



The BEES Beacon

BEES

BOCES Educators of Eastern Suffolk

Union Strong



Volume 31 Issue 2

February 2018

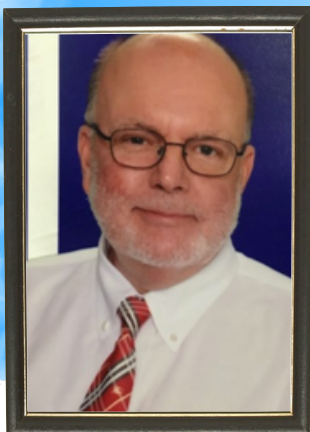
AFT Local 3037/NYSUT Local 22-220

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

Read All About It:

- President's Report - 2
- Executive Vice President's Report - 5
 - First Vice President's Report - 6
- Area V.P. of Special Education Report - 8
- Area V.P. of Para-Educators Report - 10
- Area V.P. of SAS/Itinerants Report - 11
 - Area V.P. of Academy/S.C.E - 12
- It *Benefits* You to Know - 13
 - Janus Fact Sheet- 15
- Membership Secretary's Report - 16
 - Grievance Report - 17
 - Let's be Social - 20
- The Retiree Chapter - 21

JIM BECK ~ PRESIDENT



You Are The Union

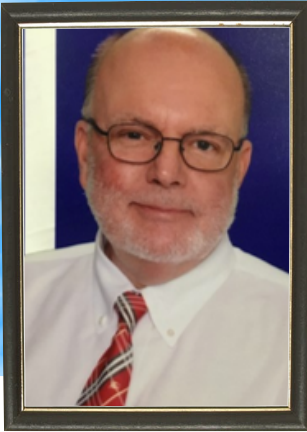
Hello my sisters and brothers. Here we are at the middle of the school year; as usual, time flies by when things are busy. Since this is tax season, I would like to remind all members of a helpful Federal income tax deduction. Teachers can deduct up to \$250 for their out-of-pocket classroom expenses. This deduction was implemented in 2015 yet according to IRS data, only 52% of New York teachers have taken advantage of it. Married teachers who file jointly, can each take the deduction; please take advantage of it. As you know, under the new tax plan many of our middle class tax deductions were severely curtailed or eliminated. This will hurt many of our members in New York. Governor Cuomo and the legislature are trying to work out some fixes, but that will take time. As I always say, every dollar matters.

The big issue for all of us is the Janus case that is looming on the horizon. The U.S. Supreme Court will hear Janus v AFSCME on February 26th. The case threatens the decades-old precedent that if you are represented by a union, it is fair and reasonable to expect you to pay a fair share to the union for protecting your rights, benefits and future. Recent polling showed that one out of five union members would drop their membership if they were not required to pay dues; which is 20%. However, the survey also found that two out of three of those people would change their mind if they thought it would weaken the union's ability to fight for them. Face to face, you my friends share the intrinsic value of sticking together. Please start up conversations with other members in your buildings to stress the need for us to band together while we are under attack. As the famous patriot Patrick Henry said at the beginning of the American Revolution, "if we do not hang together, then we will surely hang separately."

Do not doubt for a moment my friends that we are under attack. The Federal government is cutting aid to NYS by billions of dollars. New York and other high tax states are being penalized under the new tax plan, and most of our members will be paying thousands of dollars in extra taxes. As Richard Trumka, head of the AFL-CIO has said, "working people are being actively hurt by this administration; which ironically many of our members voted for." Chuck Jones, former head of the United Steel Workers local 1999, was the local president when Donald Trump visited the Carrier factory. Promises were made not only to keep those union jobs, but to grow them. Promises were broken; Carrier has lost over 1,300 good union jobs, and an affiliated factory has been completely closed.



JIM BECK ~ PRESIDENT



You Are The Union - Continued

Now my friends, we need to stay organized as never before. There is strength in numbers. There is incredible strength in keeping a strong contract. It is the lifeblood of our profession.

As to other local matters, we are trying to address member concerns in several buildings regarding understaffing and high numbers of staff injuries. We are working to set up a meeting at JAC with upper administration and our members with our (the union's) full support. We work with some of the most challenged and challenging students in New York State. Physical incidents have always been part of the BOCES landscape. Which is why the agency provides CPI training to all staff members. It is also why we are the only bargaining unit to have No Charge Workman's Comp. for any BEES member hurt by the actions of a parent or student. That means that no days are charged to you, depending on the severity of the injuries, for up to 180 days. No other bargaining unit has this benefit, including the administrative bargaining unit. It is the one thing I am questioned about most by other union leaders when I attend union conferences. In order to receive No Charge Worker's Comp., you must fill out all paperwork according to the approved guidelines. In addition, we continue to represent our members' best interests. Protecting their jobs, negotiating agreements and getting monetary reimbursements for members who have been unfairly harmed or penalized. In addition, we proactively solve hundreds of "little" problems, keeping them from becoming "big" problems. We are very proud of the work we do, and it is just another example of the value of union membership; it's one of those things that you don't think about until you need it.

LABOR UNIONS:

THE FOLKS WHO BROUGHT YOU THE WEEKEND.

CHILD LABOR LAWS, OVERTIME,

MINIMUM WAGE, INJURY PROTECTION,

WORKMENS COMPENSATION INSURANCE,

PENSION SECURITY, RIGHT TO ORGANIZE . ETC.

JIM BECK ~ PRESIDENT



You Are The Union - Continued

Please keep your attendance in mind. As you know, the agency has sharpened their attitude towards attendance over the years. That being said, if you are ill, please stay home. This is shaping up to be the worst flu season in many years. The agency cannot penalize you if you are legitimately sick. Some years are worse than others, and anyone can have a bad year. This happens to be one for me. The agency looks at patterns of attendance. Statistically, it is improbable to be ill only on Mondays or Fridays and that pattern would raise a red flag. I'm sure you all understand. Linked to the attendance issue is the issue of subs. Like the rest of the school districts on Long Island, the agency is having trouble getting enough subs. This becomes even more acute when our college-age subs head back to their respective schools. If you know anyone who would like to sub for ES BOCES, please contact HR. If there are problems with that, shoot me an email. We need good people.

Finally, we are working on renewing the lease on our union office space on Waverly Avenue and are finalizing our plans for the Retiree Honorarium (the union's end-of-the-year party.) We are planning on changing things up a bit in a way that we hope you will all approve of (well, most of you).

Please remember to talk up the union with your fellow members. We need to share the value of both union membership and keeping our benefit rich contracts in effect. Thank you all for your continuing support. We could not do our jobs without you.

Unity and strength,
Jim Beck

Strength in solidarity



JOE POSTIGLIONE ~ EXECUTIVE VICE PRESIDENT



Make the Right Choice

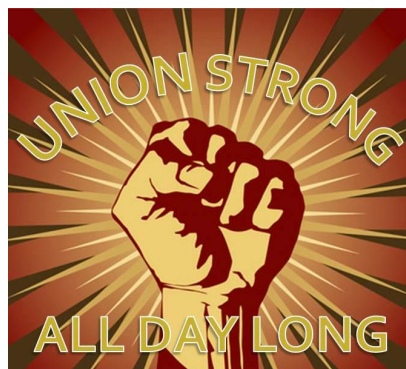
Hello members. I would like to share with you a recent personal experience. After some severe abdominal discomfort, I went to the emergency room. Following a general workup, I was sent for CAT scan. About twenty minutes after the scan, I was diagnosed with a strangulated hernia; gone through causing a blockage. I situation can be life threatening and Fortunately, my surgery went well, surgery to complete the repair. After sitting in my room after my visitors Hanging from the IV pole, there were and I just started to think about my hospital being attended to by doctors, all kinds of medications to help me God for medical insurance, and I was keeping my medical benefits in my worked for BOCES. It also occurred Christmas, but I didn't have to worry paycheck because I had sick days to for negotiating the sick days I get the contractual opportunity to ever had a catastrophic illness. Thelma Shaw, Jim Arden, Larry Blank, and all the other former presidents fought for our benefit-rich contracts. Sometime in the near future, you are choice being am I going to be a union member and pay my fair share to belong to the union or not. Hopefully, by now you have heard of the Janus case, which is currently before the Supreme Court. It is likely that this case will turn the United States into a right to work nation. Eventually, this could lead to the end of unions as we know them, along with our contracts. I hope when this time comes, you will make the right choice and continue to support your union.



this is a hernia that the small intestine has was informed by a surgeon that this required immediate surgery. although I would need a second my third night in the hospital, I was left for the day looking at my IV pole. five different medications and fluids, situation. It was my third night in the nurses and nursing assistants receiving recover. My next thought was thank grateful to my union for negotiating and contract for all the years that I have to me that it was now days away from about whether or not I would get a full use. So thank you again to my union each year. Thank you for negotiating accumulate those sick days in case I Thank you to Jim Beck, Pat Coppertino, Bruce Miller, Bill Patrissi, Artie Masucci and executive board members who

Why am I sharing this piece of my life? going to be asked to make a choice—that

going to be asked to make a choice—that



RAY STENBERG ~ FIRST VICE PRESIDENT

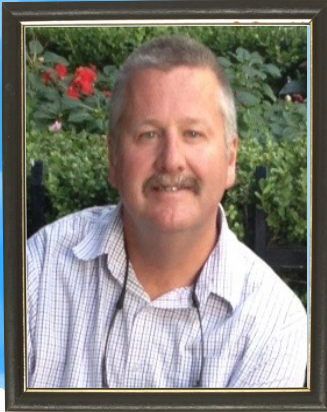


Our Future is in the Hands of the U.S. Supreme Court

As we begin the second half of the 2017-18 school year, I look forward with trepidation as we celebrate a victory here in New York State. This victory came when an overwhelming number of union members came out and voted against having a NY State Constitutional Convention. With the defeat of this proposition, we have guaranteed the safety of our pensions for the next 20 years. Hundreds of thousands of NYSUT members, their families, and friends came out and easily defeated this ridiculous proposal. For retirees and those who are going out under current contracts, it's a great feeling knowing that by casting a single vote, you protected one of your most important financial assets- YOUR PENSION! Both systems are well managed and extremely financially solid. That's the good news.

The bad news is bad. As a direct result of electing our current president, our union is under attack in such a way that we could lose everything that we have ever bargained for. By now, you should have heard about the Janus case. The Supreme Court will hear this case in February and will have a decision by June. Can you imagine literally losing all of your contractual benefits with the stroke of a pen? We need to be prepared to lose this case and deal with a devastating blow to labor unions across the country. Assuming the worst-case scenario, you are probably going to be faced with a very personal decision -- would you opt out of the union and put that dues money back in your pocket or remain and continue to pay your dues and reap the very valuable benefits that our union has secured for you over decades of union/agency negotiations and collaborations. To the rational person, it should be simple. PAY YOUR UNION DUES, NO MATTER WHAT! That is the message that we are trying to convey to our members. At this critical time, we need to stick together and support the union as we move in a direction which we never really wanted to go. We are preparing for the worst, but hoping that our members see the numerous benefits in remaining in the union.

RAY STENBERG ~ FIRST VICE PRESIDENT



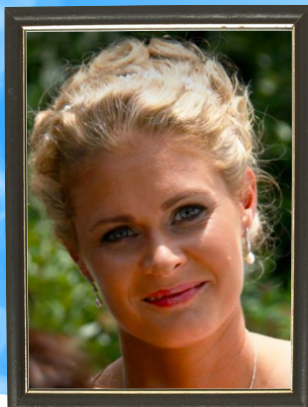
Our Future is in the Hands of the US Supreme Court

BOCES ADVOCACY DAY (formerly called Lobby Day) is coming up at the end of February. My volunteer list filled up quite quickly, and I'd like to thank in advance all those who volunteered to take the bus up to Albany for the day. Once again, students from Special Education programs will work side by side with CTE students as they get to truly experience government at work.

In a few months, the temperatures will rise and we will start thinking about all of those end-of-the-year assessments. With that comes retirement parties and end-of-the-school-year events. Our board is currently discussing the honorarium party and its sustainability as we move into a new way of doing business. For years, we have lost thousands of dollars from members who signed up but didn't show up. We need people to commit to attending, and if you sign up to come, then be there. Of course, unforeseen circumstances occur, and some people may have to cancel, but not \$4,000 worth of no-shows. Please be respectful of union dollars, as we can't afford to throw away money. For those of you going away during the February break, I wish you safe travels, especially to many of my union brothers and sisters who are going to Egypt. Have fun, but be careful! I wish you all a restful and enjoyable winter break.



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



Continuing Teacher and Leader Education

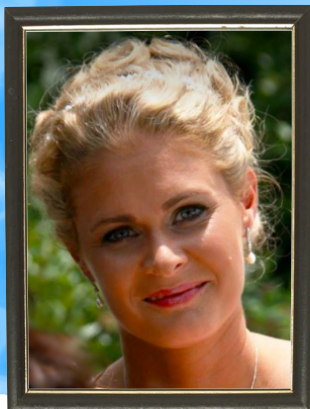
Happy new year to all! I hope that you enjoyed the holiday break and were able to carve out some time to relax and recharge. At this point, you have probably heard the term CTLE and know the basics of what it's all about. There are some misconceptions and questions out there regarding the process and specific guidelines for CTLE, so let's review. CTLE stands for Continuing Teacher and Leader Education. It requires the holders of Level III Teaching Assistant certificates and holders of Professional Teaching certificates to complete 100 professional development hours every five years.

The requirement began on July 1, 2016 and is coordinated with an individual's 5-year registration cycle. At this point, any holders of the Level III Teaching Assistant certificate or Professional Teaching certificate should have "registered" those certificates through the TEACH system to begin your five-year cycle. A certificate holder's 5-year cycle will end on the last day of the month prior to one's birth month. Holders of Permanent teaching certificates do NOT need to complete CTLE hours. Holders of Initial teaching certificates do NOT need to complete CTLE hours until they receive their Professional certification. If you got your professional certificate after July 1, 2016, SED will automatically register you upon issuing the certificate. After your first 5-year cycle, you will need to register with SED to begin the next cycle. CTLE must be offered by SED-approved sponsors and aligned with the NYS Professional Development Standards. School districts are specifically listed in the law as approved providers for CTLE. Other providers listed in the regulations include BOCES, teacher centers, NYS institutions of higher education, NYSUT's Education & Learning Trust, and other professional organizations. To see if a sponsor has been approved, check the list here <http://www.highered.nysed.gov/tcert/resteachers/ctlesponsors.html>

Currently, the standards for professional development are set by the Commissioner and are as follows: The Ten Standards for High Quality Professional Development

- ☒ **Designing Professional Development:** Professional development design is based on data; is derived from the experience, expertise and needs of the recipients; reflects best practices in sustained job-embedded learning; and incorporates knowledge of how adults learn.
- ☒ **Content Knowledge and Quality Teaching:** Professional development expands educators' content knowledge and the knowledge and skills necessary to provide developmentally appropriate instructional strategies and assess student progress.
- ☒ **Research-based Professional Learning:** Professional development is research-based and provides educators with opportunities to analyze, apply and engage in research.
- ☒ **Collaboration:** Professional development ensures that educators have the knowledge, skill and opportunity to collaborate in a respectful and trusting environment.

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



Continuing Teacher and Leader Education

- ☒ **Diverse Learning:** Professional development ensures that educators have the knowledge and skill to meet the diverse learning needs of all students.
- ☒ **Student Learning Environments:** Professional development ensures that educators are able to create safe, secure, supportive, and equitable learning environments for all students.
- ☒ **Parent, Family and Community Engagement:** Professional development ensures that educators have the knowledge, skill, and opportunity to engage and collaborate with parents, families, and other community members as active partners in children's education.
- ☒ **Data-driven Professional Practice:** Professional development uses disaggregated student data and other evidence of student learning to determine professional development learning needs and priorities, to monitor student progress, and to help sustain continuous professional growth.
- ☒ **Technology:** Professional development promotes technological literacy and facilitates the effective use of all appropriate technology.
- ☒ **Evaluation:** Professional development is evaluated using multiple sources of information to assess its effectiveness in improving professional practice and student learning.

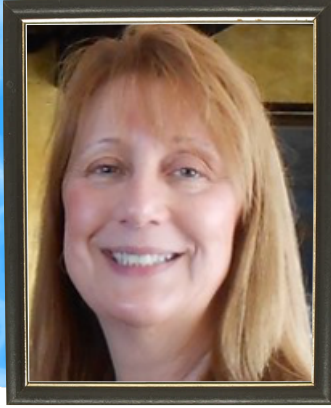
You can read more about the standards here <http://www.highered.nysed.gov/tcert/pdf/pdstds.pdf>

Keep in mind that 15% of the 100 hours must be completed in PD related to English Language Learners. Holders of Professional English to Speakers of Other Languages certificates or Bilingual Extension Annotations are required to complete a minimum of 50 percent of the required CTLE clock hours in language acquisition aligned with the core content area of instruction taught. The 100 CTLE hours will need to be recorded and maintained by the certificate holder. My Learning Plan will no longer be used to track these hours. You can download the record form here <http://www.highered.nysed.gov/tcert/pdf/donotsubmit-ctlerecord.pdf>. Remember to print and keep copies of your attendance or certificates of completion for all completed PD. You will not have to submit the record to SED unless they request it, but make sure you have it available should the need arise. If you have questions regarding the CTLE process, please feel free to email me at ashashaw@rocketmail.com

Please check out our Janus v. AFSCME fact sheet on page 15 and give your contract a glance to take note of all the great contractual benefits the BEES have negotiated over the years. BEE the change!



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



Keeping Up With Para-Professionals

It seems impossible that we are nearly half way through the school year. During the past few months, questions and issues, which I believed to be resolved, have once again surfaced. You should rely on your Building Representatives for answers to your questions. They are the trained union members who will have accurate information for you. As we have many new members, and people often "don't know what they don't know", I would like to address the questions and concerns that have been coming to me.

The first thing members need to be aware of is that Special Education Aides, Teaching Assistants, Bi-lingual Aides, and Sign Language Interpreters are **ALL** Para-Educators. We are in the same contract (known as the "Yellow" contract), and we are an umbrella unit under the teachers' local (the B.E.E.S., or the BOCES Educators of Eastern Suffolk). Our contract and Professional Practices agreements with the agency are the two places you will find most of the answers to your questions. The contract is given to every member. You should rely on your Building Representative to make the Pro-Practices Agreements available to you. **EVERYONE** should attend their building meetings where these agreements are discussed. The following are answers to the most recent concerns:

- 1) Yes, Para-Educators are reimbursed for expenses related to field trips. An expense voucher must be submitted with a receipt. See page 41 of the Pro-Practices handbook.
- 2) No, Teaching Assistants who are certified teachers should not be pulled to serve as a teacher in another room. Aides should only be reassigned to another room if their assigned student is absent. See page 1 of the Pro-Practices handbook.
- 3) No, you do not need to resign to complete student teaching as long as the dates fall into the ESBOCES semester. ESBOCES semesters go from September 1 through January 31 and February 1 through June 30. A one semester leave will be granted in accordance with the contract. If additional time is needed, there is language for that as well in Pro-Practices. Always contact human resources for the specific requirements. This agreement is for Teaching Assistants **AND** Teacher Aides. See page 5 of the contract and page 36 of the Pro-Practices handbook.
- 4) Shared Aides should be in the same classroom with two students who have a similar level of needs. See page 15 of the Pro-Practices handbook.
- 5) Please refer to page 11 in the Pro-Practices handbook for the job responsibilities of Teacher Aides and Teaching Assistants. Your Building Representative can provide you with additional job descriptions. Please also read the agency handbook. There is a tremendous amount of information available to you. It is important to understand that there are many agency policies, and although they are not all included in the contract, we must abide by them just the same.

I hope this information has been helpful and has put these issues to rest. Please spend some time getting to know your Building Representatives. I encourage you to attend meetings, ask questions, and be informed. Our future depends on it.

In Solidarity,

Linda

PROUD TO BE A



PARAEDUCATOR



Timely Timelines

Happy mid-year and annual report writing. I write this article with a heavy heart with the passing of one of our social workers, Lisa Mitchell, who was a beautiful person both inside and out. Lisa will surely be missed by her coworkers, students and the entire agency. Life sometimes can be tricky to navigate and can throw us all a curve ball at one time or another. Thankfully, we work for an agency which understands that each and every one of us, at one point or another, can use an extra ear to listen or provide support. Please seek out the EAP when you may be feeling a little overwhelmed or in need of a helping hand. The EAP has three locations: Medford 631-289-0480, Commack 631-858-9177 and Hampton Bays 631-728-2008. This service is confidential and is available to employees of ES BOCES and their families; please don't hesitate to take advantage of this service.

I write this article as a reminder to all of us to make sure we are adhering to our annual review timelines. Timelines are part of our professional responsibility. In some buildings, your principal may be providing a detailed timeline for when there will be rounds to discuss students' recommendations, when reports are due possibly for review and any updated testing information. Timelines are extremely important, especially for the districts since they need, by law, to provide your reports to the parents in ample time for review before the CSE. I know many of us could be writing 18-40 reports, depending on the program, but again, it is our professional responsibility to be on time with our work. The last timeline, as I have mentioned before, involves money. Please get your updated license in to Jean Christensen at 201-HR before April 1st, or you will miss out on a \$500.00 stipend as per our contract.

I hope this article finds everyone healthy and able to find a little humor in each of your days, it is good for the soul. I can be reached at Sequoya@Pat-Med H.S. 631-218-5411 or at kristinericson@optonline.net





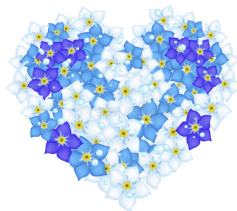
Lessons From My Dad

I recently had the sad experience of losing my Dad. At 87 years old, he leaves a legacy of hard work and strong character. He loved fishing and gardening, was a successful businessman and was totally devoted to his loving family. A young boy growing up in war-torn Sicily, he was the oldest of five children. He carried all the responsibility of his dad, who was away serving with the Merchant Marine. His stories of struggle and poverty were worthy of a documentary for that time period. At fourteen, he left home to join the Merchant Marine and was completely on his own. Arriving in America, my Dad made his way into adulthood working on farms in upstate New York, where he discovered his love for the earth and farming. Dad started out as a painter's helper and eventually started his own painting business, which grew to be successful and would support his family for many years to come.

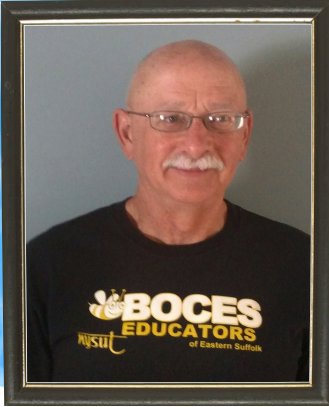
When you lose someone you love, you reflect on the memories they leave behind and the things they taught you. What stands out the most for me is the work ethic my Dad taught me, simply by example. He was dedicated to his customers, often putting in long hours, never leaving a job until it was finished to perfection. My Dad was self-disciplined, honest, trustworthy, very respected and loved by his customers. He rose with the sun six days a week, and on Sundays worked at our house keeping it sparkling and beautiful. We all had our chores and learned to be reliable and accountable, traits that stayed with us throughout our lives.

As CTE Educators, we carry the responsibility of instilling in our students not only technical knowledge but work ethic; otherwise known as "soft skills" or work readiness. Not every student has a positive role model in their lives, and they look to us for examples of the behavioral competencies that they need to become successful employees, business owners and entrepreneurs. Great educators inspire and lead by example. As we are committed to serving our students, we have an obligation to carry out our own professional code of ethics. So much of what our students turn out to be is a reflection not of what we pour into them, but of what they see in us. It's not the vocabulary lesson our students will remember most, but the everyday things that revealed what we were really made of--how we handled frustration, whether we were on time to class and kept our promises, how we treated each student with respect and whether we did our work with a smile or a frown. Our students come away with their own memories of us and how we reacted to them seeking our approval, how we insisted on quality work and gave them sincere praise for a job well done. Students will remember how enthusiastic we were about our job, if we were professional in the ways we acted and looked and if we provided selfless service to them. Whether we realize it or not, we are very powerful influencers of behavior. Teaching a student technical skills is simple compared to teaching work ethic and building character simultaneously. We are instilling in them a set of behaviors that are the foundations to their employability and ultimately to their success.

I am thankful to have had a great role model in my life and am proud of the educator I have become. My memories of my Dad may fade but my work ethic is set in stone, thanks to the Dad who showed me what hard work and the rewards that came from it meant. Thanks to my Dad, I will always work hard for a day's pay and pray that my students remember me as a truly dedicated professional who always went the extra mile just like my Dad.



BOB LOVE ~ MEMBER BENEFITS OFFICER



It Benefits You to Know

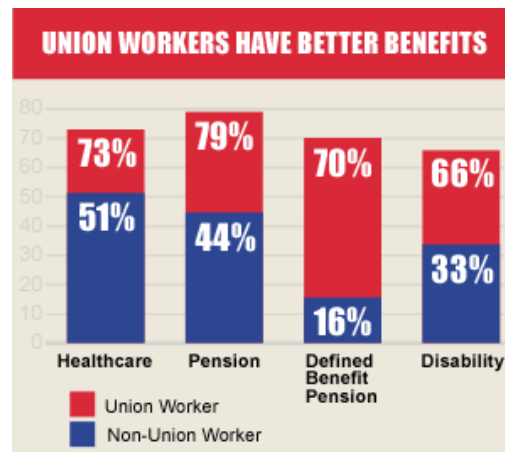
Once again, we are facing disruptive changes that will affect the way our union functions. It is important that you know your benefits: their value and their limits, as well as what you will lose should those benefits change or be taken away. If that sounds dire, it was meant to.

- What will you do when/if the Supreme Court of the United States rules in favor of Janus?
- Will you continue to support your union through participation and paying your union dues?
- Will you decide that the few hundred dollars you'll save by not paying your union dues is worth the possible loss of your contractual benefits?
- Will you hope that enough other members will pay their dues, or will you encourage them to pay their dues?

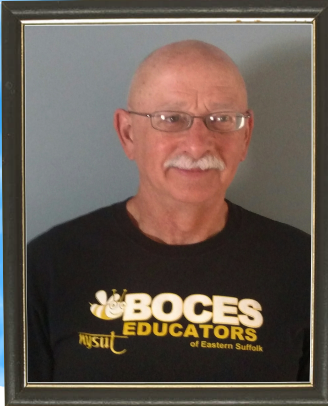
I am resolved to get you to think about your future and realize the terrific benefits and protection your collective bargaining agreement has. I hope you realize that the short-term gain of not paying your union dues could result in the loss of your contract and all the benefits it contains. Below are the contractual benefits that I, as your Contractual Benefits Officer, help enforce. I have not listed the many other protections that are in your contract.

Health Insurance
Health Insurance into Retirement
Life Insurance
Disability Insurance
Dental & Vision
Employee Absence
Personal Leave
Sick Leave
Sick Leave Bank

Temporary Leave of Absence
Worker's Compensation
NO-Charge Workers' Compensation
Personal Injury Benefits
Retirement Leave Payment
Flexible Benefits Plan
Legal Service Plan (Teachers' contract only)
Tax Sheltered Annuity



BOB LOVE ~ MEMBER BENEFITS OFFICER



It Benefits You to Know-Continued

NYS Paid Family Leave

There might be some confusion about the recently enacted NYS Paid Family Leave law. As of January 1, 2018, most employees who work in New York State for private employers are eligible to take Paid Family Leave. If you are a public employee, your employer may choose to offer Paid Family Leave. As public employees we are currently not eligible for Paid Family Leave. As public employees represented by a labor union, we may collectively bargain with BOCES to offer Paid Family Leave. For more information on NYS Paid Family Leave, visit <https://www.ny.gov/programs/new-york-state-paid-family-leave>

Your Retirement

I hope that by now you all have created an online retirement system access account. The NYS Teacher's Retirement System is called My NYSTRS (<http://www.nystrs.org/>), and the NYS Local Retirement System is (http://www.osc.state.ny.us/retire/retirement_online/customers.php). Both will provide you access to your account and a wealth of information about retirement. You can even sign up for newsletters that will send you current changes and information. If you have been thinking about retiring soon, you have hopefully scheduled your retirement counseling. If not, and you are within five years of retirement, you should schedule a session by calling – 1-800-348-7298 ext. 6270 if you are in the NYSTRS - or - 1-866-805-0990 if you are in the NYSERS.

Remember, for all important documents – KEEP COPIES OF EVERYTHING!

You can contact me at beesvpcb@optonline.net if you have any questions, comments, or suggestions for future issues.

Benefits of belonging

Union beats nonunion for every kind of benefit

Category of benefit	union workers	nonunion workers
Retirement	89%	48%
Medical	79%	50%
Paid sick leave	82%	62%
Paid vacation	75%	74%
Paid holidays	81%	75%

Source: U.S. Bureau of Labor Statistics, National Compensation Survey, March 2013.



Janus v. AFSME – What’s at Stake for Union Members

What is Janus v. AFSME? - In November of 2016, the National Right to Work Foundation and the Liberty Justice Center filed a brief with the Seventh Circuit Court of Appeals on behalf of Mark Janus challenging the Illinois State law that requires government employees to pay “fair share” or “agency fees” to the union that represents them. Mark Janus and the other state workers are basing their claim on a First Amendment challenge. The U.S. Constitution bans compelled speech, which includes being forced to fund political activities. *Abood v. Detroit Board of Education* allows unions to require dues so long as nonmembers have the option of paying the nonpolitical fair-share fee.

What is Abood?- *Abood v. Detroit Board of Education* is a case that was decided unanimously by the Supreme Court in 1977. In the case the court affirmed that it is constitutional for public sector unions to collect fair share fees/ agency fees from employees who choose not to join a union, but who are legally entitled to benefits provided by the union, including contract bargaining.

Who would want to undermine the collective bargaining rights of unions? - The National Right to Work Foundation is part of a network funded by corporate billionaires whose goal is to use the courts to rig the rules against everyday working people. For decades, the corporate CEOs and billionaires funding this case have used their massive fortunes to pay politicians and corporate lobbyists to chip away at unions. This specific case originated from a political scheme by billionaire Bruce Rauner, governor of Illinois, to advance an agenda benefiting corporations and the wealthy. Rauner launched a political attack on public service workers immediately after taking office, filing a lawsuit on his own behalf to bar the collection of fair share fees by public service unions. A federal judge ruled that Rauner could not bring this action because he was not an employee paying fair share fees. The National Right to Work Committee and the Liberty Justice Center were able to carry the case forward by finding plaintiffs as stand-ins for Rauner in the federal lawsuit. The district court dismissed the case, based on long-standing precedent. The plaintiffs asked the lower court to fast-track their appeal and rule against them in order to more quickly get the case before the U.S. Supreme Court.

What are fair share/agency fees? - Unions work because we all pay our fair share and we all benefit from what we negotiate together. Fair share fees provide public service workers with the power in numbers they need to negotiate better wages, benefits and protections that improve work conditions and set standards for everyone. Each individual public service worker chooses whether or not to join a union, but the union is still required by law to represent and negotiate on behalf of *all* public service workers – members and non-members alike. Public employees who choose not to join the union only have to contribute for the costs of the representation they receive, including the cost of negotiating and maintaining contractual benefits and rights. No public employee is forced to join a union or pay fees that support political candidates or actions.

What’s at stake for unions? - our unions are able to remain strong advocates for our members because of the union dues collected. There is a chance that some members would make a very short site choice to “give themselves a raise” by opting out of paying union dues and getting that money back in their paychecks. As members drop out of the union the collective bargaining power of the union is diminished. If enough members leave the union and the membership falls below fifty percent the union would be disbanded. The current contract would remain for a one year period and then it would cease to exist. With no contract, there would be no contract salaries, no guarantee of employer provided health coverage, no no-charge workers comp. coverage, no sick, personal or bereavement days, no retirement leave payout... no contractual benefits at all. Any savings that might be appealing in the short term could lead to huge costs down the line.

**** The average teachers in a right to work state earns 25% less than a teacher in a fair share state. ****

BEE informed, BEE the change.

AL RIOS ~ MEMBERSHIP SECRETARY



Leaps and Bounds

Here we are half way through the school year, heading toward the finish line, and our membership continues to grow.

I am frequently asked about the number of new members who have joined the BEES and honestly, I am astonished at how we are growing by leaps and bounds! I would like to share some interesting facts about our growing family.

Since the beginning of this school year (September 2017 -December 2017), we have added over one hundred and forty new members to our local; this includes teachers, related service, itinerants, teaching assistants and special education aides. That's a large amount of new members in only four months! Welcome to each and every one of you! We have had thirteen of our members leave us, whether it was for a job elsewhere or for personal reasons.

Twenty-seven of our members moved up the BOCES ladder to higher positions. Finally, at last count, we have forty-one members of the BEES who have handed in their retirement papers. We look forward to celebrating their service at the June Honorary.

As we set our sights for the finish line, I want to wish all our members, new and seasoned, a very successful and motivated second half of the year. Please make sure you take a look at and take advantage of all the wonderful benefits you are entitled to as a NYSUT member. You can find them at memberbenefits.nysut.org - or call 1-800-626-8101

Best wishes till June!

Al



PATTI RICHARDS ~ GRIEVANCE OFFICER



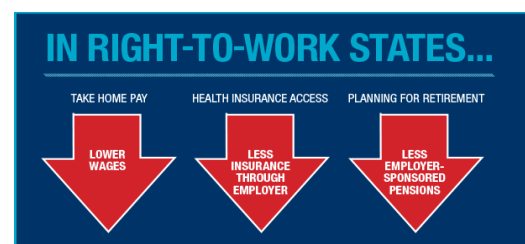
Why Join a Union?

Happy New Year Everyone! I wish January was starting with a little less stress. This is a time when classroom teachers and itinerants are extremely busy preparing reports for next year and on top of that, many of our colleagues are battling the flu. In the news, we learned the Janus vs. AFSCME case hit the Supreme Court, and the ruling is expected no later than June. The impact on unions could be damaging.

I have been very fortunate to have worked for BOCES for 26 years. During my employment, I am lucky to have never had an occasion where I needed union representation. However, there was a time when administration called me into the office. I did not care for the tone of the meeting, and because I had a union to back me, I was able to stop the meeting and later bring a representative in with me. Our union provided me the security to stop the meeting without repercussion. So, what are the benefits of our BEES union? It's rather simple – Our union provides security, support, guidance, benefits and the bargaining position for contract and labor negotiations.

- Our members have benefit-rich contracts: medical insurance choices, paid school vacation, holidays, sick time, personal time, pensions, raises, etc.
- Our union makes sure we are safe on the job. If we are injured by a student/parent we are protected with No Charge Workman's Comp. We have no out-of-pocket expenses for this benefit.
- As union workers, we are treated with respect and we don't have to put up with harassment or an uncomfortable work environment.
- As union members, we have job security. Administration can't just fire you without cause. The legal support provided by unions may be the single most compelling reason for joining one.

Over the next couple of weeks, your BEES union representatives will be coming around to your buildings to answer your questions regarding the Janus case, and the importance of supporting our union, but until then, you have the power to get informed. Please start asking questions, attend your union meetings, talk with your colleagues, union reps, and school ambassadors. Now is the time to get involved. The Janus decision impacts all of us. Under current law, all public employees are covered by their public-sector unions. This could all change with the Janus case, which could mean losing valuable contractual benefits. When asked if you want to join your union, think about all your union does. Think about your contract. Would you want to work without either of them? I know I wouldn't.



5 Benefits Of Joining A Union

01

Much Higher Income

2014 union worker median income per week:

\$970

2014 non-union worker median income per week:

\$763

02

Much Better Job Security

You cannot be fired without just cause

03

Much Better Benefits Packages



93%

Of union workers entitled to medical benefits



77%

Of union workers have defined benefit pension plans

04

Much Better Paid Leave

82% **28%**

Of union workers have paid sick leave

More paid leave

05

Much Better Career Prospects

Because your quality of workmanship is higher than average



Membership has its privileges!

Your union is steadfast in its fight for better contracts, safer working conditions, fair pay, advocacy, and upholding the labor rights of the dedicated women and men proudly working in the education and health care industries on a daily basis.

But your NYSUT membership does so much more! It also provides you with the opportunity to enjoy the benefits of more than 40 endorsed programs & services offered by NYSUT Member Benefits, including a variety of quality, competitive insurance plans.

Endorsed By:

**MEMBER
BENEFITS**

nysut
Working to Benefit You

As an Example: With the NYSUT Member Benefits Trust-endorsed MetLife Auto & Home insurance program, NYSUT members receive special group rates on auto insurance, homeowners insurance as well as motorcycle, boat, personal property and other types of insurance -- rates that are NOT available to the general public.

That is why we encourage you to always look for the "Endorsed by NYSUT Member Benefits" logo before you or your loved ones make any purchasing decisions.

Visit memberbenefits.nysut.org or
call **800-626-8101** for specific information about this program.



Newly endorsed Member Shopping Program available for use!

We heard the requests of the NYSUT membership and spent months diligently researching new member shopping program options. The NYSUT Member Benefits Corporation is pleased to announce that the Purchasing Power Member Shopping Program is now available for use by eligible NYSUT members.

Purchasing Power is an online shopping option that offers another way to purchase brand-new, brand-name products and pay for them over time through the ease of payroll deduction or ACH withdrawals. Eligible NYSUT members can enjoy access to products such as computers, appliances, jewelry, furniture, televisions, electronics, travel packages and much more.

While Purchasing Power is not a discount program, it can save you money and stress compared to high-interest credit cards or rent-to-own stores. As always, you are encouraged to shop and compare before making any purchasing decisions.

Visit nysutmbc.purchasingpower.com or call **800-537-3135** to learn more.



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.

retirement pension benefit contribution investment fund social age years plan edit may benefits security contributions salary individual system national edit may benefits plan

TERRY KALB ~ RETIREE CHAIRPERSON



Staying Active

Hello Working BEES!

Most of us think of retirement as a time to put union issues behind us. Think again! Your union has your back in your retirement, too. There are many benefits that are available to NYSUT Retirees through our BEES Retiree chapter membership. Plus, by staying connected to our union, you activate our political power to protect our pensions, Social Security, and Medicare that allow us to enjoy the retired life. When you approach your retirement, contact me at terrykalb@yahoo.com for more information.

In Solidarity,
Terry Kalb, BEES Retiree Chapter President
RC-22 NYSUT Delegate
terrykalb@yahoo.com



BEES Tees

BEES T-Shirt Order Form

Name _____

Building _____

Cell number - (____) _____

Email address (non-boces) _____

Number of shirts requested - _____

Size(s) needed – S _____ M _____ L _____ XL _____ 2XL _____ 3XL _____

Shirts are Hanes tagless tees. Please inter-office your completed order form along with a personal check for \$19.00 to Asha Mazza-Shaw at SAC @ Stony Brook Hospital. Please make checks out to cash. Forms and checks must be received by March 1st



Front

Back

BEE Informed



Follow us on facebook and twitter!
Don't forget to join our text alert
system for the latest updates!



BEES

BOCES Educators of Eastern Suffolk Executive Board

President.....	James Beck
Executive Vice President.....	Joseph Postiglione
Treasurer.....	Michelle Tinter
First Vice President.....	Ray Stenberg
Membership Secretary.....	Al Rios
Recording Secretary.....	Amanda Pica
Benefits Officer.....	Bob Love
Area Vice President Academy/SCE.....	Rosaria Broesler
Area Vice President SAS - Itinerants.....	Kristin Ericson-Abbruzzese
Area Vice President Para Educators.....	Linda Bufalo
Area Vice President Special Education.....	Asha Mazza-Shaw
Beacon Editor.....	Asha Mazza-Shaw
Grievance Chairperson.....	Patti Richards
Retiree Chairperson.....	Terry Kalb
Social Chairperson.....	Angie Schultz
Office Secretary.....	Mary Longo

**Honored 6
years in a row
for NYSUT's
Website of the
year**

**BOCES Educators of Eastern Suffolk
Union Local 3037
NYSUT Local 22-220
440 Waverly Ave.
Building 4, Suite 12
Patchogue, NY 11772
(631) 475-4704**

**Recipient
of AFT's
National award
for best
website**

**The BEACON is the official publication of the
BOCES Educators of Eastern Suffolk
First Supervisory District
Email: BOCESBEES@gmail.com
www.facebook.com/bees3037.**

Proud Members of NYSUT, AFT and AFL-CIO