

DFSE FORWARD

DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750

MEMBERSHIP MEETING JANUARY 14, 2016 6:30PM

JANUARY 2016 WINTERS HERE EDITION VOLUME 3 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.

Dearborn Federation of School Employees Local 4750 2016-2018 Officers

<u>President</u>	René Ziaja	Computer Tech Specialist/ASC
<u>Vice President</u>	Al Lerini	Building Operations Specialist/Stout
<u>Treasurer</u>	Joyce McCreary	Food Service Assistant/Fordson
<u>Recording Secretary</u>	Nancy Reich	Secretary IV/Long ES
<u>Financial Secretary</u>	Rick Nims	Custodial C/Fordson
<u>Trustee</u>	Anna Munoz	Secretary II/Maples ES
<u>Trustee</u>	Liz Ellis	Grounds/DODO
<u>Trustee</u>	Yvonne Ravenscroft	Paraprofessional/Stout
<u>Sergeant at Arms</u>	Stephanie Salsberry	Custodial B1/Dearborn High

Officers begin their term of office on Thursday, January 14, 2016, and will be sworn in at the General Membership Meeting.

Dear Members,

Thank you for the confidence you've shown in re-electing both Al Lerini as Vice President and myself as President. We are dedicated to building the strength of our union and the rights and benefits of all our members.

I'm looking forward to visiting buildings to enroll members in direct dues in the next few months, and in the opportunity it gives me to talk one on one with every member. Make sure you check the building visit schedule on page 4 to know when I'll be in your building.

Our building rep structure will continue to grow this year, with the goal of having meetings in each building at least twice per year. If you should need information or help, please check with your building representative. Building reps have a good understanding of the contract, district rules, and your buildings practices, and will usually be able to provide the answers you need. If they aren't able to help, or you need more information, contact me at dfse@comcast.net for additional support. Basic information such as our contract, constitution, and wage schedule can always be found on our website, www.dfselocal4750.org.



Be sure to read the enclosed article explaining "Right to Work" and the ***Friedrichs v. California Teachers Association*** case that will be heard by the U.S. Supreme Court on January 11. The courts ruling in this case will have significant impact on unions and the lives of workers across the nation.

It's been an unusually warm winter so far, but I'm sure we'll have at least one opportunity to enjoy one of those "snow day" extra benefits we appreciate as school district employees! Stay warm and safe!



Affiliate of the American Federation of Teachers, AFT Michigan and AFL-CIO

René


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!

DECEMBER 2015 MEMBERSHIP UPDATES

WELCOME NEW MEMBERS!

Zahraa Alawadi	Paraprofessional	Cotter	Mohamed Mohassen	Paraprofessional	OL Smith
Leann Bitonti	Noon Hour Supervisor	Long ES	Nema Mohassen	Paraprofessional	Howe
Caroline Day	Accounting Tech	ASC/BS	Rachel Mroczka	Interpreter Tech	DHS/Smith

CHANGE IN CLASSIFICATION

Annette Boccarossa	Secretary II Media to Secretary III	Stout/Salina Int. to FHS	12/15/2015
Salwa Dakroub	Secretary III to Secretary IV	McCullough/Unis to ASC/ELL	12/15/2015
Hanan Fawaz	Receptionist/Clerk (B) to Secretary III	McCullough/Unis to McCullough	12/15/2015
Jake Kennedy	Custodial A to Custodial C	McDonald to Cotter	12/15/2015
Stacey Mendez	FSA to Secretary II Media	William Ford to Stout/Salina INT	12/15/2015
Patrick Stover	Custodial A to Custodial C	Dearborn to Lowrey	12/15/2015

RESIGNED OR SEPARATED

Patricia Basham	Bus Attendant (P/T)	Transportation	12/11/2015
Sanaa Nassar	Noon Hour Supervisor	Henry Ford ES	11/13/2015
Kassem Chehab	Custodial C	Smith	12/15/2015

CONGRATULATIONS RETIREE!

Mary Niebel	Secretary II ASC/ELL	22 1/4 Years of Service	1/6/2016
-------------	----------------------	-------------------------	----------

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 (MARSPP) 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.marspp.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.

EFFORTS TO WEAKEN UNIONS A DIRECT STRIKE AGAINST THE MIDDLE CLASS

Posted to [Politics](#) January 06, 2016 by [Michele Jawando](#)

America's economy has swung out of balance. Working Americans today are working harder and producing more than ever, but their pay remains stuck. Meanwhile, as wages remain stagnant for the middle class and are actually falling for low-wage workers, the richest Americans are taking home an increasingly larger share of the economic pie.

But when workers are represented by unions, the pendulum swings in the direction of working Americans, helping to boost the economy for everyone. Union workers typically earn higher salaries and have greater access to retirement benefits, medical benefits, and most types of paid leave than their non-unionized counterparts.

Unions also play a critical role in intergenerational mobility. In fact, a Center for American Progress report finds that children with union parents earn more, attain higher levels of education, and have better health than children from nonunion households.

Meanwhile, increased unionization amplifies the size of the middle class's share of income, creating competition that helps to reduce income inequality and improve working conditions for all workers.

How do unions do it?

Under federal law, unions are obligated to bargain on behalf of all employees, even those in a workplace who decline to join the union. In many public unions, employees always have the choice to

join the union or not, and those who opt out—all of whom also receive union-acquired benefits—pay their fair share to the union solely for the costs of negotiation.

But over the last few years, conservative "right to work" advocates have been steadily working in the courts to undermine the middle class by attacking American unions. In a case before the U.S. Supreme Court this month, **Friedrichs v. California Teachers Association**, right to work advocates are once again seeking to erode the strength of our unions, and could overturn 40 years of Supreme Court precedent in the process.

In their latest legal battle, right to work advocates are claiming that paying for the benefits they receive is a violation of their right to free speech. In other words, they aren't challenging their right to receive union-earned benefits; they are challenging their obligation to help cover the costs.

While some may see this attack as only impacting unions, the reality is this is a direct strike at the middle class. If the court sides with right to work conservative advocates, employers will have an increasingly upper-hand in negotiations. At best, this would mean the middle class would continue to decline or, at worse, disappear altogether. And in the legal landscape, it would mean a dramatic reinterpretation of decades-old law and a sharp conservative turn in favor of corporations over workers.

The simple truth is that no one is required to join a union and no one is required to pay any fees that go to politics or political candidates. Nothing in this case will change that. This case is about making it even harder for working people to come together, speak up for each other, and negotiate the rules about benefits, hours, and wages.

Unions have been and remain critical to the strength of America's middle class, to ensuring financial security for millions of families, and to buoying the economy. In representing workers' voices and leveling the power dynamics between employers and employees, unions are vital to building and growing America's middle class.

It is no coincidence then that attacks on unions have coincided with the decline of the middle class. The Supreme Court should not pound another nail in that coffin at the behest of conservatives and the wealthy few. Our economy should work for everyone, and unions play a vital role in accomplishing that.

The attack on workers in *Friedrichs* is more than a conservative ideology; it is an attempt to begin turning back the clock on workers' rights and the survival of the middle class, radically altering the law in the process.

ABOUT THE AUTHOR MICHELE JAWANDO

Michele Jawando is the vice president of legal progress at the Center for American Progress.



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

JANUARY 2016

LONG ES	TUESDAY	1/07/2016	12pm - 4pm
WOODWORTH MS	TUESDAY	1/12/2016	12pm - 4pm
MBCC/HOWE	THURSDAY	1/14/2016	10am - 4pm
LINDBERGH ES	TUESDAY	1/19/2016	12pm - 4pm
SNOW ES	TUESDAY	1/26/2016	12pm - 4pm
FORDSON HS	THURSDAY	1/28/2016	10am - 4pm

Frequently Asked Questions

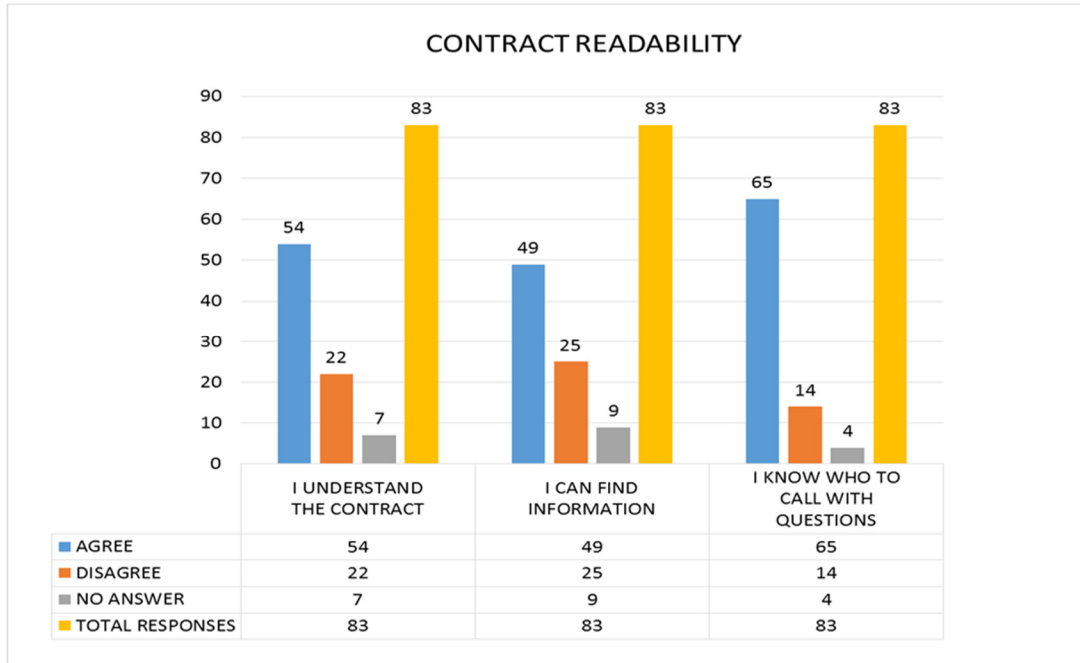
- Q. Will members receive a regular bill or will their dues be paid automatically?
A. Members will receive an electronic invoice by email from BillHighway as a reminder that their dues will be automatically deducted from their bank account.
- Q. Will members be able to set up the date for their dues 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 October 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 October 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

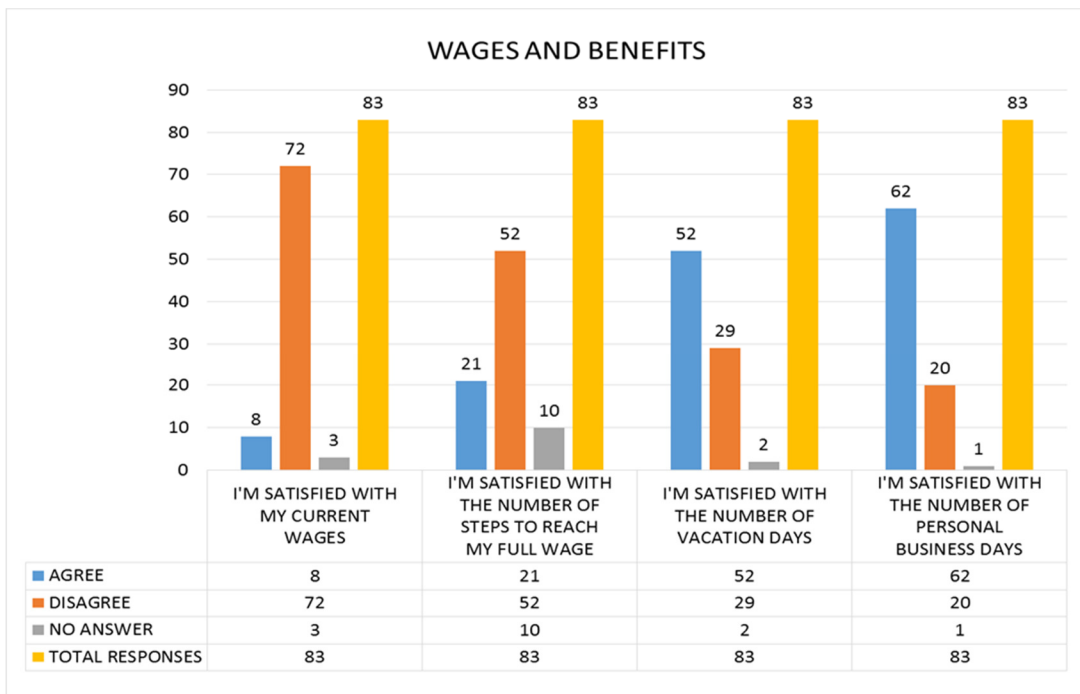
- Q. Does each member pay their own transaction fee, or does the Union pay the fee? Will we be assessed any other fees?
- A. **BillHighway charges an administrative fee of 2% per transaction to members making payments every two weeks. If a member pays their full dues by personal check, there is no fee. 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.**

November 2015 CONTRACT SURVEY RESULTS

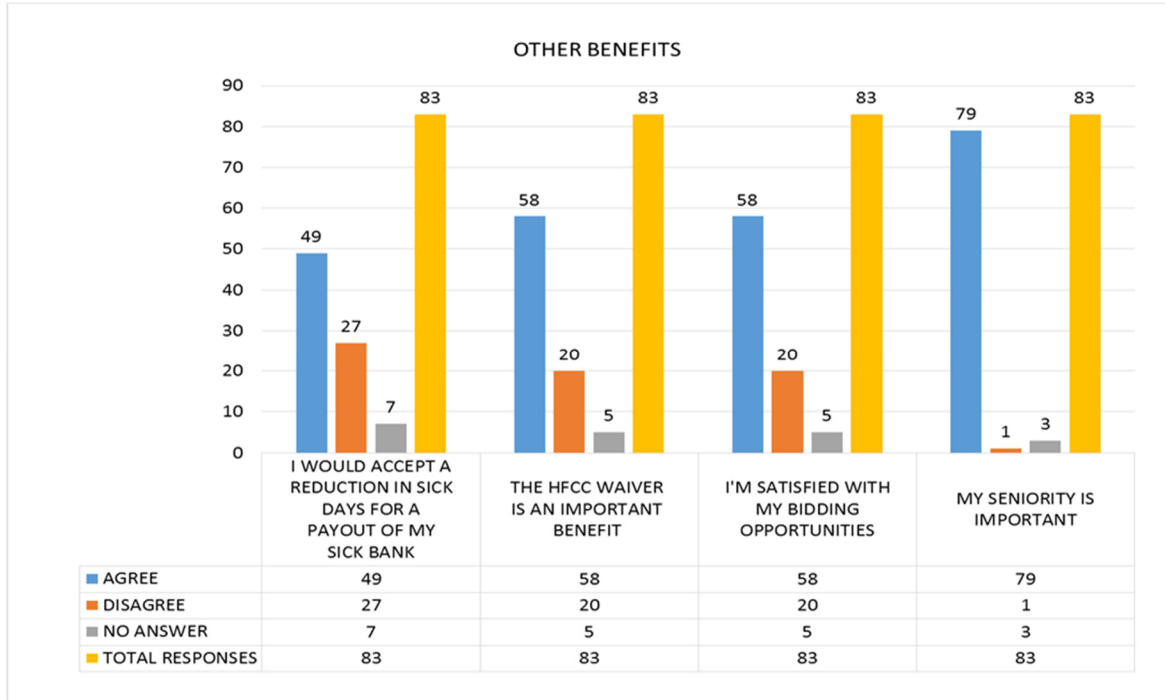
The results of the contract survey taken in November are summarized below. The results will be used by the Negotiations Committee to help determine our focus as we renew our contract. Thank you to those that participated.



Most members can read and understand the contract and can find answers to their questions.



Very few members are satisfied with their current wages or the number of steps (years) to reach their full wage. Most members are satisfied with their number of vacation and personal business days.



Members value their union and classification seniority. Most members are satisfied with their opportunities to bid on jobs, and consider the HFCC Tuition Waiver an important benefit. More than half would accept a reduction in their sick days in exchange for a payout of their sick bank.



Most members feel safe at work and are satisfied with their scheduled working hours. Many members want more opportunities for overtime and extra hours. Almost half the members surveyed are not satisfied with their training and professional development opportunities.

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
Nancy Reich Secretary IV Long ES	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 Your Name Here 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 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