

FORWARD

The Official Newsletter of The Dearborn Federation of School Employees

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September 2022

Welcome Back! We hope you had an enjoyable, restful summer and are ready to return. For those of you who worked this summer, Thank You! The students and parents who utilized the summer program expressed enormous gratitude for that effort. Our bargaining unit has many new faces as many new employees have been hired by the district over the summer and we are happy to welcome all of them to our schools. Our union congratulates and greets each new employee with an email explaining the many benefits they will receive, our role in securing these benefits and an offer to join us. If you have a new employee in your building, please make them feel welcome by offering a friendly “hello!” or by introducing yourself to them. They are certain to have questions regarding their new employment and new environment and we want to be there for them.

Our union has been very busy this summer improving our contract and our wages:

As part of our 2018-23 contract, we all will be getting a substantial raise! Four years ago, in 2018, we bargained a clause stating that any increase in per pupil would translate directly into an increase in our wages. This year, per pupil funding by the State of Michigan had its biggest increase in history, which means all of us will receive a 4.6% increase in our wages. In addition to this wage increase, more money was contributed to our pensions. On top of this increase and investment in our pensions, our union negotiated another year of a 3% off-schedule increase in our pay. In total, you will see a minimum increase of 7.6% in your paychecks. But wait...There's more! employees who are eligible for a step increase will see even more gains. In other words, moving up a step on the wage schedule will add another 3-5% to the 7.6% in your checks. Each employee's change will vary, so every individual would need to calculate their own change. These increases will benefit every single person in our bargaining unit!

Our union negotiated a couple more items this summer. Employees who temporarily relieve the Transportation Leader will receive an additional \$0.50 per hour for their time as a substitute leader. Also, a stipend of \$0.50 per hour will be paid to any Special Education Paraprofessional who is assigned to a student who needs braille knowledge.

As mentioned above, Summer School was a success. Our union bargained substantial increases in pay for those 10/11-month employees who worked. An additional \$10.00/hour was available to all of these employees who worked the summer and took less than 3 days of sick time, \$7.00 for those who took less than 4 days off and \$5.00 for those who took less than 6 days off. In

addition, employees who worked the majority of their scheduled days this summer, were credited with one additional sick day in their sick bank. This was a substantial improvement from years prior for a couple of reasons. Number one was the large increase in pay which is the second year in a row that we secured this for our employees. Secondly, during a typical summer school program, our contract states that 10/11-month employees need to work a minimum of 20 days to earn a sick day. This year, they were only required to work 19 days and were able to use up to five days off, still get a bonus and still earn an additional sick day for their bank.

This summer, the Developmental Preschool employees, who are currently not represented by a union, asked to join the DFSE and requested that we become their official bargaining agent. You may recall that a couple of years ago the Child Care Workers joined our union and since that time they have seen significant increases in their pay. The Developmental Preschool employees would like to have this same kind of representation and we are currently working to have them join with the Child Care Workers as one unit, thereby doubling the number of employees in that group. If you are ever interested in knowing what work is like without union representation, ask one of these employees and they can describe it to you.

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

We would also like to acknowledge and give a big **THANK YOU to Laurie Kurth, DFSE Secretary and Chelsea Jankowiak, Technical Support Analyst. Without Laurie's vision and Chelsea's invaluable technical assistance, we would not have been able to build our website.**

www.DFSE4750.org

will take you to our website; we have made it easy to navigate, but if you do have any questions, please feel free to contact us at our union office:

313-274-5900

and leave a message. We will get back to you as soon as possible.

We hope you will find this a useful resource for information now and in the future. Updates will be made, periodically as needed.

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.

Our next In-person General Membership Meeting will be on September 8th, 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 an hour. Masks are no longer mandatory during the meeting. We will

continue to hold in-person General Meetings unless circumstances require us to change. We hope to see you there.

Have a very safe and happy Labor Day!