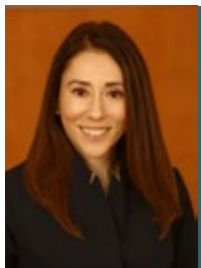


SPEAK OUT!

PITTSFORD DISTRICT TEACHERS ASSOCIATION

SPECIAL ISSUE!



**From the President:
Jolene DiBrango -
It is no longer business as usual...**

Editor's note: Glossary found at the end of the article for italicized words.

PDTA has prided itself on our ability to provide *transactional* service to our members while also being a *transformative* union. Transactional service includes protecting our members and upholding our contract, representing our members and frankly handling lots of smaller concerns that often aren't really the role of the union, but we help you solve these problems because we care about you and want you to be happy at work. However, PDTA is going to have to shift our focus in ways that we've never done before in order to continue to provide you with the level of service you've come to expect.

We are going to be kicking off our most transformative campaign yet. Last year we conducted phase one of our re-commit campaign. We asked you to commit to PDTA even if *fair share fees* were no longer required and 97% of you said you would stay. THANK YOU!

This year we will be conducting phase two of that campaign, which has three parts.



In this issue:

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Part III:

Lastly, we are going to ask for your personal email and cell phone number. First, please know that we won't use your information for any other purpose than to educate and mobilize you around the issues we are about to face as unionists. Why ask for this information now? In 2017 we will be faced with a vote on whether to approve a *Constitutional Convention* or reject it. We are going to need to educate you and school email will not allow us to educate and mobilize you effectively.

Second, we believe that we will need to mobilize you against future Supreme Court cases that will threaten our ability to remain an organized and strong union, just like the *Friedrichs* case. The *Janus v. ASCME* case is expected to reach the Supreme Court by 2017 and there is a Federal *Right-to-Work* bill expected to be introduced and this will also threaten our ability to remain unified. With the likelihood of an unfriendly Supreme Court when it comes to labor, we have to accept the fact that it is no longer if we become a *Right-to-Work* country but when we become a *Right-to-Work* country.

A PDTA leader will be meeting with you in person to ask you about your level of commitment to PDTA on a four point scale even if fair share fees went away.

Part I:

1. I'm a union volunteer/ leader or would like to be one day! I'd remain if mandatory fair share fees go away. I will pay voluntary fair share fees!

2. I am supportive of my union! I would remain in the union even if mandatory fair share fees go away. I will pay voluntary fair share fees.

3. I might leave if mandatory fair share fees go away. I might not pay voluntary fair share fees.

4. I almost certainly will leave if fair share fees go away. I will most likely not pay voluntary fair share fees.

Part II:

And at that quick one-to-one meeting, we will ask you one question. What one thing would you like to tell your union?

(DiBrango, continued from p.1)

So, please be patient with us as we refocus ourselves on this most important work. Our PDTA leaders, over 50 strong, will be having one-to-one conversations with all of you, so please make five minutes for them. I believe there is nothing more important than having these meetings with you, even if it means taking a little longer to do some of that transactional work you've come to expect. So, please respond to your leaders emails or phone calls. Find a quiet spot to tell us about your union and share your information with us, so we can always remain here for you. When we are divided, our collective bargaining rights are weakened and our ability to represent you diminishes. Our goal is to have this work completed by June of 2017. If you have any questions about this campaign, please contact me directly. Happy Holidays to each of you!

Glossary of Terms

Transactional – leadership that primarily provides members with basic services like solving problems, answering emails, calls and representing members as needed.

Transformative – leadership that leads to change. Leadership that creates a vision to guide the inspirational change, and executing the change with other committed members.

Fair share fees – a provision that requires union members and agency fee payers to pay a "fair share fee" to cover the costs of the union's collective bargaining activities and other activities that directly benefit them whether they are a union member or not.

Constitutional Convention - Every 20 years the people of New York State have to vote whether to hold a Constitutional Convention or not. Opening the New York State Constitution will have a direct impact on you as a tax payer, union member, and public educator whether you are a teacher or paraprofessional.

Friedrichs v California Teachers Association Supreme Court Case – labor law case that already came before the Supreme Court and rendered a 4-4 decision that meant the decision went back to the lower court's decision. That decision stated that non-members of a union still have to pay fair share fees because they benefit from the work of the union. The Friedrichs case was arguing against that fact by stating that non-members were having their First Amendment rights shortchanged by having to pay fair share fees.

Janus v ASCME case – labor law case being fast tracked to the Supreme Court as early as 2017. This case poses the same question as Friedrichs. Workers in Illinois claim their First Amendment rights are in jeopardy because they are being asked to pay fair share fees. If this

case goes before the Supreme Court, it would have an impact on ALL workers and unions throughout the United States, essentially making it harder for unions to collect dues and fair share fees, starving unions of the funds they need to do business and fully protect their members forever.

Right-to-Work – a Right-to-Work state is a state where fair share fees are no longer able to be collected and where union rights can be significantly diminished. Workers in Right-to-Work states make on average less than \$1500 per year compared to free bargaining states like ours.

Remember, if you'd like to learn more about unions, check out our PDTA professional development workshops on what to say about unions and how politics and education are related in the spring Teacher Center catalog.

10 REASONS YOU SHOULD THANK A UNION

Source: <http://bigcorporationhouse.blogspot.com/2011/04/thank-union-35-ways-unions-have.html>

- 1. WEEKENDS
- 2. WORKDAY BREAKS
- 3. PAID VACATION
- 4. FMLA
- 5. SICK LEAVE
- 6. SOCIAL SECURITY
- 7. MINIMUM WAGE
- 8. 8-HOUR WORK DAY
- 9. OVERTIME PAY
- 10. CHILD LABOR LAWS

IBEW.ORG @IBEW



Do you need tangible proof of how unions are impacted by the loss of Fair Share Fees? Click on this YouTube link to watch NYSUT's four minute video entitled, "Wisconsin Warning" to see firsthand the devastation losing fair share fees will cost public educators if it happens to us in New York State.
https://youtu.be/_MNn2Pvoz_U

**YOU ARE NOT ALONE.
 WE WILL STAND TOGETHER.
 WE WILL PROTECT THE FREEDOMS THAT MAKE AMERICA
 AND WE WILL PROTECT THOSE FREEDOMS FOR ALL WHO LIVE AND WORK HERE.**

AFL-CIO


KEEP CALM AND EDUCATE YOURSELF

Speak Out is edited and assembled by Brian Regan.
 Your feedback is welcome at brian_regan@pittsford.monroe.edu



Tell your Senator to vote NO for Betsy DeVos

2 Different Links:

<https://actionnetwork.org/letters/tell-your-senator-to-vote-no-for-betsy-devos?source=twitter&https://mac.nysut.org/signpetition/widget/issue/566>

Press Release

AFT President Randi Weingarten on Nomination of Betsy DeVos as Secretary of Education

For Release:

Wednesday, November 23, 2016

Contact:

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 (404) 808-0329
ggreene@aft.org

WASHINGTON—In response to President-elect Donald Trump's nomination of Betsy DeVos to lead the Department of Education, AFT President Randi Weingarten issued the following statement:

"The president elect, in his selection of Betsy DeVos, has chosen the most ideological, anti-public education nominee put forward since President Carter created a Cabinet-level Department of Education.

"In nominating DeVos, Trump makes it loud and clear that his education policy will focus on privatizing, defunding and destroying public education in America.

"DeVos has no meaningful experience in the classroom or in our schools. The sum total of her involvement has been spending her family's wealth in an effort to dismantle public education in Michigan. Every American should be concerned that she would impose her reckless and extreme ideology on the nation.

"We have an obligation to all children in America. That's why we've fought to ensure that struggling schools get fixed, that we fight for kids to have the powerful learning, the social and emotional and wraparound services, and the great teachers they need. That's why we fight for parents to have the voice they need and communities throughout the country to have the local decision making for their schools and the investment they need, so we do everything we can to help all children have a great public education. What this pick means is far from ensuring that every child has the option of a great public education—the many who have it now will lose it. That's been the experience of 25 years of privatizing: It helps very few, and many students now go to schools that have faced years of austerity and disinvestment.

"Betsy DeVos is everything Donald Trump said is wrong in America—an ultra-wealthy heiress who uses her money to game the system and push a special-interest agenda that is opposed by the majority of voters. Installing her in the Department of Education is the opposite of Trump's promise to drain the swamp."

###

The AFT represents 1.6 million pre-K through 12th-grade teachers; paraprofessionals and other school-related personnel; higher education faculty and professional staff; federal, state and local government employees; nurses and healthcare workers; and early childhood educators.



“ Our labor unions are not narrow, self-seeking groups. They have **raised wages, shortened hours and provided supplemental benefits**. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor. ”

- John F. Kennedy

LABOR NEVER QUILTS.

“We never give up the fight—no matter how tough the odds, no matter how long it takes...”

—George Meany
An American labor union leader

“I’M NOT FOOLED BY RIGHT TO WORK. RIGHT TO WORK MEANS THE RIGHT TO WORK FOR LOWER WAGES, UNSAFE WORKING CONDITIONS AND NO BENEFITS. RIGHT TO WORK IS WRONG!”

PARIS SIMMONS
LABORERS APPRENTICE

PdTa

PITTSFORD DISTRICT TEACHERS ASSOCIATION

a union of educators

VOTE

Your constitutional rights depend on it.

Cut and Keep Reminders

Cut and Keep Reminders

- **Teacher retirement notification:**
 - The date of retirement must be between the end of the second semester and August 31, during the summer recess.
 - The teacher must submit a written letter of retirement to the Human Resources Office not later than **January 15** preceding the date of retirement.
 - The teacher must be eligible to retire through the New York State Teachers’ Retirement System on the date of retirement.
 - For full details, please refer to section 1-7 in your contract.
- **SRP and Auxiliary Staff retirement notification for Career Award Eligibility:**
 - To be eligible for the career award, notice of retirement is required by April 1 for an end of school year retirement.
 - If notice is not received by April 1, it is assumed that an SRP will be finishing the school year and working through October 31 of the following school year in order to be eligible for the career award.
 - SRP’s can retire at any time between November 1 and March 31 with the career award if eligible.
- **Full-time staff members who are not on the payroll as of October 1, but who are on the payroll before February 1 of the school year, shall be eligible for a pro-rated portion of the health fund, according to the following schedule:**
 - On the payroll before November 1: 80% of the benefit
 - On the payroll before December 1: 70% of the benefit
 - On the payroll before January 1: 60% of the benefit
 - On the payroll before February 1: 50% of the benefit
 - Part-time staff members of .5 or more shall receive a prorated contribution of the above schedule.
 - In order to receive this prorated contribution, staff members must fill out and submit the “Request for Prorated Health Fund Benefit” form found on www.pdta.org by March 1 of the school year.
- **The holidays can be a stressful time. Many times leaving people anxious and feeling alone. Please know you have a confidential, free service available to you through the Associates in Employee Assistance. PLEASE CALL AHEAD TO SET UP AN APPOINTMENT at 585.383.4478 or Toll Free 877.327.2278.**
- **If you are a teacher, don’t forget your contractual 12 hour obligation for professional development! All PD must be completed by May 31.**

