

# FORWARD

*The Official Newsletter of the Dearborn Federation of School Employees*

## **PRESIDENT'S REPORT**

**By Al Lerini, President**

November 8<sup>th</sup> is fast approaching, which means we will be electing our Federal, State and Local Representatives. As all of you know, public schools are publicly funded, and that funding is entirely dependent on the representatives we elect because they will determine how much money will be spent on our schools. In 2018, our union negotiated our current contract to include a provision that tied State, per-pupil funding to our wage increases. We understood at that time, however, that this clause would not be very beneficial to us if we did not work to get the right representatives elected. Representatives who believe in public education will demonstrate their commitment to us by properly funding the schools. The wage increase you received on September 1st is a direct result of this planning and hard work by the union. Prior to this recent wage increase, our yearly wage increases hovered between 1-3%. This year, the total increase was 5.37% which resulted in a wage increase of 4.60% and a MPSERS (Michigan Public School Employees Retirement System) contribution of .77%. This result does not just happen by "crossing our fingers and hoping someone will give us a pay raise", but rather by hard work and electing candidates that represent our interests. So, this is your opportunity to do something beneficial for yourself and others by casting your vote on November 8<sup>th</sup>!

We would like to thank the union members who are part of our healthcare team. Al Lerini is the Union's DSEHP Trust Representative; Irene McCarthy is the Union's Alternate DSEHP Trust Representative and a member of the DSEHP Wellness Committee; Rhonda Hashim-Badrin and Hyat Nagy are both Union Representatives on the DFSE Healthcare Charter and, Karen Faunce and Nina Strickland also represent the Union on the DSEHP Wellness Committee. These volunteers meet once each month to ensure that our health benefits remain affordable and comprehensive. This week these members attended a meeting, along with representatives from the other three unions, to learn how our insurance rates are calculated and how they can be impacted. Since our healthcare is managed by the unions, it is absolutely essential that we are knowledgeable about the many facets of health insurance because it is a very detailed and complicated benefit that we provide to employees and their families. All of this hard work and dedication is paying off! The unions were informed that our total healthcare package is the most affordable and has the best coverage in the State of Michigan.

## Bargaining Update

2023 is a bargaining year! Our current contract expires at midnight on August 31, 2023, and we are already beginning to work on a new agreement. Between now and the beginning of summer, we will be meeting with different classifications to hear your concerns and ideas for our next contract. On October 6<sup>th</sup>, we met with employees from the Secretarial Classifications and listened to their concerns and thoughts on how to improve the next contract as it relates to their jobs. We invited both union and non-union employees to this meeting and topics such as wages, staffing, working conditions and respectful treatment were just some of the issues discussed. The next step in our process will be taking these issues and presenting them to secretaries who are all union members for further discussion and to distill these topics into a cohesive message that can be presented to the district. Each large Major Classification will go through a similar process as we prepare for bargaining. Our next classification meeting will be for the Paraprofessionals. Their meeting will be on Thursday, November 17<sup>th</sup> at 5:00 p.m. in the ASC Board Room. Flyers will be sent highlighting this information. We will continue this process with the smaller classifications as well by visiting their worksites or scheduling similar meetings.

### CHECK OUT OUR NEW WEBSITE!

The Executive Board of the DFSE 4750 is pleased to announce the launch of our brand new website:

[www.DFSE4750.org](http://www.DFSE4750.org)

There will be some new information coming to the website over the next few months, so please take a moment or two and look through our [website](#).

### MEMBER ENGAGEMENT



*If you are interested in joining our union, please contact Khitam Rabadi or Al Lerini - they are our go-to board members for enrollment and will help you through the process.*

### Join DFSE



If you are interested in joining our union, please contact [Khitam Rabadi](#) or Al Lerini through district email, or call our office at: 313-274-5900. They are our go-to board members for enrollment and will help you through the process.

If you are already a registered member and know others that may be interested, please ask them to contact Khitam or Al for more information.

## UPCOMING EVENTS

### Statewide General Election - November 8, 2022

For a list of AFT Michigan endorsed candidates go to: <https://aftmichigan.org/2022-endorsed-candidates/>

### General Membership Meeting - November 10, 2022

Our next General Membership Meeting will be on November 10, in room #12 at the ASC building, located at 18700 Audette Street in Dearborn. The meeting will begin at 6:30 p.m. and will last about two hours. Masks are no longer mandatory during the meeting. We hope to see you there.

### ALL Paraprofessionals' Meeting - November 17

5:00 p.m. in the ASC Board Room

**WE HOPE YOU ALL  
HAVE A SAFE AND  
HAPPY HALLOWEEN!**

