



DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750

# MEMBERSHIP MEETING NOVEMBER 12, 2015 6:30PM

NOVEMBER 2015 PILGRIMS PROGRESS EDITION VOLUME 2 ISSUE 8

**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.

## Nominations for DFSE Board Officers

Nominations will be accepted for all positions on the union board at our membership meeting on November 12th. Nominated candidates must accept or refuse their nomination at the nomination meeting. Acceptances may be submitted in writing, but must be presented at the nomination meeting. Descriptions of the positions and their duties can be found in our Constitution. Copies of the Constitution are available online at [www.dfselocal4750.org](http://www.dfselocal4750.org).

**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.

Voting will be held from 12pm to 8pm on Thursday, December 10th in the lobby of Ten Eyck/ASC.

### DFSE 2016 Contract Survey

An online survey for members to share their views and input regarding the 2016 contract has been completed and is available to members through November 20th.

The survey link has been emailed to members and will also be made available on the union Facebook page and website. Printed copies of the survey can be made available. Members are asked to email the union office at [dfse@comcast.net](mailto:dfse@comcast.net) to request a printed copy.

### DIRECT DUES PAYMENT INFORMATION MEETING TUESDAY, NOVEMBER 10 5PM—DFT OFFICE

An joint information meeting for members of DFT and DFSE explaining direct dues payment will be held at the Dearborn Federation of Teachers Office at 15250 Mercantile Dr. After brief explanation of the program, a question and answer period will follow.

Dear Members,

It's the month for giving thanks, and so, I thank all those members that have given their time and talent to help strengthen and further the goals of our union. Our progress and success in securing our jobs and benefits has only happened because we have worked together to make it happen. Whether you've served as a board member, a building representative or a committee member, or even if you've simply attended and participated in a union meeting, you have made our union voices heard and respected. Thank you!

I especially thank the members of our Election Committee; Pat Proulx, Karen Faunce, Deb Kenworthy, Ann Kuzara, and Donna Cook. Their willingness to volunteer and lead the process making sure our elections are fair, transparent, and democratic are an invaluable gift to our union.



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




**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.

**DFISE**  
 DEARBORN FEDERATION OF SCHOOL EMPLOYEES

name \_\_\_\_\_  
 signature \_\_\_\_\_



**I BELIEVE**

Building Representatives continue to contact members to sign the “I Believe” pledge that supports our union. The pledge asks members for a commitment to continuing your union membership as we move to direct payment of our dues. Over one hundred DFSE members have already signed the pledge. Signed forms are currently displayed at the DFT union office as part of a friendly competition with the teachers. Let’s show them how much DFSE members BELIEVE!

**OCTOBER 2015 MEMBERSHIP UPDATES**

**CHANGE IN CLASSIFICATION**

Zeina Olabi	Secretary II P/T to F/T	Wm Ford to Lowrey
Scott Butzier	Custodial A 10 m to 12 m	OL Smith to DODO
Mona Rammal	Receptionist Clerk (Bilingual) F/T	EFHS to McCollough/Unis
Steve Derouin	Custodial C to BOS	Wm Ford to Bryant
Wafaa Mallah	Secretary II to Secretary IV	OL Smith
Ayehah Thabet	NHS to Parapro/Instructional GSRP	Cotter

**RETURNED FROM LAYOFF**

Joselyn Wehbe	Parapro/Instructional	Salina ES
Wardeh Abulhassan	Parapro/Instructional	Salina ES

**CONGRATULATIONS RETIRED MEMBERS!**

Jeanne Bailey	Interpreter Technician	DHS/MBCC
Lois Jackson	Bus Attendant	Transportation

**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 MARSP—the Michigan Association of Retired School Personnel, 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.marasp.org](http://www.marasp.org)

**RESIGNED OR SEPARATED**

Dustin Braddock	Media Tech Specialist	ASC/Media	Randa Bazzi	Parapro/Instructional
Lisa Finnerty	FSA	Woodworth	Hayat Chit Taleb	Parapro/Instructional
Ricardo Gomez	Grounds	DHS	Lara Flynn	Parapro/Instructional
Sobhie Joumaa	NHS	Lowrey	Jinan Hamadeh	Parapro/Instructional
Virginia Shaw	NHS	Duvall	Fatima Jaafar	Parapro/Instructional
Gamila Ahmed	NHS	William Ford	Fatme Jaber	Parapro/Instructional
Robert Fay	Parapro/Instructional	DHS/MBCC	Samira Nasser	Parapro/Instructional
Delilah Ahmed	Parapro/Instructional		Faten Reda	Parapro/Instructional

## **DIRECT DUES PAYMENT FREQUENTLY ASKED QUESTIONS**

### **WHY ARE WE CHANGING THE WAY WE PAY OUR UNION DUES?**

- WHEN WE SIGN OUR NEW CONTRACT IN 2016, THE SCHOOL DISTRICT WILL NOT BE ABLE TO DEDUCT UNION DUES FROM OUR PAYCHECKS.

### **WHEN WILL PAYROLL DEDUCTION STOP AND DIRECT PAYMENT BEGIN?**

- WE WILL BEGIN DIRECTLY COLLECTING DUES IN SEPTEMBER OF 2016. OUR GOAL IS TO COMPLETE ENROLLMENT FOR ALL OUR MEMBERS BY JUNE 2016.

### **HOW MUCH ARE MY UNION DUES?**

- ONE HOUR OF YOUR WAGE FROM EVERY PAYCHECK. FOR EXAMPLE, IF YOUR HOURLY WAGE IS \$11.76, YOU PAY \$11.76 FROM EVERY PAYCHECK YOU RECEIVE.

### **WILL I STILL PAY DUES EVERY TWO WEEKS?**

- PAYMENTS COULD BE EVERY TWO WEEKS, ONCE PER MONTH OR ONCE PER YEAR.

### **WILL MY DUES AMOUNT CHANGE?**

- THE AMOUNT YOU PAY IN DUES WILL ONLY CHANGE IF MEMBERS VOTE FOR THE DUES AMOUNT TO CHANGE.

### **DO I HAVE TO PAY UNION DUES?**

- OUR NEW CONTRACT WILL NOT REQUIRE YOU TO BECOME A MEMBER OF THE UNION, BUT IF YOU DO NOT JOIN, YOU WILL NOT BE ABLE TO VOTE ON ANY ISSUE PRESENTED TO THE MEMBERS, INCLUDING VOTING TO RATIFY OUR CONTRACT.

### **WHY SHOULD I PAY UNION DUES?**

- YOUR UNION DUES HELP PAY FOR THE COST TO NEGOTIATE AND DEFEND YOUR CONTRACT.

### **WHAT IF I DON'T PAY UNION DUES?**

- YOUR CONTRACT WILL CONTINUE TO BE NEGOTIATED BY YOUR FELLOW UNION MEMBERS AND WILL CONTINUE TO PROTECT YOUR JOB SECURITY, WAGES, BENEFITS AND WORKING CONDITIONS. YOUR CONTRACT WILL CONTINUE TO PROVIDE YOU WITH PAID SICK TIME, VACATION TIME, PERSONAL BUSINESS DAYS, PAID HOLIDAYS AND MANY OTHER BENEFITS.

### **WHAT OTHER BENEFITS DO I GET FROM PAYING UNION DUES?**

- THE DUES YOU PAY PROVIDE FOR A FULL TIME PRESIDENT TO REPRESENT AND DEFEND YOUR CONTRACT, AND FOR THE BENEFITS AND SUPPORT OF OUR AFFILIATION WITH AFT MICHIGAN AND AFT NATIONAL.

# DFISE LOCAL 4750

Dearborn Federation  
of School Employees

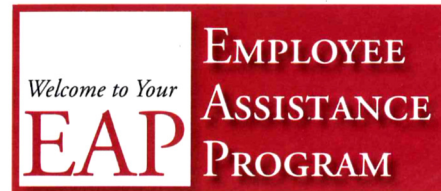
JOBS HOTLINE 313 827 3001

HELP DESK-EMAIL ASSISTANCE 313 827 3003

**DFSE@COMCAST.NET**

Board Member LEAD	School Building	Building Representative
<b>Yvonne Ravenscroft</b> Paraprofessional Stout MS	Howard Oakman McDonald	Your Name Here Your Name Here <b>Noor Fahmy</b>
<b>Shawn Cornea</b> Satellite Food Manager Geer Park	Geer Park Duvall Long River Oaks	<b>Sharon Laura John McDonald</b> Your Name Here <b>Deb Sitarski</b>
<b>Liz Ellis</b> Bus Driver Transportation	Howe/Montessori Lowrey MBCC – All Miller	<b>Debbie Brooks Deb Kenworthy</b> Your Name Here <b>Adila Mohassen</b>
<b>Al Lerini</b> Building Operations Specialist Stout	Dearborn HS Edsel Ford HS Fordson HS Stout	<b>Tom Zerger</b> Your Name Here <b>Richard Nims</b> Your Name Here
<b>Joyce McCreary</b> Food Service Assistant Fordson	Becker Haigh OL Smith Whitmore Bolles	Your Name Here Your Name Here <b>Deb Osborn</b> Your Name Here
<b>Anna Munoz</b> Secretary II Maples	Henry Ford Maples William Ford Woodworth	<b>Colleen Kirchner</b> Your Name Here <b>Cheryl Dughlas Sandy Ban</b>
<b>Stephanie Salsberry</b> Custodial B – AM Dearborn High School	McCullough/Unis Salina Salina INT Snow	Your Name Here <b>Roxanne Reppi</b> Your Name Here <b>Leslie Sisoy</b>
<b>Kyle West</b> Skilled Trades C Carpenter DODO	Bryant Cotter Lindbergh Nowlin	<b>Cheryl Johnson/ Shelley Dzingle</b> Your Name Here <b>Liz Golen Ann Kuzara</b>

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, Weingarten Rights.

For union assistance, contact your building representative, the executive board member assigned to your building, or email:  
**dfse@comcast.net**

1107 Washington Street  
Dearborn MI 48124  
313 274 5900

LIKE US ON FACEBOOK!  
DFSE4750  
WWW.DFSELOCAL4750.ORG