

DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750

ANNUAL MEETING DECEMBER 10, 2015 8:30PM

DECEMBER 2015

ELECTION EDITION

VOLUME 2 ISSUE 9

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.

Election of Officers 2016-2018

The following candidates were nominated for office at our November 12th meeting:

Nominee for President

Rodger Bartles

Nominee for President

René Ziaja

Nominee for Vice President

Al Lerini

Nominee for Vice President

Denise McCans

**VOTING WILL TAKE PLACE ON
THURSDAY, DECEMBER 10, 2015 FROM 12 PM TO 8 PM IN THE BOARD ROOM AT TEN EYCK/ASC**

New Officers 2016-2018

The following offices were unopposed at our Nominations Meeting on November 12th:

Treasurer

Joyce McCreary

Food Service Assistant/Fordson

Recording Secretary

Nancy Reich

Secretary IV/Long ES

Financial Secretary

Rick Nims

Custodial C/Fordson

Trustee

Anna Munoz

Secretary II/Maples ES

Trustee

Liz Ellis

Grounds/DODO

Trustee

Yvonne Ravenscroft

Paraprofessional/Stout

Sargent at Arms

Stephanie Salsberry

Custodial B1/Dearborn High

New Officers begin their term of office on Thursday, January 14, 2016,

Dear Members,

Like the song says, I'm looking forward to some of my favorite things, like: "Snow days that fall on a Friday and Monday; students and staff who are healthy and happy; learning and laughing and building our dreams, these are a few of my favorite things!" I hope you enjoy some of your favorite things during our winter break! Enjoy a restful and safe holiday, and I will see you all in the New Year!

René






I Believe

that having a union gives us, as workers at Dearborn Public Schools, a voice at work. I believe that now, more than ever, we need that voice to advocate for reasonable salaries and benefits, fair policies, and the value of public education. I know that union members have worked hard to win the rights and benefits we have, and that we need to keep working to maintain and improve them. I understand that union dues are part of what I contribute as an individual to make the union possible and effective. I therefore pledge to remain a member of the Dearborn Federation of School Employees Local 4750, for as long as I am employed at Dearborn Public Schools. I will politely but firmly decline invitations to resign my membership and deprive me – and my fellow workers – of my voice.

DFISE
 DEARBORN FEDERATION OF SCHOOL EMPLOYEES

name _____
 signature _____



I BELIEVE

Building Representatives will continue to contact members to sign the “I Believe” pledge that supports our union. The pledge asks members to recommit their support of our collective bargaining agreement by continuing their union membership as we move to direct payment of our dues.

Over one hundred signed DFSE “I Believe” pledges are already on display at the DFT union office as part of a friendly competition with the teachers. **You can show your support by signing your “I BELIEVE” pledge today!**

NOVEMBER 2015 MEMBERSHIP UPDATES

CHANGE IN CLASSIFICATION

| | | |
|-------------------|---|-----------------------------|
| Asma Aldubaily | Paraprofessional to Secretary II | Smith To Miller |
| Caroline Day | Secretary III To Accounting Technician | ASC/HR To Business Services |
| Elizabeth Ellis | Bus Driver P/T To Grounds | Transportation To DODO |
| Kevin Hunter | Custodial A To Custodial C | Stout |
| Bryan Kelley | Custodial A To Grounds | DHS To DODO |
| Nadia Makled | Accounting Tech To Accounting Tech Specialist | ASC/Business Services |
| George McComb Jr. | Custodial A To Custodial C | Whitmore Bolles To WM Ford |
| Audrey Mused | Paraprofessional To Secretary II | OL Smith |
| Sandra Pearson | Paraprofessional To Secretary II Media | DHS To WM Ford/Woodworth |
| Huda Saad | FSA To Satellite Food Manager | WM Ford To Becker |

SALARY SCHEDULE CHANGE

| | | |
|-----------------|-----------------------|----------------|
| Shirley Griffin | Bus Driver P/T TO F/T | Transportation |
| Charles Henry | Bus Driver P/T TO F/T | Transportation |
| Frank Roberts | Bus Driver P/T TO F/T | Transportation |
| Najwa Sotres | Bus Driver P/T TO F/T | Transportation |
| Autry Wilson | Bus Driver P/T TO F/T | Transportation |


RESIGNED OR SEPARATED

| | | |
|------------------|-------------|---------------|
| Wisal Alkholany | NHS | Henry Ford ES |
| Raymond Crosly | Custodial A | McCough/Unis |
| Alexander Joiner | Custodial C | Lowrey |
| Renee Parks | Custodial A | DHS |

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 MARSP—the Michigan Association of Retired School Personnel, 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.marisp.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.

DFSE 2016 Contract Survey

Thank you to members who completed the contact survey. We received over eighty responses both online and on paper. The contract committee will review the results and make them available to members in January.

The committee continues to meet weekly, reviewing the contract and developing proposals and changes based on feedback from members.

DFSE CALENDAR MAGNET CORRECTION

DECEMBER 23RD IS NOT A PAID HOLIDAY!

DECEMBER 23, 2015 IS A REGULAR WORK DAY FOR TWELVE MONTH EMPLOYEES AND A VACATION OR NO PAY DAY FOR TEN AND ELEVEN MONTH EMPLOYEES.

OUR FOURTEENTH PAID HOLIDAY FOR 2015-16 WILL BE **JULY 4, 2016**.

Thank you to outgoing Recording Secretary **Shawn Cornea** and Trustee **Kyle West** for your service to our union. Your commitment to building the power and strength of our collective voices is deeply appreciated by the members.

New AFT Organizer CHRISTY MCGILLIVRAY!



Welcome to our new AFT organizer, Christy McGillivray! Christy will be visiting members at buildings to help with contract, union security and direct dues questions, and will be working exclusively with DFT and DFSE. Christy is a Dearborn Schools graduate. Her mom was a building representative from Salina Elementary for DFT 681, and a long-standing union member as a music teacher in Dearborn Public Schools. Christy is passionate about working to make citizens' voices count in the workplace and in politics. As an educator herself, she is committed to advocating for the respect due to the phenomenal support staff and educators in DPS! We're happy to have her join our union family!

WE'RE PROUD OF OUR DFSE MEMBERS!

Bus Driver **Pat Proulx** was commended by the superintendent for her efforts in representing our District at a recent job fair. "Patricia did an excellent job of jumping in at the last minute to spend the day working the fair to recruit drivers to our district."

Media Tech Specialist **Gordon Scannell** was also commended by the superintendent for his efforts in arranging for Dearborn Public Schools students to talk with an astronaut aboard the International Space Station on October 27.

"Mr. Scannell was responsible for bringing this rare, one-of-a-kind opportunity to Dearborn students through the Amateur Radio on the International Space Station Program (ARISS) which promotes learning opportunities as part of the Science, Technology, Education and Math (STEM) initiative. He volunteered many hours arranging the technical details for the program with NASA and ARISS. He also set up the large antenna on the roof of the Michael Berry Career Center and used much of his own radio equipment that enabled students to speak with the astronaut on the space station as it passed within communications range."

Secretary IV at McDonald School **Noor Fahmy** received a grant through UM Dearborn's Elliott Initiative Business Idea Pitch to support her "Design Change" project Boxes for Humanity. "Boxes for Humanity will have public school districts team up with food banks, such as Gleaners Community, and Forgotten Harvest, to provide food for families who are in need of assistance."

Paraprofessionals **Sherri Maibaum** and **Ruth Sorenson** were recognized in the Special Education Department "Special Edition" newsletter for their work with special education students. "Sherri strives to do more than is asked of her by including clever suggestions and ideas for classroom teaching and management. She brings a peacefulness to the environment regardless of the circumstances." "Ruth is always willing to learn new techniques and asks questions to further her knowledge. All of the students love her and enjoy seeing her everyday."

Congratulations and THANK YOU! to our members recognized for going the extra mile for Dearborn students!



DFSE LOCAL 4750
 Dearborn Federation of School Employees

JOBS HOTLINE 313 827 3001
 HELP DESK-EMAIL ASSISTANCE 313 827 3003

| DFSE@COMCAST.NET | | |
|--|---|---|
| Board Member LEAD | School Building | Building Representative |
| Yvonne Ravenscroft Paraprofessional Stout MS | Howard Oakman McDonald | Your Name Here Your Name Here Noor Fahmy |
| Shawn Cornea Satellite Food Manager Geer Park | Geer Park Duvall Long River Oaks | Sharon Laura John McDonald Your Name Here Deb Sitarski |
| Liz Ellis Grounds DODO | Howe/Montessori Lowrey MBCC – All Miller | Debbie Brooks Deb Kenworthy Your Name Here Adila Mohassen |
| Al Lerini Building Operations Specialist Stout | Dearborn HS Edsel Ford HS Fordson HS Stout | Tom Zerger Your Name Here Richard Nims Your Name Here |
| Joyce McCreary Food Service Assistant Fordson | 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 Salina INT Snow | Your Name Here Roxanne Reppi Your Name Here Leslie Sisoy |
| Kyle West Skilled Trades C Carpenter DODO | Bryant Cotter Lindbergh Nowlin | Cheryl Johnson/ Shelley Dzingle Your Name Here Liz Golen Ann Kuzara |

HEALTH MANAGEMENT SYSTEMS OF AMERICA **HMSA**



Welcome to Your **EAP** **EMPLOYEE ASSISTANCE PROGRAM**

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, Weingarten Rights.

“The technology of shared flight: the first goose to take off opens the way for the next, who clears the path for the third, and the strength of the third raises the fourth, who then helps the fifth, and the impulse of the fifth pulls along the sixth, who offers wind the to seventh...”

When the lead goose tires, he goes to the back of the line and leaves his spot to another, who moves to the apex of the V the geese form in the air. Each takes a turn, forward and back, and none of them believes he is super goose because he flies first or that flying last makes him a loser. “

~EDUARDO GALEANO
 “CHILDREN OF THE DAYS”

1107 Washington Street
 Dearborn MI 48124
 313 274 5900

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