



# The BEES Beacon



## BEES

### BOCES Educators of Eastern Suffolk

### Union Strong

Volume 31 Issue 3

April 2018

AFT Local 3037/NYSUT Local 22-220

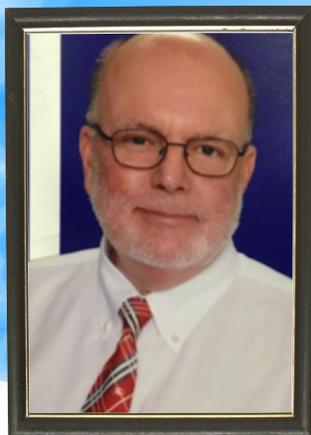
## From the Lighthouse in the East to the Lighthouse in the West

### Read All About It:

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# JIM BECK ~ PRESIDENT



## You Are The Union

Greetings my sisters and brothers. I would like to take this opportunity to thank each of you for the continued support you have shown for our union. Throughout all of our buildings, our reps and ambassadors are trying to engage every one of you in brief three-minute discussions about the value and strength in continuing union membership. The value of union membership is invaluable, including all of the benefits, protections, labor representation and guarantees of our benefit rich contracts. As many of you know, the Supreme Court is now deliberating on the JANUS V AFSCME case. This case will determine the future of public sector unions and whether or not we will continue to survive and represent our members. A decision is expected to come this June and will go into effect the moment the decision is delivered. Nothing less than our survival is at stake. The devil of course, is in the details, and we will have to see what those are. Your building reps and the executive board are committed to keeping you up to date, and we are planning informational meetings in every building. We are working on having all BEES members sign pledge cards committing to our union. This is a large task, but we are determined to get it done on the local and state levels, as it is in our members' best interest.



For example, In Western New York, all 134 members of the Newfane Teachers Association signed a new union membership card, renewing their commitment to their local, to NYSUT and to the labor movement. In addition, Newfane's neighbors and crosstown sports rivals in Wilson have made the same commitment too. The 116-member Wilson TA, led by President Meg Thompson, is also 100 percent all in. As a result, this April, May and June are shaping up to be some of the most significant months in union history.

On April 26-28th, the RA (Representative Assembly) for NYSUT will be taking place in Buffalo, NY. We will be in attendance to continue to obtain the most up-to-date information about the Janus case as well as many other aspects of union information, including negotiation strategies, member involvement as well as possible benefits and political developments that may affect our union. This is a valuable opportunity to network with other BOCES and districts throughout the state and to share information about our union membership and opportunities.

# JIM BECK ~ PRESIDENT



## You Are The Union

I'd like to take a moment to thank the BEES executive board members, who selflessly volunteer their time away from their loved ones to continue to work to make our union better; thank you.

Gun violence continues to be a very severe problem in our schools. The one phrase you consistently hear from staff after every new school shooting is "I never thought it could happen here." The Agency has been working on plans to improve school security and develop new procedures alongside local police departments, but this is a very complicated and time-consuming process. Remember my friends, if you see something, say something. Our lives could depend upon it.

Finally, I'd like to share some very good news. As you know, one of the results of union membership, negotiations and contractual benefits, is that we have a defined pension plan. This means that when we retire, we will be paid a certain amount of money each month as determined by length of service, final average salary, etc. I am pleased to say that both our NYSTRS and the ERS are in excellent financial standing. Thanks to the leadership of NYS Comptroller Thomas DiNapoli and his steady, common sense approach to investing, our pension plans are in the top 10 funded in the country. It is good to know that like Social Security, your money will be there month after month and year after year. When your check is deposited, thank the union.

I'll close by saying with complete belief in you, our members and the strength of our membership,

**"I'M STICKING WITH OUR UNION!"**

Unity and strength.  
Jim

**I'm Sticking  
With Our  
UNION**



# NYSTRS Finances

NYSTRS

## Funding Sources

20 years ending 6/30/17

83¢

17¢

Investment Income

Employer & Employee Contributions

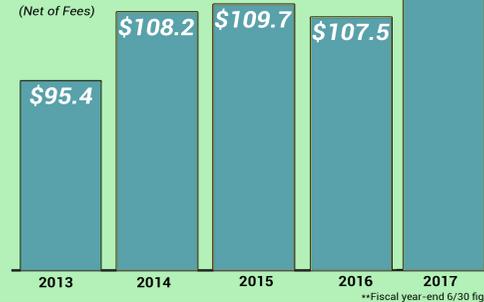
## Investment Returns\*

5-Year	10.2%
10-Year	5.6%
20-Year	7.2%
25-Year	8.7%
30-Year	8.8%

\*As of 6/30/17

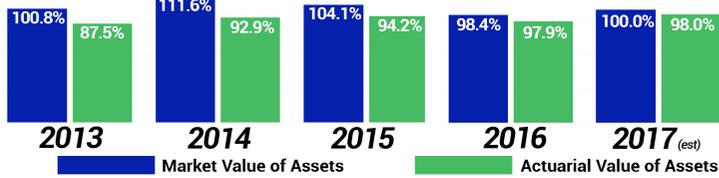
## Total Assets\*\*

(Net of Fees)



\*\*Fiscal year-end 6/30 figures

## Funded Ratio



# NYSERS Finances

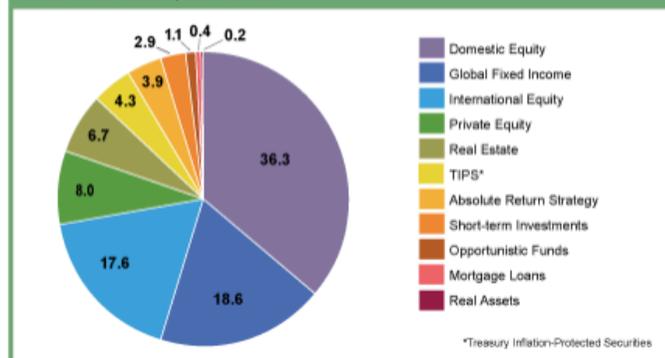
## Pension Fund Overview

As of March 31, 2017

- Third largest pension fund in the United States
- Audited value of \$192.4 billion in assets held in trust for pension benefits
- Over 3,000 State and local government participating employers
- More than one million members, retirees and beneficiaries
- Two different systems: Employees' Retirement System (ERS) and Police and Fire Retirement System (PFRS)

## Investments

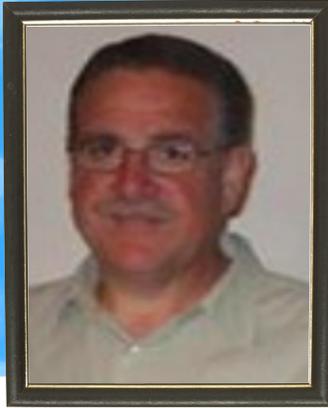
Percentage of Fund's Total Investments - March 31, 2017  
Value of the Fund: \$192.4 Billion



\*Treasury Inflation-Protected Securities



# JOE POSTIGLIONE ~ EXECUTIVE VICE PRESIDENT



## Make the Right Choice

Hello members! As a Board, we decided to focus our articles for this addition of the Beacon on the value of union membership. In my article for the last Beacon, I told you about my experience with medical concerns and how thankful I was to have medical insurance and sick time. In case you missed it, in December, I had to have emergency hernia surgery and a follow-up surgery to complete the repair. Over the past few weeks, I have received the last of the statements showing the cost of each procedure, doctor fee and hospital charges. The total for both surgeries was \$82,597.26. I paid out of pocket \$140.00 in co-payments. The staggering amount paid by my medical insurer could have spelled financial ruin for me and my family, but thanks to my union, I have an excellent medical plan. With each contract, your union has fought hard to preserve your medical benefits. Yes, we have to contribute to the cost of those benefits but the amount we contribute is a pittance compared to what could happen to you without the aforementioned benefits.

Sometime in the near future you will be asked to sign a new card stating that you are recommitting to being a dues-paying member of our union. This has become necessary due to the inevitable decision of the Janus case going against organized labor. As an Executive Board, we are well aware that for some the cost of union dues is a hardship. I want to assure you that we are always very cognizant of this hardship, and we spend your money in the most fiscally responsible way possible. Now, you could make the decision not to be a dues-paying member of the union and give yourself a raise of a few hundred dollars. This would be a very short-sighted decision in my opinion. What could this decision cost you in the long run? Could you lose your medical benefits and face a staggering bill due to some unforeseen medical issue? So, I ask you to consider all the facts and the long-term ramifications of the decision you make when you are asked to recommit to being a dues-paying member of our union.

Wishing you all the best as we approach the end of another school year!

Joe



# RAY STENBERG ~ FIRST VICE PRESIDENT



## Our Future is in Your Hands

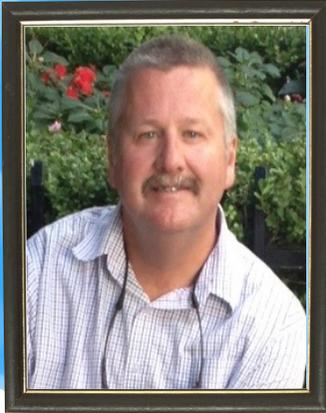
At last, spring is finally here! As the sounds of birds chirping and the buzzing of landscaping machines are heard, we begin to realize that another school year will shortly come to an end. Some of us will be retiring at the end of the year, and others will be celebrating the completion of yet another year at Eastern Suffolk BOCES. Either way, the chill of winter has subsided, and the snow shovels can be packed away.

By now, I'm sure you've all heard about the Janus case. This anti-union case, which is currently in the hands of the Supreme Court, will ultimately determine whether or not unions survive in America. Now more than ever, those against us have an opportunity to slowly dismantle the benefits and job protections that we have negotiated over time. For years, corporations saw unions as costly to them because union workers make more than non-union workers. Yes, that is true and factual. We do make more, and we should make more as profits rise and CEOs continue to rake in millions in revenue. Throughout the history of the labor movement in America, we have vigorously fought to be treated fairly by our employers and to be adequately compensated for our work. It amazes me that one person (Mark Janus) could determine all of our futures.

However, it's not all gloom and doom, folks. There's a lot we can do. Most importantly, we can choose to be in the union. We can make a conscious decision to realize that our union is strong and that each and every one of us is the union. Your dues provides you with a rich contract that contains benefits that far outweigh the cost of the annual dues. If we commit to being members of our union, we will succeed. If we don't, we all fail.



# RAY STENBERG ~ FIRST VICE PRESIDENT

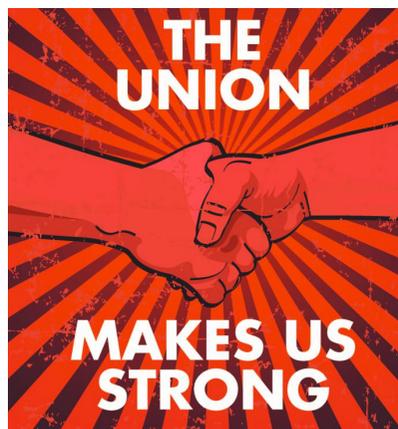


## Our Future is in Your Hands

On March 5th and 6th, I went up to Albany for intense lobbying. Specifically, we focused on the budget. At present, Governor Cuomo allocates an additional \$769 million in school aid for the 2018-19 school year. This is approximately 3% more than last year. While this proposed increase is appreciated, it is not enough to maintain current academic programs and services that school districts provide to students. NYSUT strongly believes that a 1.5 billion dollar increase is needed to maintain current school services. It was encouraging to hear Senator Carl Marcellino say, "there will be significantly more money in the budget than the Governor's proposal." In addition, we strongly encouraged the legislators to reject the Governor's proposal to change the funding mechanism for summer school special education and the implementation of special education waivers. These waivers do not help our students at all, and shouldn't even be considered. It seems that the Legislature is poised to do the right thing.

I would like to thank all of our members who stepped up to the plate and volunteered to go up to Albany on February 28th for BOCES Advocacy Day. Getting up at 4:00AM in the middle of the winter is challenging and rather difficult, but over 20 BEES members made the trek. Your union thanks you and appreciates your willingness to help support BOCES initiatives. I also want to thank all of our members who supported VOTE-COPE this year. The BEES raised \$127,935 in voluntary donations. This money is used to support candidates who are on our side and who have a proven track record for voting pro-education and pro-labor bills. The one time a year payroll deduction is money well spent. Kudos to us.

Lastly, I wish you all a very happy spring, and I look forward to seeing you at the end-of-the-year honorarium on June 5th at Land's End.



# ASHA MAZZA-SHAW ~ AREA V.P. FOR SPECIAL ED.

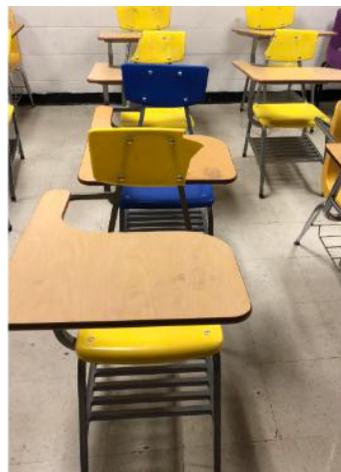
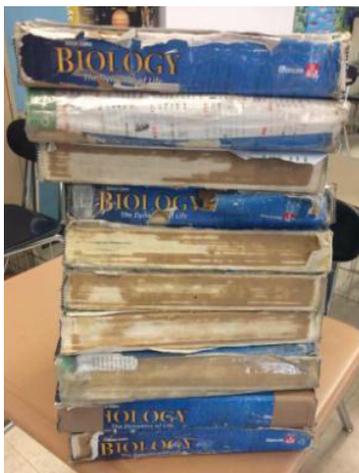


## By Now

By now, I hope you are all familiar with the Janus v. AFSCME case looming in the Supreme Court. By now, I hope you are all well aware of the serious ramifications this case could bring about for our local, state and national unions. By now, I hope you have taken a look at the many-paged contracts each of you possess and realize there are too many benefits to lose. By now, I hope you have attended a building-level union meeting and listened to the valuable information your union representatives shared with you. By now, I hope you have decided, that should the choice arise, you will remain a dues-paying member of our union.

If you are still undecided, we needn't look any further than Oklahoma and Kentucky, two states whose employees were given a "choice" to join or not join their local union, otherwise known as "right to work" states. What do these two states have in common other than the fact that they are both right to work states? At the moment, educators in both states are fighting for basic benefits that were promised to them and then stripped away after their unions were significantly weakened by right to work laws. In Kentucky, educators are picketing a sudden change to their defined pension plans that was quietly pushed through. This bill would phase out their defined-benefit pensions and replace them with hybrid retirement plans that combine traditional pension qualities with qualities of 401K accounts used in private sectors. In Oklahoma, educators have walked out of schools and are on strike fighting for more school funding, salary increases (many educators work 2 or 3 extra jobs just to pay their bills), and benefits. Their schools are in disrepair, their materials in shambles and in some areas, their school week cut down to four days... all because they have no unified voice to advocate for them.

**Crumbling, out-dated textbooks and broken chairs are just some of the issues OK schools face after years of continued budget cuts.**



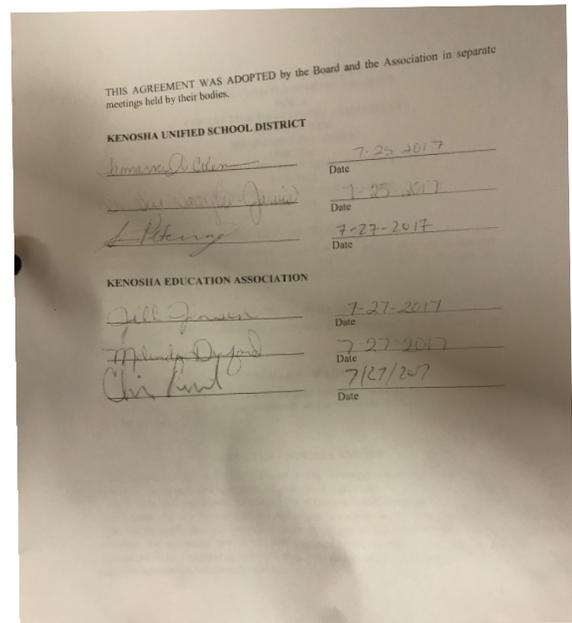
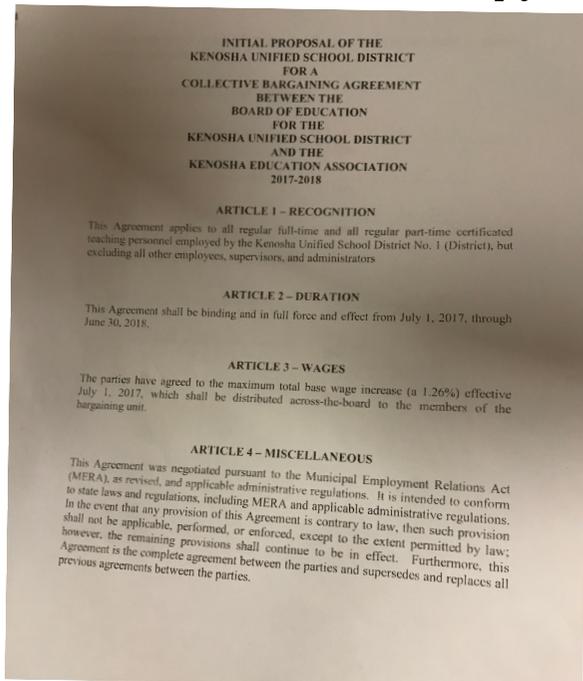
# ASHA MAZZA-SHAW ~ AREA V.P. FOR SPECIAL ED.



## By Now

We always think to ourselves, "that would never happen here.", I'm sure our brothers and sisters in Kentucky, Arizona, West Virginia, Indiana, Wisconsin, Michigan, and Oklahoma (to name a few) thought the same thing. We need every BEES member to get involved. We have become much too complacent, too apathetic, and too idle. We cannot afford to watch our benefits slip away one member at a time. Have conversations with your colleagues, discuss your benefits and contracts with them, bring a new member to a union meeting and thank your building representatives for their hard work. Soon they will be coming to you and asking for your signature on a card indicating that you will pledge to remain a dues-paying member of our union. By now, I hope there is no doubt in your mind that you'll always be part of the BEES.

*Below is a copy of an actual contract from a school in Wisconsin whose original contract (which looked much like ours) was renegotiated after their union membership fell below 50%. It is only two pages!*



# LINDA BUFALO ~ AREA V.P. FOR PARA-EDUCATORS



## Keeping Up With Para-Professionals

There is so much going on as we head into the final months of the school year. Members of the Executive Board have been visiting sites and bringing information concerning the Janus case to the members. It is imperative that we understand what this case means to collective bargaining, and to our very existence as a local. I am so appreciative of my colleagues on the Board who are taking the time to personally provide this information, and answer questions from our membership. It cannot be stated strongly enough that without our contracts and collective bargaining, our lives would be severely altered. No one wants that; we need to remain strong and united.

That being said, I will remind you that the coming school year is the last for the Para-Educator contract (for new hires, it is fondly known as the “Yellow” contract). Later in the spring, you will be receiving a survey asking for suggestions and your thoughts about what the new contract should look like. It is extremely important that every member completes and returns this survey to the negotiating committee. The information is then organized for the negotiating team. During the last negotiation, just 325 members out of 695 returned the survey. When everyone responds, we get a more accurate picture of the needs of our members.

It goes without saying that we all desire a fair wage increase and that our health benefits stay intact. However, there is more to our contract than only those two items. I ask you to please read your contract carefully, understand it, and ask questions if you do not. It helps your negotiating team focus on the most important concerns of our membership. Your suggestions on the survey are taken very seriously and will be an important tool in negotiating a contract from which we all benefit.

Just a few “housekeeping” items...

- 1) Your Professional Practices Committee has been hard at work reviewing and updating agreements. Be sure to ask your building representative to review those agreements with you.
- 2) Teaching Assistants: If you need any information regarding certification or student teaching, you can contact Nicole Cowan at H.R. If you need information regarding Professional Development, contact Donna Guiffre also at H.R.

In unity,

*Linda*

PROUD TO BE A



PARAEDUCATOR

# KRISTIN ERICSON-ABRUZZESE ~ AREA VP. FOR SAS/ITINERANTS

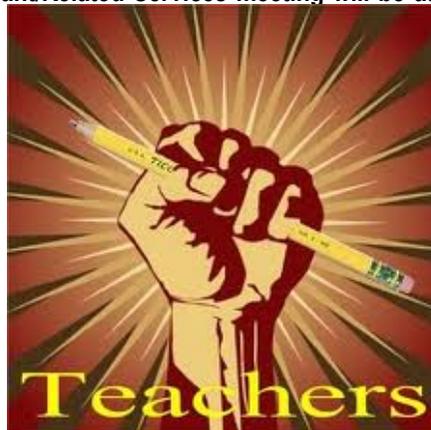


## Aren't Snow Days Fun?

Happy spring to all; sounds a little strange since we just had our 4th Nor'easter and over 19 inches of snow. I think, however, we can be thankful that if the roads are too dangerous to travel for our students and ourselves and ESBOCES closes, we still get paid because we have a contract. Did you know that when there is a snow day, many private/charter school employees are not even paid? In fact, during Super Storm Sandy, they were told to apply for unemployment. This brings me to a very important topic at the time, OUR contracts, protecting OUR union and the Janus case. Please, I strongly encourage you to follow the information provided by the BEES Executive Board, attend any meetings held in your building covering this issue, and even Google it. As part of our Executive Board and elected into a position by our constituents, we try to do the best job possible, but, in the end, what keeps a union strong is its members being educated and involved in situations that affect them and all unions.

Well, I cannot believe when we get back from spring break, it will be the last week of the third quarter; every year truly does seem to go faster. I hope your annual review CSE meetings are going smoothly. As we approach the end of the year, observations and end of the year evaluations come with that. Please do not hesitate to reach out if there is something in writing you receive that does not seem accurate to you. Last year, with the new system, we had several issues arise. However, for those who did not speak up, it was too late to address it. Please reach out to me. Many times, people feel I may know of an issue going on, but I will find out about it beyond the deadline to rebut the report or possibly help the member make a change. Often times, when I speak with a member, and we explore options, just another set of ears can frequently resolve an issue before it becomes a larger problem.

In short, try to stay informed; you can start by reading the BEES Beacon, going to your building representative meetings and talking with co-workers, because, as a group, we often fill in the information others may not be aware of. Please check with your building representatives for information on upcoming 403B Workshops which had to be rescheduled for April. Thank you again for all your support, and I can be reached at Sequoya@Pat-Med. HS 631-218-5411 or kristinericson@optonline.net. My next Itinerant/Related Services meeting will be at the union office on April 25, 2018 at 3:30.



# ROSARIA BROESLER - AREA V.P. FOR ACADEMY/SCE



## No Union = No Rights



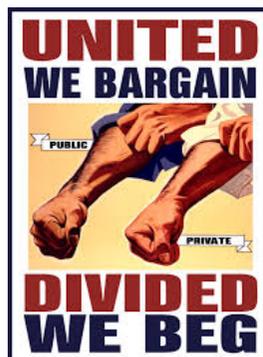
Imagine a working world where your employer can decide on your wages, benefits and working conditions all of which can change at any time. In that world you have no say regarding sick leave, paid holidays or working hours. There are no lobbyists fighting in Albany for legislation that impacts your profession. You are hereby an “employee at will.” Would it surprise you to think that in that world, you would be subject to arbitrariness and unfairness? You may never see a raise in salary or a step increment. Sounds like a crazy, awful world to work in? Well my union colleagues, it is not so far from reality. If the Supreme Court has its way, unions are in for the fight of their lives. Depending on the decision made in the Janus case, union members may have to decide on the world they will live in.

Unions across the country are preparing for a loss. This attack on working people is about right-wing billionaires against working people. Corporate special interests and politicians who do their bidding have rigged the economy against working people – educators, nurses, firefighters, sanitation workers and other public service employees – to favor the wealthy and powerful. The CEOs and corporate special interests behind this case simply do not believe that working people should have the same freedoms and opportunities as they do, to negotiate a fair return on our work so that we can provide for ourselves and our families. They are funding this case through the so-called National Right to Work Foundation because they view strong unions as a threat to their power and greed.

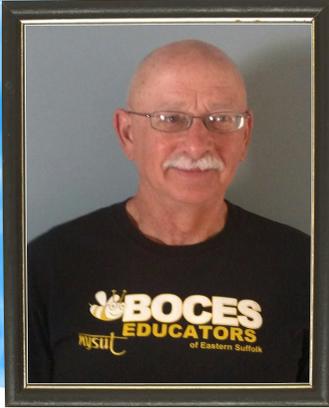
Stay informed. Read the Beacon. Speak to your union representative. Batten down the hatches and stand together. We will stand shoulder to shoulder-united for our rights.

UNION STRONG

Rosaria



# BOB LOVE ~ MEMBER BENEFITS OFFICER



## It Benefits You to Know

Thank you to all who show their support for our union. Be it as a Building Representative, a NYSUT or AFT Delegate, a Mini-VAN Ambassador, or as a member who continues to pledge their support and maintain their membership.

Without your continued support the following will be my report on your UNION BENEFITS: ...

You can contact me at [beesvpcb@optonline.net](mailto:beesvpcb@optonline.net) if you have any questions, comments, or suggestions for future issues.

# BEES Members Financial Awareness



Planning for your financial future can be a difficult task, but is a goal worth **working** towards. Begin that rewarding job by attending an interactive workshop geared to educate young and not so young about effective ways to manage your money.

**Presented by: The Legend Group**

**Hosted by: BOCES Educators of Eastern Suffolk**

**When: April 24, 2018**

**Where: BEES Union Office**

**Time: 4:00 PM**

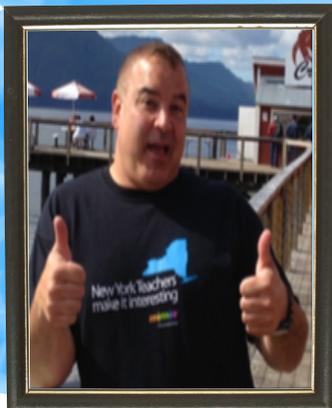
## Topics to be discussed:

- Understanding Your 403(b) Options
- Cost & Fees Associated with 403(b) Accounts
- Group 529 Plan & College Planning
- Retirement Planning

**Light refreshments will be available**

BOCES Educators of Eastern Suffolk  
Union Office, 440 Waverly Ave Patchogue, NY  
Building 4, Suite 12  
Seating is limited so please register by emailing Bob Love at  
[beesvpcb@optonline.net](mailto:beesvpcb@optonline.net)

# AL RIOS ~ MEMBERSHIP SECRETARY



## Membership Perks

Happy Spring everyone! Warm weather, blooming flowers and trees full of leaves are right around the corner. We need this welcomed weather to help us deal with the forthcoming ruling on the Janus Supreme Court case that will be challenging our very livelihood. It's critical that we stick together and don't let those powers who want to divide us get their way! It's important for every one of our members to understand the benefits we get from being in a union.

I recently researched the NYSUT member benefits brochure, and you should be aware that there are a variety of quality, endorsed insurance, financial, legal and discount programs that are being offered to you as a NYSUT member. Since we all have different needs and qualifications as to which programs will benefit us, I encourage all of you to do your own research and check out what is available and what programs may suit your needs. You can easily check out the programs by visiting [memberbenefits.nsut.org](http://memberbenefits.nsut.org)

Here are a couple programs that I found interesting:

### 1. Car & Truck Rentals Special Discounted Rates

\*\*\*Check out the member benefits website to see the specifics, but discounts of up to 35% can be taken advantage of at the following rental companies.

- ALAMO AVIS BUDGET ENTERPRISE HERTZ NATIONAL and BUDGET TRUCK RENTAL

2- Travel benefits – There are several different travel NYSUT Member Benefits Corporation endorsed, so once again, I encourage you to check out which one of these will suit your needs. Here's a couple I found interesting:

- TripBeat by Endless Vacation -TripBeatSM by Endless Vacation program allows NYSUT members to enjoy savings of up to 40% off the "Best Available Rate" along with \$399 select weekly stays (just \$57 per night) at more than 2,400 resort condo properties in 90 countries.
- Orlando Employee Discounts (discounted theme park tickets & hotel packages)  
Up to 60% off rack rate at select Orlando hotels close to or on theme park property with rates starting as low as \$55 per night.
- Wyndham Hotels -Wyndham Hotels program allows NYSUT members to enjoy savings of up to 20% off the "Best Available Rate" at more than 7,500 participating hotels with the Wyndham Hotel Group, which includes 12 hotel brands.

These are just a few of the many discount programs offered through NYSUT Member Benefits – I encourage all of our members to check out the members benefits website at [Memberbenefits.nysut.org](http://Memberbenefits.nysut.org) and see if any of the many programs offered are for you. You can also reach them at 800-626-8101 weekdays from 9 a.m. to 5 p.m. (EST) or email us at [benefits@nysutmail.org](mailto:benefits@nysutmail.org).

Wishing you all a happy and healthy spring, and remember together we can accomplish anything!

– AL Rios



# PATTI RICHARDS ~ GRIEVANCE OFFICER



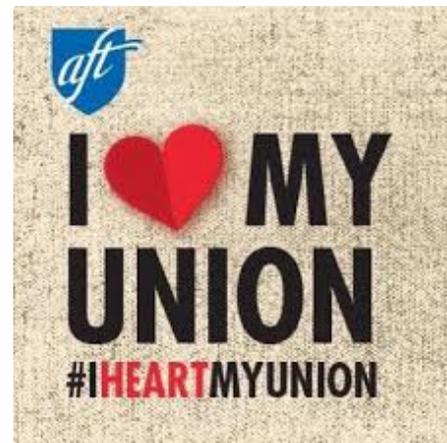
## Support When You Need It

On February 10th, I had the opportunity to attend a Grievance Processing Workshop in conjunction with the Leadership Conference. On that Saturday, union members came together from across Long Island to listen to and share ideas, so that we can be stronger as a union. As I listened to the members in the Grievance Workshop, I realized how fortunate we are as BEES members to not have had a grievance in many years, and just as fortunate to have the union's support should we ever need it. Just remember, a grievance is usually a result of a contractual violation due to the actions of the administration. *Any BEES member can file a grievance.* It is important to remember that both contracts are very specific on time limits. From the time your rights have been violated, *you have 30 school days to act on a grievance.* Both contracts have similar clauses regarding the 30 days: written grievance within thirty (30) days after the party knew or should have known of the act or condition (events) on which the grievance is based. Your first action when you believe your rights have been violated should be to try to work the situation out with your immediate supervisor. If this does not work to your satisfaction, informing your building representative is your next step in the grievance procedure. Your building rep has a very specific role, and you should give her/him as much information about the situation as possible. Your building rep or Area Vice President will contact me if the grievance is going to be moved forward. Keep in mind, if you are ever called in to speak with your administrator without a union rep, and what starts out as a friendly conversation turns into you being disciplined, or you are made to feel uncomfortable, you have the right to stop that conversation and seek representation from your building representative. Document everything, keep informed, and most importantly, read and know your contract.

### The chain of command for the grievance process is as follows:

1. The member should contact his/her building rep as soon as possible - they are your first line of defense. The building rep will schedule a meeting with the supervisor, and all parties will attempt to come to a resolution of the issue.
2. If the building rep is unsuccessful, he/she will then contact the Area Vice President who will attempt to resolve the issue.
3. If the Area Vice President is unable to reach an agreement, then it will be referred to the grievance officer who will then produce the grievance in writing and present it formally to the supervisor.

*This all must take place within 30 school days from when the member knew or should have known of the act or condition on which the grievance is based.* Timeliness in filing grievances is critical. If a grievance is not filed in a timely manner, the administration can refuse to entertain the grievance and the association has no further recourse.



## Your monthly bills won't stop if you become unable to work

Insurance is the type of product that you hope you never have to utilize. In the event that you need to use it, though, it's important to have the insurance product that best meets your individual needs.

The NYSUT Member Benefits Trust-endorsed voluntary Disability Insurance Plan -- provided by Metropolitan Life Insurance Company -- provides valuable income replacement benefits to help meet your living expenses if you become partially or totally disabled and are unable to work.



**Disability insurance can be customized to fit within your budget and still provide peace of mind until you are able to get back on your feet and return to work. Applications for the new NYSUT Member Benefits-endorsed Disability Insurance Plan are now available, with coverage effective dates on or after Jan. 1, 2018 from the Plan Administrator, Mercer Consumer.**

For more information and/or to get an application, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101** for specific information about this program.

### Call to Action: Proposals requested for NYSUT *Educator's Voice*



New York State's classrooms are among the most diverse in the nation. In recognition of this, NYSUT is currently seeking article proposals on "**Culturally-Responsive Teaching**" for consideration in its annual edition of *Educator's Voice*, a *Journal of Best Practices in Education*. **The deadline for proposals is June 15, 2018.**

Do you have a project or practice that works well in your classroom, something you are passionate about and would like to share with other educators across the state? This is a great opportunity to write about it and become published in NYSUT's member journal, a publication created by NYSUT members for NYSUT members. No previous experience is needed nor do you need to be a professional writer to be published in *Educator's Voice*.

Once accepted, authors receive a great deal of editorial support and writing guidance throughout the year-long publication cycle. The result is a professional, research-based publication that can be shared with your colleagues and used for professional development. Authors or author teams can collaborate across schools or with partners in higher education; at least one author must be a NYSUT or affiliate member.

**For more information and/or to download the author submission form, visit <http://www.nysut.org/educatorsvoice>.**

Previous editions of this publication are available at [https://www.nysut.org/resources/special-resources-sites/educators-voice](https://www.nysut.org/resources/special-resources/sites/educators-voice).



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

# ANGIE SCHULTZ ~ SOCIAL CHAIRPERSON



## BEES Honorarium 2018

It's that time of year again! The BEES retiree honorarium is almost here. We're changing venues again this year to keep things fresh. Come join us in celebrating this year's retirees! Please only RSVP if you can actually attend. If you RSVP and don't show, the union still has to pay for your plate; we don't want to waste any of our members money on no-shows! This could be the last year we have such a big party, depending on the interest of the general membership. If you'd like to see the honorarium stick around, please, come celebrate! We hope to see you there! To print your RSVP form please visit [www.beesbeacon.org](http://www.beesbeacon.org)

# Let's Celebrate BEES Honorarium

Join your fellow BEES members in celebrating this year's retirees. Come enjoy dinner, music and dancing!

Visit [www.beesbeacon.org](http://www.beesbeacon.org) for RSVP form

Land's End

Tuesday, June 5th, 4:30-8:00

80 Browns River Road  
Sayville, NY 11782

RSVP by May 18th

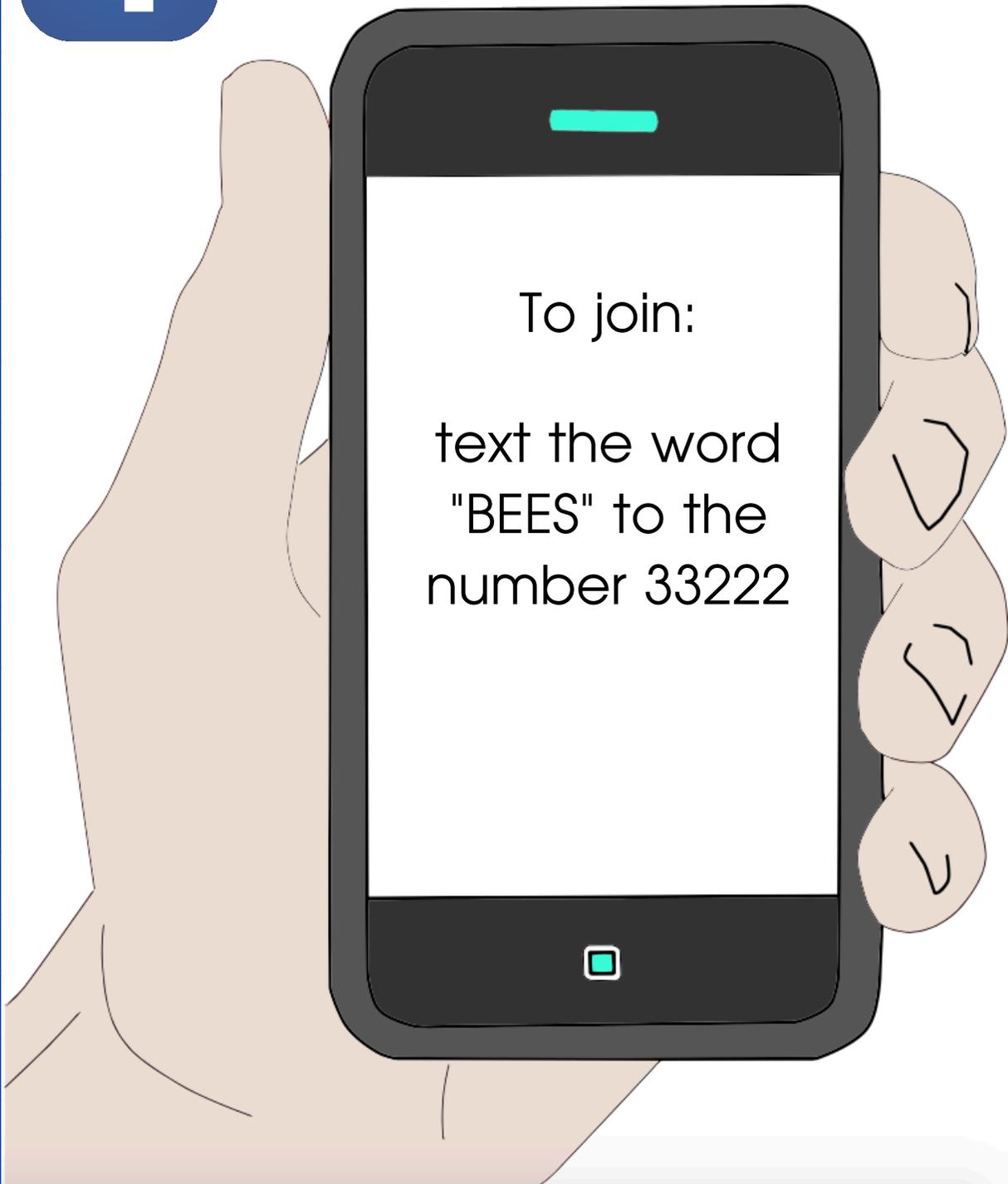


Music by DJ Alby

# BEE Informed



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system for the latest updates!



# BEES

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