



DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750

MEMBERSHIP MEETING OCTOBER 8, 2015 6:30PM

OCTOBER 2015

PUMPKIN EDITION

VOLUME 2 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.

DIRECT DUES PAYMENT

The union will begin collecting dues directly from members in 2016. To help us make the change, AFT Michigan has recommended that the executive board review services available through a payment processing company called "Bill Highway". This company provides services for state and national non-profits and has worked with AFT locals statewide to provide a seamless and supportive process for receiving and recording member dues. They are located in Troy, Michigan. For more information, view their website at: www.billhighway.com.

Paying dues directly to the union will provide members the opportunity to pay in yearly, quarterly or monthly installments and will simplify the process for keeping our member records. The teachers union is also moving to direct collection of dues from their members, and a joint information meeting will be held on Tuesday, November 10th at 5:00 pm in the DFT union offices at 15250 Mercantile Dr.

CONTRACT 2016

Members of the 2016 Contract Campaign Committee and board members attended an AFT Collective Bargaining Conference on September 26 & 27. Attendees learned about building power, organizing members and community leaders, researching information, developing comprehensive negotiating strategies, and grievances and arbitration. Members also met with David Hecker, AFT President, who helped us with developing campaign plans. The negotiating committee will be sending out member surveys to help with developing negotiating priorities. Once completed, survey results and the goals determined from the survey will be shared at a membership meeting for member approval.

I BELIEVE

The Dearborn Federation of Teachers and the Dearborn Federation of School Employees believe in the power of our collective voices.

We believe that our voices have the power to advocate for fair employment polices, reasonable salaries and benefits for ourselves and for our families, and that our collective voices can support and protect the value of public education.

We believe that the power of our collective voices have already won the rights and benefits we currently have.

We believe that through the continued power of our collective voices, we will maintain and improve our rights and benefits, and that through our active and involved membership we will continue to give power to our collective voices.

We believe that our union dues are a part of what makes the union possible and effective, and we believe in supporting the power of our collective voices with our dues. I encourage DFSE members to continue their support of our collective voices by

signing the "I Believe" pledge. Pledge forms will be available at the DSEHP Health fair on October 7, and will be distributed by building representatives in coming months.

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.

I Believe

name RENE ZIAJA

signature

DIFISE
DEARBORN FEDERATION OF SCHOOL EMPLOYEES




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



TRICK OR TRUNK



DFSE will host a Trick or Trunk event for DFSE members and their children on **Saturday, October 24th**. The event will take place in the parking lot at Ten Eyck. If you are interested in sponsoring a car, donating candy, or helping on the day of the event, please contact Stephanie Salsberry or Joyce McCreary for more information.

Elections

Nominations will be accepted for all positions on the union board at our membership meeting on November 8th. Voting will be held from 12pm to 8pm on Thursday, December 10th in the lobby of Ten Eyck/ASC. Descriptions of the positions and their duties can be found in our Constitution. Copies are available online at www.dfselocal4750.org.

Carole Smith

Carole Smith, Secretary IV at OL Smith, passed away on September 22, 2015. Carole was employed by the school district since September 1, 1958, and had worked continuously at OL Smith since September 24, 1991. She will be missed by her friends throughout the district and by staff and students at OL Smith. Donations in her name may be made to the St. Jude's Children's Hospital or to the Disabled American Veterans.

SEPTEMBER 2015 MEMBERSHIP UPDATES

NEW MEMBERS	CHANGE IN CLASSIFICATION
Isabella Kiroff Food Service Assistant/Lowrey Shannon Furman Custodial A/Stout	Jane Dewald Bus Attendant to Instructional Tech Transportation to Howe/MBCC/HFEC Noor Fahmy Secretary II to Secretary IV Lowrey to McDonald

MEMBERS IN GOOD STANDING	RESIGNED OR SEPARATED
<p>YOU MUST BE A MEMBER IN GOOD STANDING TO PARTICIPATE IN NOMINATIONS OR ELECTIONS FOR DFSE OFFICERS.</p> <p>PLEASE CONTACT ANNA MUNOZ IF YOU ARE UNCERTAIN OF YOUR MEMBERSHIP STATUS.</p>	Julie Harker Food Service Assistant/Maples
	Mariam Ibrahim Paraprofessional/McDonald
	Kim Kovacs-Gucwa Food Service Assistant/Howe
	Elisabeth Physician Custodial A/Edsel Ford
	Lori Selwa Noon Hour Supervisor/Nowlin

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.marsp.org

AFFILIATE AND LOCAL DUES

As we've begun preparing for the transition to direct dues collection, the yearly amount of dues paid by each member has been reviewed and compared to each members per capita dues amount. Per capita are the dues we pay "per head" to AFT Michigan and AFT National, and are based on a members annual wages. The chart below shows the four per capita rates charged based on wages:

ANNUAL WAGES	GREATER THAN \$33,672	BETWEEN \$33,671 and \$14,889	BETWEEN \$14888 and \$9040	LESS THAN \$9040
AFFILIATE CATEGORY	FULL	HALF	QUARTER	EIGHTH
ANNUAL PER CAPITA DUES PER MEMBER	\$456.36	\$234.48	\$123.60	\$95.40

As a result of the review, we found that many of our DFSE members who earn higher annual wages are not paying enough in dues to cover the cost of their affiliate per capita amount. The chart below shows examples of dues amounts collected and paid for members with different annual wages. Note that as a percentage of annual wages members with lower profile hours are paying more in dues.

CLASSIFICATION	PRESIDENT	PARAPRO	CUSTODIAL A	FOOD SERVICE ASSISTANT
PROFILE HOURS	80	67.50	40	30
PAY PERIODS	26	22	22	22
HOURLY WAGE (HIGHEST STEP)	17.74	14.97	12.71	12.88
ANNUAL UNION DUES (HOURLY WAGE X PAY PERIODS)	\$491.24	\$329.34	\$279.62	\$283.36
ANNUAL DFSE LOCAL DUES (Annual Dues Less Affiliate Per Capita)	\$34.88	\$94.86	\$156.02	\$187.96

Because we will begin to collect dues on an monthly or annual basis, we have an opportunity to develop and implement a change that will assure that all members are paying their affiliate dues as well as contributing equally to the support of the local. We will discuss ideas at our October Membership meeting. I encourage members to attend the meeting and contribute to this important conversation.

DSEHP Health Fair

Location: DFT Building 15250 Mercantile Dr.

Wednesday, October 7, 2015 from 2:00 to 7:00 p.m.

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
Shawn Cornea Satellite Food Manager Geer Park	Geer Park Duvall Long River Oaks	Sharon Laura John McDonald Your Name Here Deb Sitarski
Liz Ellis Bus Driver Transportation	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 Richard Nims 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 Salina INT Snow	Your Name Here Roxanne Reppi Your Name Here Leslie Sisoy
Kyle West Skilled Trades C Carpenter DODO	Bryant Cotter Lindbergh Nowlin	Your Name Here 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



Building Representative Training
WEDNESDAY, OCTOBER 14TH

Training will be held for current or interested building representatives on Wednesday, October 14th at 5:30pm in the DFT office, 15250 Mercantile Drive.

If you need assistance, please contact the executive board member assigned to your building or email:
dfse@comcast.net

1107 Washington Street
Dearborn MI 48124
313 274 5900

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WWW.DFSELOCAL4750.ORG