

DEARBORN FEDERATION OF SCHOOL EMPLOYEES

MEMBERSHIP MEETING FEBRUARY 12 6:30PM ASC

FEBRUARY 2015

VALENTINE EDITION

VOLUME 2 ISSUE 5

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.

CONSTITUTIONAL AMENDMENT TO RAISE DUES

On Saturday, March 7, the union will hold a Special Meeting to vote on several amendments to our Constitution. Among those amendments are two different proposals to increase our dues.

The question of raising our dues has been asked repeatedly over the last ten years. No amendment has ever passed, and our dues have remained .75 of one full hour of wage for the last twenty five years.

The largest expenses in our budget are our affiliate dues to AFT National and to AFT Michigan, and the wages and benefits we pay a member elected to represent us as our full time President.

The executive board, our building reps and I will be talking with members in the next month, encouraging everyone to attend the Special Meeting on March 7.

We are asking members to support a dues increase that will allow the union to negotiate and defend our contract.

In the coming weeks, the dues increase advisory group will provide more information about the dues increase, how member affiliation dues are calculated, and what it costs to maintain the union.

Please consider the information carefully, and contact myself or a board member with any questions. The Constitutional Amendment Committee is developing a meeting plan that will be effective, democratic and time efficient.

We have strength and power when we **collectively** bargain as a union. Believe in the power of our union solidarity, and in your **right to work** for a fair days wage in exchange for a fair days work..

Rene'



"In the midst of winter, I found there was, within me, an invincible summer.

And that makes me happy. For it says that no matter how hard the world pushes against me, within me, there's something stronger – something better, pushing right back."

~Albert Camus

GENERAL MEMBERSHIP MEETING NOTES JANUARY 21, 2015

Thank you to the members that braved the cold and snow to attend our rescheduled membership meeting on January 21. Along with our regular reports, Kathryn Straith Johnson shared information about the Dearborn School Employees Healthcare Program Wellness Committee. The committee is currently sponsoring the “Biggest Loser” weight loss challenge. Future offerings will include fitness or walking classes, stress management and financial wellness. President Ziaja informed members that the district was moving toward hiring in house substitutes. Meeting adjourned at 8:20 pm.

FIRST BOOK DONATIONS HELP STUDENTS LEARN TO LOVE READING

FIRST BOOK DONATIONS UPDATE:

WE’VE RAISED \$25 IN JANUARY TOWARD BOOKS FOR DEARBORN STUDENTS. THAT’S TEN BOOKS! DONATIONS WILL CONTINUE TO BE ACCEPTED AT OUR FEBRUARY AND MARCH MEETINGS.



JANUARY MEMBERSHIP UPDATES

<u>NEW MEMBERS</u>	<u>CHANGE IN CLASSIFICATION</u>		
<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>Mark Badalucco Custodial A/FHS</p> <p>Nighat Kauser NHS/Geer Park</p> <p>Rana Saad NHS/McDonald</p> <p>Samera Saleh NHS/Oakman</p> <p>Liliane Salman FSA/Woodworth</p> </td> <td style="width: 50%; vertical-align: top;"> <p>Venneather Simmons Custodial A/Lowrey</p> <p>Gwendolyn Turner Bus Driver/Transportation</p> <p>Cheryl Mattern Secretary II (Media)</p> <p>Zeina Olabi Secretary II (Media)</p> </td> </tr> </table>	<p>Mark Badalucco Custodial A/FHS</p> <p>Nighat Kauser NHS/Geer Park</p> <p>Rana Saad NHS/McDonald</p> <p>Samera Saleh NHS/Oakman</p> <p>Liliane Salman FSA/Woodworth</p>	<p>Venneather Simmons Custodial A/Lowrey</p> <p>Gwendolyn Turner Bus Driver/Transportation</p> <p>Cheryl Mattern Secretary II (Media)</p> <p>Zeina Olabi Secretary II (Media)</p>	<p>Martin Lilley Custodial A to Custodial C/DHS to River Oaks</p> <p>Stephanie Salsberry Custodial C to Custodial B1/Salina ES to DHS</p> <p>Kerri Bobal Bus Driver P/T to Bus Driver F/T</p> <p>Eileen Bondy Bus Driver P/T to Bus Driver F/T</p> <p>Anita Saenz Bus Driver P/T to Bus Driver F/T</p>
<p>Mark Badalucco Custodial A/FHS</p> <p>Nighat Kauser NHS/Geer Park</p> <p>Rana Saad NHS/McDonald</p> <p>Samera Saleh NHS/Oakman</p> <p>Liliane Salman FSA/Woodworth</p>	<p>Venneather Simmons Custodial A/Lowrey</p> <p>Gwendolyn Turner Bus Driver/Transportation</p> <p>Cheryl Mattern Secretary II (Media)</p> <p>Zeina Olabi Secretary II (Media)</p>		
<u>REAPPOINTED FROM LAYOFF</u>	<div style="border: 1px dashed black; padding: 10px;"> <p style="text-align: center;"><u>DID YOU KNOW?</u></p> <p>Retired members continue as members of Dearborn Federation of School Employees Local 4750 Retiree Chapter and are ensured a lifelong membership in AFT National.</p> <p>As a retired AFT national member, retirees receive the same AFT periodical sent to working members and maintain access to most AFT member benefits.</p> </div>		
<p>Maha Safieddine Paraprofessional/Maples</p>			
<u>RESIGNATION/OTHER</u>			
<p>Suehaila Amen Paraprofessional/Leave of Absence</p> <p>Margaret Powers Custodial A/DHS</p> <p>Sharifah Aun Paraprofessional/Laid Off</p>	<u>CONGRATULATIONS RETIRED MEMBERS!</u>		
	<p>Ali Ahadi, Custodial A, 3/4 years of service</p> <p>Fawziye Kadry, Custodial C, years of service</p>		

FOCUS ON THE CONSTITUTION

The Constitution of the Dearborn Federation of School Employees Local 4750 is a set of rules that provides an agreement and understanding of how union business is conducted.



Some rules in our Constitution are required by Federal or State law. Other rules, such as our objectives, the responsibilities and duties of the Executive Board, meeting days and times, and the amount of our dues and fees are specific to our union and are agreements made by the members.

Article XXVI of our Constitution states that our Federation will remain affiliated with the American Federation of Teachers and the AFL-CIO. Our affiliation means that we are also bound by the Constitutions of the National and State Organizations.

ARTICLE V - AMENDMENTS TO THE CONSTITUTION

The Constitution may be amended by two-thirds (2/3) vote of the members voting at a Special Constitution Meeting provided the following steps have been completed.

- A. In each publication of the official Union communication for two months prior to the March meeting and during the month of May and June preceding the September meeting, a notice shall appear stating that during March and September meetings proposed amendments may be introduced.
- B. At the March and September meeting, only proposed amendments will be introduced and read to the membership. (Suggestions for amendments will be accepted at any time and held until March or September, whichever is soonest.)
- C. A special written notice specifying the proposed amendments and the date, time, and location of the Special Constitution Meeting shall be distributed to the members at least thirty (30) day prior to the meeting.
- D. The Official Union communication shall also contain the above information.
- E. The proposed amendments shall be read at the next regular meeting and the date, time and location of the Special Constitution Meeting specified.
- F. The Special Constitution Meeting shall be held as specified. An agenda containing the proposed amendments shall be distributed to the members attending the meeting.

FEBRUARY EVENTS	DATE	DAY	TIME
CONSTITUTIONAL AMENDMENT MEETING—DFSE OFFICE	4, 11 & 25	WEDNESDAY	5:00 PM
GREIVANCE COMMITTEE/BUILDING REP MEETING—DFSE OFFICE	7	SATURDAY	10 AM/ 1 PM
EXECUTIVE BOARD MEETING #1—ASC BOARD ROOM	12	THURSDAY	5:30 PM
MEMBERSHIP MEETING—ASC BOARD ROOM	12	THURSDAY	6:30 PM
EXECUTIVE BOARD MEETING #2—DFSE OFFICE	25	WEDNESDAY	5:30 PM
BARGAINING AND CONTRACT COMMITTEE—DFSE OFFICE	26	MONDAY	5:00 PM



3RD ANNUAL ORGANIZING SUMMIT

Saturday, 21 February 2015

Iron Workers Hall

25150 Trans X Road
Novi, MI 48375

To register or for more information please use this link:

<http://LinkPl.us/WinterOrganizingSummit2015>

DFSE LOCAL 4750

Dearborn Federation
of School Employees

JOBS HOTLINE 313 827 3001

DFSEMEMBERS@GMAIL.COM

Board Member LEAD	School Building	Building Representative
Yvonne Ravenscroft Paraprofessional Stout MS	Howard HFCC – Childcare/HFEC Oakman McDonald	Volunteer Needed Liz Golen Volunteer Needed Volunteer Needed
Shawn Cornea Satellite Food Manager Geer Park	Geer Park Duvall Long River Oaks	Sharon Laura John McDonald Volunteer Needed Deb Sitarski
Liz Ellis Bus Driver Transportation	Howe/Montessori Lowrey MBCC – All Miller	Debbie Brooks Noor Fahmy Deb Frison Adila Mohassen
Al Lerini Building Operations Specialist Stout	Dearborn HS Edsel Ford HS Fordson HS Stout	Tom Zerger/Jeanne Bailey Volunteer Needed Richard Nims Volunteer Needed
Joyce McCreary Food Service Assistant Fordson	Becker Haigh OL Smith Whitmore Bolles	Volunteer Needed Volunteer Needed Deb Osborn Julie Wilson
Anna Munoz Secretary II Maples	Henry Ford Maples William Ford Woodworth	Colleen Kirchner Volunteer Needed Cheryl Dughlas Sandy Ban
Stephanie Salsberry Custodial B – AM Dearborn High School	McCollough/Unis Salina Salina INT Snow	Tammy Baldwin Roxanne Reppi Volunteer Needed Leslie Sisoy
Kyle West Skilled Trades—Carpenter Division of District Operations	Bryant Cotter Lindbergh Nowlin	Volunteer Needed Volunteer Needed Volunteer Needed Ann Kuzara

DSEHP

DEARBORN SCHOOL EMPLOYEES

HEALTHCARE PROGRAM

NEXT GENERATION ENROLLMENT

GALLAGHER BENEFIT SERVICES

15250 MERCANTILE DR

DEARBORN, MI 48120

Phone: 888-222-4309

Fax: 313-982-3299

**SHARE THE WORD WITH
FRIENDS AND FAMILY!**

The school district is hiring substitute teachers, paraprofessionals, food workers, bus drivers and bus attendants.

FILL OUT AN ONLINE APPLICATION AT:

<http://dearbornschools.org>

Candidates must be 18 years or older and have a high school diploma or GED.

USE GOOGLE CHROME OR FIREFOX
ONLY TO ACCESS THE APPLICATION

HEALTH MANAGEMENT SYSTEMS OF AMERICA **HMSA**



1107 Washington Street

Dearborn MI 48124

313 274 5900

LIKE US ON FACEBOOK!

DFSE4750

WWW.DFSELOCAL4750.ORG