented on **Wednesday, April 13, 2016**, at 6:30 PM in the Board Room at Ten Eyck. Kim Nicholson will review the employee cost and answer questions about healthcare coverage, and also share information about additional insurance products available through DSEHP. Open enrollment will begin May 1, and will be available online, by phone or by appointment at the DSEHP Benefits office at 15250 Mercantile Drive.

PARAPROFESSIONAL MEETING

The negotiating committee will meet with paraprofessionals at 4PM on Monday, April 11, to review a draft job assignment plan to be used for the 2016-2017 school year. The meeting will be held at the DFT office at 15250 Mercantile Drive. If you have questions or comments, please contact René at dfse@comcast.net.

DECERTIFICATION PETITION

Recently signatures were collected on a petition asking the Michigan Employment Relations Commission (MERC) to hold an election to decertify DFSE Local 4750 as the bargaining representative for employees of the Dearborn Schools. The deadline to submit the petition to MERC was March 31st.

As of April 8, 2016

NO PETITION HAS BEEN FILED.

Dear Members,

Distractions, Distractions! There seems to be no end to issues that try to distract us from our real work. The recent decertification threat is an example. Our time should have been spent working on contract proposals to improve your wages and working conditions and enrolling members in direct dues payments. But we needed to pause to assess the threat and the issue. Board members and negotiating team members should be congratulated for their quick work to obtain factual, accurate information and then communicate it to the members. They turned a distraction into a lesson in leadership!

So now it's back to our real work of protecting our members rights to fair working conditions and compensation. The negotiating committee continues to work for the best possible contract for members, the executive board continues to enroll members for direct dues payment, and DFSE Local 4750 will continue our proud history as the largest school support staff union in Michigan and the recognized bargaining representative for support staff of the Dearborn Public Schools.

We've earned the distraction of a beautiful spring filled with hyacinths and lilies! Take time to enjoy everything blooming around you. Sometimes we need to embrace our distractions and the opportunities they bring us!





APRIL 2016 MEMBERSHIP UPDATES

WELCOME NEW MEMBERS!

Joseph Kocher, Custodial A, Lowrey

CHANGE OF CLASSIFICATION/ CHANGE OF STATUS

Audrey Mused, Secretary II (F/T), OL Smith, to Secretary II (P/T), McCollough/Unis

Terry Roberts, Bus Driver, (P/T), to Bus Driver, (F/T)

Constance Quarles, Custodial A, Lowrey, to Custodial C, Henry Ford

Ambra Taha, Noon Hour Supervisor, River Oaks, to Food Service Assistant, Woodworth

RESIGNED OR SEPARATED

Gerald Ankofski, Noon Hour Supervisor, Duvall

Mary Fayz, Noon Hour Supervisor, Haigh

Jason Ferry, Custodial A

Elizabeth Hoover, Custodial A, Snow

Cynthia Sumerlin, Custodial A, Henry Ford

Joseph Adams, Custodial A, Lowrey

Charles Reames, Custodial A, Edsel Ford

RETIREES

Roger Fitzgerald, Locksmith, Skilled B, 23 years of service, effective 3/3/16

Marilyn Lindsey, Secretary II (Media), 11-1/4 years of service, effective 6/30/16

Edward Prentice, Bus Driver, 19-1/3 years of service, effective 2/29/16

David Williams, Paraprofessional/Instructional, 13-1/4 years of service, effective 3/26/16

DID YOU KNOW?

Retired members continue as members of Dearborn Federation of School Employees Local 4750 Retiree Chapter and are ensured a lifelong membership in AFT National.

Retirees are encouraged to join the Michigan Association of Retired School Personnel (MARSP) and to support their work to protect retirement benefits for school retirees.



3645 East Jolly Rd
Lansing, MI 48910
517-337-1757
888-960-4022
www.marasp.org

ARE YOU IN GOOD STANDING?

A member in good standing is enrolled as a member and current in their dues.

Members still on probation or not enrolled, or owing back dues, are not eligible to nominate candidates, vote, or hold office.

DIRECT DUES APRIL BUILDING VISIT SCHEDULE

4/5/16 Salina ES	12pm to 4pm	4/19/16 Geer Park ES	12pm to 4pm
4/7/16 Becker ES	12pm to 4pm	4/21/16 Miller ES	12pm to 4pm
4/12/16 Lowrey ES/MS	11am to 4pm	4/25/16 DODO	9am to 3pm
4/14/16 Duvall ES	12pm to 4pm	4/26/16 Nowlin ES	12pm to 4pm
4/15/16 Cotter Preschool	12pm to 4pm	4/28/16 Whitmore Bolles ES	12pm to 4pm

DFSE DIRECT DUES COLLECTION

Thank you to everyone who has completed your enrollment. We are very close to meeting our first round goal of 50% of members enrolled for direct dues payment!

We will finish our building visits at the end of April, and on Tuesday and Thursday, May 3 and 5, Christy McGillivray and the direct dues team will be in the lobby at Ten Eyck from 11am to 6pm for members to complete their enrollment. If you have not yet enrolled, please stop by and complete your enrollment.

Dues Amounts Explained

The example below shows how the amounts on the enrollment letter are determined. Installment payments are your total dues divided by twenty, whether you are a ten, eleven or twelve month employee.

In the example below, \$10.00 is used as the hourly wage only to show how the amounts are calculated. Please use your hourly rate and number of pay periods to determine your yearly dues.

Choice 1: YEARLY DUES PAID IN FULL (EXAMPLE)

Ten month employee	\$10.00 times 22 pay periods	=	\$220.00 yearly dues
Eleven month employee	\$10.00 times 24 pay periods	=	\$240.00 yearly dues
Twelve month employee	\$10.00 times 26 pay periods	=	\$260.00 yearly dues

Members may pay their dues in full by check or money order, due by August 31, 2016

Choice 2: YEARLY DUES PAID IN INSTALLMENTS (EXAMPLE)

Ten month employee	\$220.00 divided by 20 installments	=	\$11.00 bi-weekly payment
Eleven month employee	\$240.00 divided by 20 installments	=	\$12.00 bi-weekly payment
Twelve month employee	\$260.00 divided by 20 installments	=	\$13.00 bi-weekly payment

Members may pay their dues through ACH payments from their checking or savings account.

Payments will be deducted September 16, 2016 through June 09, 2017

BillHighway will collect a fee of 2% of the payment amount for each ACH payment.

Ten month employee	\$11.00 times .02 = .22 per payment	(.22 x 20 = \$4.40 total cost)
Eleven month employee	\$12.00 times .02 = .24 per payment	(.24 x 20 = \$4.80 total cost)
Twelve month employee	\$13.00 times .02 = .26 per payment	(.26 x 20 = \$5.20 total cost)

JOIN THE DSEHP WELLNESS 5K CHALLENGE!



Training Walk/Run with HAP Coaches at the
Dearborn Performing Arts Center
Outdoor Track at 10 AM on:

Saturday, April 16
Saturday, April 30
Saturday May 14

Spend a healthy evening with friends and family of the Dearborn Schools and participate in the Cipriano Walk/Run to benefit the Cipriano Children's Trust.

Friday, June 3, 2016 RACE BEGINS AT 7PM

Farmington YMCA
28100 Farmington Rd
248-553-4020

A COMMUNITY UNITED JUST KEEP LOVING PEOPLE

The Cipriano Classic 5k Fun Run & Walk is an event to benefit the Cipriano Children's Trust, in heart and sole. In 2015, the event donated over \$45,000 to the Cipriano Family and featured almost 900 participants, plus dozens of volunteers, spectators, and media.

Here is a message from Rose Cipriano.

"Thank you for supporting the Cipriano Classic 5K once again last year. I told Jenny Birmelin, Race Director, that last year's race was once again the best day of the year for our family. We very much appreciate all the love and support from the people of Farmington Hills and the surrounding communities. Tanner and Isabella continue to thrive in school and in extracurricular activities. While we are grateful for how far we have come as a family, our continued focus is on Salvatore. Although Sal has made great strides in his extremely complicated recovery, he still has a long journey ahead. Salvatore is currently undergoing outpatient therapies including: Neurological Recovery, O.T., P.T., and Life Skills, all of which is covered very little by insurance. And so, as one of the primary sources of donations, the Cipriano Classic is an important benefit to the Cipriano Children's Trust fund and it will directly impact Salvatore's determined road to recovery! Thank you for all of your love and support. God bless and JKLP."



REGISTER AT:

<https://register.chronotrack.com/r/20153>

Or in-person at the Farmington Family YMCA
Cost is \$30 through May 22—\$40 after May 22

**REGISTER BY MAY 22 for a
GUARANTEED BLUE TECH SHIRT!**

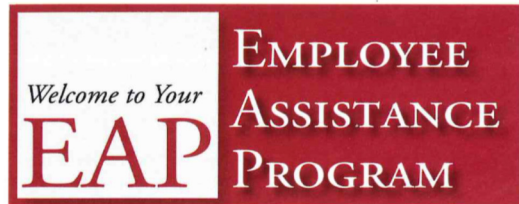


JOB HOTLINE 313 827 3001

HELP DESK-EMAIL ASSISTANCE 313 827 3003

DFSE@COMCAST.NET		
Board Member LEAD	School Building	Building Representative or Contact
Yvonne Ravenscroft Paraprofessional Stout MS	Howard Oakman McDonald	Nathal Jumaa Your Name Here Noor Fahmy
Nancy Reich Secretary IV Long ES	Geer Park Duvall Long River Oaks	Sharon Laura John McDonald Tina Jaskolski Deb Sitarski
Liz Ellis Grounds DODO	Howe/Montessori Lowrey MBCC – All Miller	Debbie Brooks Deb Kenworthy Colette Richards Adila Mohassen
Al Lerini Building Operations Specialist Stout	Dearborn HS Edsel Ford HS Fordson HS Stout	Tom Zerger Your Name Here Cindy Wantuk Your Name Here
Pina Prather Secretary IV Lindbergh	Becker Haigh OL Smith Whitmore Bolles	Your Name Here Your Name Here Deb Osborn Your Name Here
Anna Munoz Secretary II Maples	Henry Ford Maples William Ford Woodworth	Colleen Kirchner Your Name Here Cheryl Dughlas Sandy Ban
Stephanie Salsberry Custodial B – AM Dearborn High School	McCullough/Unis Salina ES Salina INT Snow	Blkeis Nassar Roxanne Reppi Your Name Here Leslie Sisoy
Rick Nims Custodial C—PM Fordson High School	Bryant Cotter Lindbergh Nowlin	Cheryl Johnson/ Shelley Dzingle Your Name Here Liz Golen Ann Kuzara

HEALTH MANAGEMENT SYSTEMS OF AMERICA **HMSA**



The Employee Assistance Program is a benefit available to ALL DFSE members at no cost. The program can assist with short-term counseling and referrals for personal, family and job issues.

1-800-767-5320
AVAILABLE 24 HOURS/7 DAYS
WWW.MY-LIFE-RESOURCE.COM

Weingarten Rights

If you are called to a meeting with management that you suspect will be disciplinary in nature, you have the right to request union representation under the U.S. Supreme Court ruling on Weingarten Rights.

Sign Up for Committees

Committee sign up lists will be available at all our membership meetings for any member interested in serving. Standing committees include Advisory (all Classifications), Bargaining, Budget, Constitutional Amendment, Election, Grievance, Retirement and Safety. If you are interested in volunteering for a committee and would like information, please contact any board member or email dfse@comcast.net.

1107 Washington Street
 Dearborn, MI 48124

LIKE US ON FACEBOOK!
 DFSE@COMCAST.NET
 WWW.DFSELOCAL4750.ORG