

**DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750
MEMBERSHIP MEETING FEBRUARY 11, 2016 6:30PM**

FEBRUARY 2016 WINTERS HERE EDITION VOLUME 3 ISSUE 6

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.

CLASSIFICATION MEETINGS FOR CONTRACT NEGOTIATIONS

SATURDAY, FEBRUARY 20, 2016

FOOD SERVICE/NOON HOUR SUPERVISORS 9:30 AM—11:00 AM
SKILLED TRADES/GROUNDS 11:30 AM—1:00 PM
PARAPROFESSIONALS 1:00 PM—2:30 PM

SATURDAY, FEBRUARY 27, 2016

TRANSPORTATION/GROUNDS 9:30 AM—11:00 AM
CUSTODIAL/FACILITIES 11:30 AM—1:00 PM
CLERICAL/SECRETARIAL/TECHNICAL & SPECIALIST 1:00 PM—2:30 PM

These meetings are an opportunity for members to share concerns and give input to help the negotiating committee develop our bargaining platform. Classification surveys will be available.

Dear Members,

Several members have called and approached me and several board members with concerns about the unions finances. The board has been very careful in the last two years to follow the best practices and guidelines recommended by AFT National in handling our union funds. Our 2014 audit was completed in June 2015, by Kay Niepert, CPA from AFT National. Kay will return on March 4 of this year to complete our 2015 audit and tax forms. In addition, Chuck Lobaito, Controller for AFT Michigan reviewed our records and assisted Joyce McCreary with completing some year end tasks on January 7. As our Constitution requires, the Trustees have also completed their review of our receipts and disbursements. All members are welcome to personally review the union financial records. Please contact the office to set up a time if you are interested.

The Direct Dues enrollment is going very well. It's been wonderful to meet and talk with so many members! The school visit schedule for February is listed on page two of the newsletter. If you miss your opportunity to enroll when we are at your school, feel free to stop in and sign up at another building.

Preparations for our contract negotiations continue. In addition to the general classification meetings in February, there will be another survey focused on specific goals for each classification, and small group meetings. Christy McGillivray will be developing a contract campaign plan and will be reaching out to members for input and help.

Rene'




DFSE I BELIEVE

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.

DFSE
DEARBORN FEDERATION OF
SCHOOL EMPLOYEES

name _____
signature _____



Building Representatives will continue to contact members to sign the “I Believe” pledge supporting 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.

Show your support by signing your “I BELIEVE” pledge when you complete your direct dues enrollment!

FEBRUARY 2016 MEMBERSHIP UPDATES

There were no new members for January 2016

CHANGE OF CLASSIFICATION/ CHANGE OF STATUS

Samira Berry, from Geer Park, Noon Hour Supervisor, to Food Service Assistant, Miller, effective 1/12/16

Nadia Dabak, from William Ford, Noon Hour Supervisor, to Food Service Assistant, William Ford, effective 1/12/16

Lina Hammoud, Paraprofessional/Instructional, to Receptionist/Clerk, Edsel Ford, effective 1/13/16

RESIGNED OR SEPARATED

Yvette Abela, Lindbergh, Noon Hour Supervisor, effective 1/4/16

Lisa Goddard, Dearborn, Food Service Assistant, effective 1/15/16

Justin Rinna, The Heights Campus, Custodial C, effective 1/5/16

RETIREES!

Janet Hogarth, Bryant, Secretary II, 19 years of service, effective 1/8/16

Linda Kuspa, Whitmore-Bolles, Paraprofessional/Instructional, 15-1/4 years of service, effective 1/31/16

Treasurer Joyce McCreary has resigned her position with the DFSE Board effective January 26, 2016. The board appreciates and thanks her for her contribution to the union and the work she has done on behalf of the members.

On Sunday, January 31st, the Board met and voted to approve the appointment of Pina Prather, Secretary IV Lindbergh ES, as our new Treasurer.

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 DIRECT DUES COLLECTION

Beginning in September 2016, the school district will no longer deduct union dues from your paycheck. This change will happen because Michigan lawmakers have passed a law saying school districts may not collect dues through payroll deduction. When our contract is renewed, our union will begin collecting dues directly from each member.

DFSE has arranged to collect our union dues using the services of BillHighway, a company that works exclusively providing services for non-profit organizations such as ours. The Dearborn Federation of Teachers are also enrolling their members in direct dues payment and will also be using BillHighway as their payment processor.

In the coming months, the DFT and DFSE will be meeting with members in their buildings to enroll members in BillHighway. Our new AFT organizer, Christy McGillivray, will be assisting us.

Members can arrange for automatic payment of their dues from a checking or savings account or pay their yearly dues in full with a check or money order. For installment payments, dues will be divided and deducted over twenty pay dates from September to June. BillHighway charges a fee of 2% per transaction for dues paid in installments.

Each DFSE member will receive a letter in advance of their enrollment explaining their total yearly dues and their payment amount and fee if paying in equal installments.

DIRECT DUES ENROLLMENT BUILDING VISIT SCHEDULE

| | | | |
|-----------------------------|-------------|--------------------------------|-----------|
| 2/2/16 Stout MS | 12-4 p.m. | 2/11/16 McDonald Elementary | 12-4 p.m. |
| 2/4/16 Maples ES | 12-4 p.m. | 2/18/16 Edsel Ford High School | 10-4 p.m. |
| 2/9/16 Dearborn High School | 12-4 p.m. | 2/23/16 River Oaks ES | 12-4 p.m. |
| 2/10/16 ASC/Ten Eyck | 9am -5 p.m. | | |

Come to any school or General Membership Meeting to sign up.

Frequently Asked Questions

- Q. Will members receive a regular bill or will their dues be paid automatically?
- A. Members will receive an electronic invoice by email from BillHighway as a reminder that their dues will be automatically deducted from their bank account.**
- Q. Will members be able to set up the date for their dues payment (on a specific date)?
- A. DFSE has chosen dues payment dates using the same dates as the district payroll dates. The first deduction will occur in September and will continue for twenty payments through June.**
- Q. Do I have to make payments every two weeks?
- A. Members can pay their dues in full with a check or money order by August 31st, or they can pay in twenty installments from September to June. This plan allows DFSE to better manage the work involved in recording member dues payments.**
- Q. Will members have another payment option other than automatic deduction from a savings or checking account?
- A. Members can also pay the full amount of your yearly dues in one check made payable to The Dearborn Federation of School Employees Local 4750. Payment must be made by August 31st of the current year. Paying your dues in full by check will avoid the 2% per transaction fee charged by BillHighway.**

Direct Dues Collection Frequently Asked Questions Continued

- Q. Does each member pay their own transaction fee, or does the Union pay the fee? Will we be assessed any other fees?
- A. **BillHighway charges an administrative fee of 2% per transaction to members making payments every two weeks. If a member pays their full dues by personal check, there is no fee. Returned check or insufficient funds fees will be added members' balances in their BillHighway account. The current fee for returned checks is \$25, which is the cost that Bill Highway incurs in the payment network.**
- Q. What happens when my dues amount changes because I've had a promotion, demotion or step increase or other hourly wage change?
- A. **If your dues amount changes, BillHighway will send you an email notification showing your new dues amount. The dues amount change will be applied immediately to the next scheduled deduction. DFSE will NOT have you re-sign a form.**
- Q. How about when a member goes on leave?
- A. **Memberships can be made inactive on an individual basis. However, members should notify DFSE in writing if they want to discontinue payment of dues. Members not current in their dues are not in good standing, and may not vote or participate in union decisions.**
- Q. What are the security measures involved with the pay system?
- A. **BillHighway uses security standards set by the Payment Card Industry Data Security Standard (PCI DSS), which is a set of requirements designed to ensure that ALL companies that process, store or transmit financial and/or credit card information maintain a secure environment.**
- Q. What if I change checking or savings accounts?
- A. **If you change your checking or savings account, you be able to update your information online in your BillHighway account.**
- Q. What will happen if I miss a payment?
- A. **You will receive a failed transaction email requesting that you send payment for the missed dues amount and requesting that you update your payment information if necessary.**
- Q. Will our information be sold?
- A. **BillHighway, DFSE, and AFT Michigan will not sell your personal or financial information.**
- Q. Why should I continue paying dues if I don't have to because of "right to work? Doesn't "right to work" mean I don't have to be a union member or pay dues?
- A. **"Right to Work" means you don't have to join the union or pay dues in order to be employed by the school district. However, the union will continue to negotiate your benefits and wages and the terms of your employment as a member of our bargaining unit. The union will continue to represent you in disciplinary or grievance hearings.**
- If you don't join the union and you don't pay dues, you will receive the same benefits and wages and have the same contract that your friends and co-workers who ARE paying dues have, but you won't be able to vote to ratify our contract or participate in decisions made by the union.**
- Members who remain active and support the union with their dues recognize that our strength comes from our shared commitment to negotiate collectively. The know that UNION means we will work together to help all members of our local improve their wages and benefits and secure the ability to support themselves and their families.**



LOCAL 4750

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 |
| 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 Your Name Here Adila Mohassen |
| Al Lerini Building Operations Specialist Stout | Dearborn HS Edsel Ford HS Fordson HS Stout | Tom Zerger Your Name Here Your Name Here 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 | McCollough/Unis Salina ES Salina INT Snow | Your Name Here 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.

Building Rep Training

There is still a need for building representatives. Training will be held in February for anyone interested.

1107 Washington Street
 Dearborn MI 48124
 313 274 5900

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

ARE YOU READY FOR RETIREMENT?

WE WILL HAVE A SHORT PRESENTATION ON RETIREMENT PLANNING AT OUR FEBRUARY GENERAL MEMBERSHIP MEETING. THE FOLLOWING LIST IS FROM THE WEBSITE OF THE MICHIGAN ASSOCIATION OF RETIRED SCHOOL PERSONNEL (MARSP).

CHECKLIST FOR RETIREMENT PLANNING:

First Years

1. Start investing for retirement
2. Get life insurance for self and family
3. Invest in a home
4. Start leisure time activities
5. Collect vacation brochures
6. Invest in a career wardrobe
7. Enjoy your family and friends
8. Adapt a healthful lifestyle
9. Enroll and participate in professional organizations

Middle Years

1. Check and update investments
2. Update and check your travel plans
3. Identify professional advisers such as: legal, financial, etc.
4. Strengthen friend and family relationships
5. Continue a healthy lifestyle
6. Weed and organize your closets
7. Maintain activity in professional organizations

Five Years Before and up to Retirement

1. Check with MPSERS concerning your pension and insurance benefits
2. Update life insurance needs
3. Finalize your social security statement
4. Evaluate your personal financial status
5. Review retirement plans with professional advisers
6. Discuss and explore with your spouse retirement living situations
7. Include your spouse in your network of friends
8. Continue to live a healthful lifestyle
9. Curb major wardrobe purchases
10. Enroll in MARSP and other retirement organizations

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.



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