

MEMBERSHIP MEETING NOVEMBER 13 6:30PM ASC

NOVEMBER 10, 2014

THANKSGIVING ISSUE

VOLUME 2 ISSUE 3

**Building Representative
Point of Contact Meeting
Saturday, December 6, 2014
1 pm at the DFSE Offices.**

"The Mission of the Dearborn Federation of School Employees is to protect and advance the rights and benefits of the educational support professionals who we represent.

We are committed to democracy, transparency, equity, accountability, open communication and respect for the dignity and contribution of every member."

WILL YOUR BUILDING BE REPRESENTED AT THE NEXT MEMBERSHIP MEETING?

Our meetings require that thirty members be present for a membership meeting. If we don't have that many, the meeting is postponed by one week, but must be held no later than two weeks from the date of the first meeting. The second meeting is legitimate no matter how many members attend. It costs time and money to notify members twice in a month, and we need to be responsible with our union resources and make sure we only need to hold one meeting.

To help with developing a regular quorum of members at each meeting, I will be taking roll call of each location at our next general membership meeting. I hope there will be at least **one member from each location** present to represent the members in your building. If regularly attending meetings is a problem for members in your building, rotating attendance would be an easy way to make sure we meet our Constitutional requirement of a quorum of thirty members.

ATTENTION CUSTODIAL CLASSIFICATIONS!!!

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We are happy to report that the union and administration have clarified a policy to reduce the number of dreaded "freebies". As many of you know, we have been required to do freebees when a custodian was off of work. This resulted in exhausted employees, dirtier buildings and more absenteeism. Starting now, the new procedure will be as follows: When there is a custodial absence in your building, extra-hours will be offered to the Custodial A, in that building, on the first day of absence.

If there is no Custodial A in your building, and the employer does not authorize overtime, a sub-custodian will be provided after three (3) days of absence. We encourage all Custodial A employees to take advantage of this opportunity, as it will increase your paychecks, increase your retirement, and increase your "hours-worked" toward qualifying for FMLA. Please discuss this clarification with your supervisor and feel free to contact the union office for any further information.

JEFF PRATHER, OWNER OF IMMACULATE BUILDING MAINTENANCE HAS COMPLETED THE DFSE UNION OFFICE RENOVATION!

Last spring, the executive board negotiated a decrease in our rent and we signed a new lease. During those discussions, the landlord expressed an interest in making some improvements to our office. The board agreed that the updates were badly needed and spent several months cleaning and sorting out years and years of clutter and old paperwork before work could begin. The board is planning an open house in early December so members can stop in and see the changes for themselves. We're looking forward to sharing your new union office with you!

October 9 and 21 General Membership Meeting Minutes

The October 9 meeting did not have a quorum.

Meeting called to order at 12:30 pm.

Officers Present:
Rene Ziaja

Treasury and Membership Report:
The membership report is for August and September. Active members for September are eight hundred. Current checking balance is \$18378.12. Treasurer reminded members that a dues

increase is needed.

Committee Reports
President Ziaja shared committee reports for the grievance, healthcare and apprenticeship committees.

New Business
Discussion was held regarding elections and terms of office. President Ziaja reminded members that our union elections are held in even numbered years and terms of office are for twenty four months per our Constitution.

Elections were held during an odd numbered year last December because Judge Borman ordered them. A motion was made to have elections held in December of this year. President Ziaja reminded members that a motion is not valid if it is in conflict with our Constitution. Discussion and a vote followed.

Motion to Adjourn:
R. Bartles, seconded by P. Stram
Meeting ended at 2:45 p.m.

GOOD AND WELFARE COMMITTEE FOOD DRIVE



DONATIONS OF CANNED GOODS CAN BE BROUGHT TO THE GENERAL MEMBERSHIP MEETING OR DROPPED OFF AT THE UNION OFFICE

MEMBERS DONATING AT LEAST 5 CANS WILL BE ENTERED IN A RAFFLE TO WIN A GIFT CARD!

CONTACT JOYCE MCCREARY WITH QUESTIONS AND TO VOLUNTEER YOUR HELP

MEMBERSHIP UPDATES

<u>NEW MEMBERS</u>	<u>CHANGE IN CLASSIFICATION</u>	<u>CONGRATULATIONS</u>
<p>Kevin Hunter Custodial A/Stout</p> <p>Martin Lilley Custodial A/DHS</p> <p>Danial Toaso Custodial A/EFHS</p> <p>Paul Banas Motor Equip Mechanic/DODO</p>	<p>Elizabeth McGreevy Secretary III/Adult Ed</p> <p>Troy Moses Custodial C/Salina Int</p> <p>Ann McCorry Custodial C/McUnis</p> <p>Laurel Neckrock NHS/Duvall</p> <p>Nawal Sailani Secretary II/Miller</p>	<p><u>RETIRED MEMBERS!</u></p> <p>Mary Manjo* 18.33 Years of Service</p> <p>Jamila Dabaja 18 Years of Service</p> <p>Milorad Jelic 16 Years of Service</p> <p><small>*CORRECTED RETIREMENT DATE</small></p>
<u>REAPPOINTED FROM LAYOFF</u>	<u>RESIGNATION/OTHER</u>	
<p>Hana Assi Paraprofessional/Salina ES</p>	<p>Sam Gielow Ashley Harper Paraprofessional FSA/Lowrey</p> <p>Ali Hazemy Kevin Perfetti Custodial A/McUnis Custodial A/DODO</p>	<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>

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.

THIS MONTHS FOCUS: SAVING CLAUSE

Saving Clause

If any article and/or section of this Constitution shall be declared invalid or inoperative by any competent authority of the legislative, executive, judicial, or administrative branch of Federal or State government, the Executive Board shall have the authority to suspend the operation of such article and/or section during the period of its invalidity and to substitute objections to its validity and which will be in accord with the intent and purpose of the invalid provision. If any article and/or section of this Constitution should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this Constitution or the application of such article and/or section to persons or circumstances other than those to which it has been held invalid shall not be affected thereby.

NOVEMBER EVENTS	DATE	DAY	TIME
SCHOOL BOARD MEETING—ASC BOARD ROOM	10	MONDAY	7 PM
EXECUTIVE BOARD MEETING #1—ASC BOARD ROOM	13	THURSDAY	5:30 PM
GENERAL MEMBERSHIP MEETING—ASC BOARD ROOM	13	MONDAY	6:30 PM
BUDGET/FINANCE COMMITTEE—DFSE OFFICES	18	TUESDAY	5 PM
COMMUNICATION COMMITTEE—DFSE OFFICES	19	WEDNESDAY	5 PM
DSEHP—DFSE CHARTER MEETING—DFSE OFFICES	20	THURSDAY	5 PM
BARGAINING/CONTRACT COMMITTEE—DFSE OFFICES	24	MONDAY	5 PM
EXECUTIVE BOARD MEETING #2—DFSE OFFICES	29	SATURDAY	10 AM

**INTERESTED IN JOINING A COMMITTEE?
CALL/EMAIL THE OFFICE OR COME TO THE MEETING!**

DFISE 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
Trustee	Bryant Cotter Lindbergh Nowlin	Volunteer Needed Volunteer Needed Volunteer Needed Ann Kuzara

DSEHP

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For confidential assistance, please call our toll-free number at any time.

We're here for you
24 hours a day, 7 days a week.

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.

WWW.MY-LIFE-RESOURCE.COM

1107 Washington Street

Dearborn MI 48124

313 274 5900

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DFSE4750

WWW.DFSELOCAL4750.ORG