

DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750

MEMBERSHIP MEETING MARCH 11, 2016 6:30PM

MARCH 2016



SHAMROCK EDITION



VOLUME 3 ISSUE 7

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

Meetings were held on February 20 & 27 for all classifications, and were well attended. Members shared their concerns and ideas for our new contract. Discussions were led by members of the negotiating committee and focused on concerns and solutions from each classification.

Please see page four of the FORWARD for a copy of the newest contract survey. The survey is looking for concerns and solutions related to each classification. Completed forms can be sent to the union office through inter-school mail or returned to your building representative.

PARAPROFESSIONAL MEETINGS

The following meetings have been scheduled to give paraprofessionals an opportunity to discuss contract concerns specific to their group:

Monday, March 14	Special Education
Tuesday, March 15	GSRP (Great Start Readiness Program)
Wednesday, March 16	Title I and all others

All meetings are at 4pm at the DFSE Office

The negotiating committee will meet with paraprofessionals again on Monday, April 11, to draft a job assignment plan to be used for the 2016-2017 school year. The draft will be presented to all paraprofessionals for discussion at a meeting later this spring. If you have questions or comments, please contact René at dfse@comcast.net.

I was honored this past weekend to be invited by AFT Michigan President David Hecker to attend the Presidential Candidate Debates held in Flint. It was an exciting evening! My husband, Henry, and my children, Andrew, Abigail and Aaron, were with me in spirit as I kept them updated with constant texts and photos.

It was a lively and interesting debate, but what I most appreciated was being in the presence of so many leaders that have dedicated themselves to the needs of the people they serve in our communities. It helped me regain my perspective of how important good, strong leadership is, and what a difference responsible leadership can make in the lives of so many.

The evening began with the Flint Children's choir singing "America the Beautiful", and it made me think of the children we care for in our jobs with the Dearborn Public Schools. Our children, just like the children singing in Flint, BELIEVE in "America the Beautiful". We need to build strong, responsible leadership right here in our union, so that our children, our members, and our community can BELIEVE in "America the Beautiful". I am grateful for so many members that have given their time and talent to serve our union. I encourage everyone to consider what you can do to help. Our responsible leadership **can** and **will** make a difference in the lives of many.



René



MARCH 2016 MEMBERSHIP UPDATES

WELCOME NEW MEMBERS!

William Needham, Custodial A, Fordson HS

Andito Skinner, Paraprofessional, Howe

Rola Jouni, Food Service Assistant, McCollough/Unis

Fatima Ourchane, Receptionist/Clerk, William Ford

CHANGE OF CLASSIFICATION/ CHANGE OF STATUS

Caroline Grezlak, Secretary II (Media), McCollough/Unis, to Secretary II, Compensatory ED/ASC

Abdallah Abboud, Custodial A, McCollough/Unis, to Custodial C, MBCC

Hala Berry, Paraprofessional, OL Smith MS, to Secretary III, Fordson HS

John Sikorski, Custodial A, Lowrey, to Custodial C, Bryant MS

Myriah Tyson, Custodial C, Henry Ford ES to Custodial A, McDonald ES

Lynn Hutsell, Noon Hour Supervisor, Whitmore Bolles, to Paraprofessional/GSRP, Whitmore Bolles

RESIGNED OR SEPARATED

Ibtissam Chehab, Noon Hour Supervisor, Becker

Lynn Hutsell, Noon Hour Supervisor, Whitmore Bolles

RETIREES

There are no retirees for the month of February, 2016.

CONDOLENCES

Deborah Osborn's mother, Sarah Clemons, passed away on February 29, 2016. Service and burial were held in Chattanooga, Tn. Cards may be sent to Deborah Osborn at 16897 W. Outer Dr., Dearborn Heights, MI 48127.

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.marsp.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 MARCH BUILDING VISIT SCHEDULE

3/3/16 Henry Ford ES 12pm to 4pm	3/17/16 William Ford ES 12pm to 4pm
3/8/16 Oakman ES 12pm to 4pm	3/22/16 Salina INT 12pm to 4pm
3/10/16 OL Smith MS 12pm to 4pm	3/24/16 Haigh ES 12pm to 4pm
3/15/16 Howard ES 12pm to 4pm	Transportation TBD 9am to 3pm

DFSE DIRECT DUES COLLECTION

Building visits are going very well! Thank you to everyone who has completed your enrollment. With over eight hundred members, it seems like a daunting task, but with the initial response we've had, we're confident we'll have 90% of our members enrolled by June! The first round of building visits will be completed by the end of April, and we will begin follow up visits in May. In the meanwhile, Christy McGillivray or board members will continue to follow up with members to explain and complete enrollments.

Dues Amounts Explained

Members have asked why the installment dues amount shown on the enrollment letter is different from their hourly wage. 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)

Public Act 75 of 2010—The First “3%”

Under PA 75 of 2010, the Michigan legislature passed a law requiring public school employees to contribute 3% of their wages to fund healthcare costs for current retirees.

To protect the rights of our members, AFT Michigan and the Michigan Education Association brought a lawsuit in October 2011 against the State of Michigan challenging the constitutionality of PA 75 of 2010.

Public Act 300 of 2012—The Second “3%”

The Michigan legislature next adopted PA 300 of 2012, which changed the cost and benefits for public school employees retiree healthcare and defined benefit pension plans. As a part of the new law, public school employees were able to choose to continue the 3% contribution or to opt out of the retiree healthcare plan.

AFT Michigan and MEA then challenged the constitutionality of PA 300 of 2012. On April 8, 2015, the Michigan Supreme Court ruled that the pension and retiree healthcare benefit and cost reforms under PA 300 of 2012 were constitutional. The Michigan Supreme Court then returned the question of the 3% contribution under PA 75 of 2010 to the Michigan Court of Appeals.

Until the Court of Appeals provides a decision, the Office of Retirement Services (ORS) will continue to hold the 3% member contributions that were collected from July 2010 to September 2013 in escrow. As new information becomes available, we will update members.

**CLASSIFICATION SURVEY FOR CONTRACT NEGOTIATIONS
FEBRUARY 2016**

Dear Members, This is the second survey from the negotiations committee and is meant to gather concerns specific to your classification. Thank you for taking the time to complete the survey.

CLASSIFICATION: _____

1. WHAT CONCERNS DO YOU HAVE SPECIFIC TO YOUR CLASSIFICATION?

2. WHAT WOULD YOUR SOLUTION(S) BE TO CONCERNS SPECIFIC TO YOUR CLASSIFICATION?

3. WOULD YOU BE INTERESTED IN SERVING ON THE CONTRACT CAMPAIGN COMMITTEE?

The committee will help gather and share information about contract negotiations with members. The more participation, the better. We have power in numbers.

Yes, please contact me. My phone number is: _____



2016-2017 HEALTHCARE RENEWAL

Kim Nicholson, DSEHP benefits advisor from Gallagher Benefits, will present information about our 2016-2017 healthcare policies at our April membership meeting.

Open enrollment will begin May 1st. Please plan on attending the meeting on April 14th at 6:30pm to learn important new information about open enrollment for your medical, dental, and vision benefits.

JOIN THE DSEHP WELLNESS 5K CHALLENGE!

Kick off meeting — Saturday, March 19th 10 AM
DFT Offices 15250 Mercantile Dr.



The Road To Fitness Starts Here...

Take The HAP 5K Challenge!

Race-ready in just 9 weeks | Training schedule, tips and more | Perfect for all experience levels



Join HAP for the 5K Challenge Kick-off: Saturday, March 19th at 10 a.m.
Dearborn Federation of Teachers office,
15250 Mercantile Dr., Dearborn, MI 48120

Challenge begins March 26th
And will get you ready for the Cipriano Classic 5K on June 3, 2016





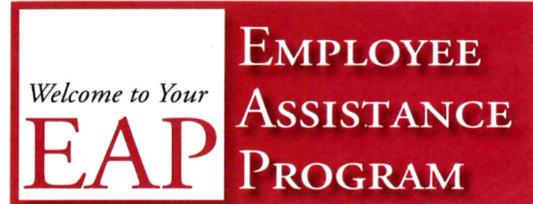
JOBS HOTLINE 313 827 3001

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	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 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	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.

1107 Washington Street
 Dearborn MI 48124
 313 274 5900

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 DFSE@COMCAST.NET
 WWW.DFSELOCAL4750.ORG