



Volume 5, Issue 9 April 2017

“Using a democratic structure, SABEA supports student success and works toward improving the professional, economic, and personal lives of our members and families.”

**NOTE FROM PRESIDENT RUTH SHIPPEE:
“THEY DID, WE SHOULD, WE WILL”**



YOU ARE SABEA, YOU ARE UNION

Dear SABEA members and retirees,

You did, you are!!!!

There are times when, as in any organization, the leadership wonders if members are there and willing to do something or take a stand.

On April 12, if the SABEA executive board or rep council had any questions, they are gone.

It was phenomenal to see so many members, their families and friends attend our FACES OF SABEA rally at the Board of Education meeting. It was also exciting

to have our union brothers and sisters from UUP, South Glens Falls, and Granville among other schools and some of the local trade union members join us also. Labor movement in the area is alive, strong and united!

I also want to say that I appreciate the support and efforts of our non-permanent and non-tenured staff who expressed their desire to join us but accepting our advice to not attend. **YOUR TIME WILL COME TO JOIN US** in more than in spirit.

Next step in obtaining the salary schedules we should have? *Wear your SABEA pins, wear maroon, and stay tuned.* Your rep will be the way that information about further progress in negotiations will be distributed or get you material such as the pins we wore. Check our website: <http://sabea.ny.aft.org/> for more information or our FACEBOOK page: <https://www.facebook.com/nysutsabea/>

We have been patient, we have researched, we are professionals who should be paid appropriately for our labor.

In solidarity, Union Sisters and Brothers, we will be successful.

Ruth

UNION REPRESENTATION

The following are your “go to” people. Each is able to help answer questions about your membership, your rights as an employee and able to assist in getting you further information.

Also, as an employee, you have a right to the presence and counsel of union representation at a meeting with your supervisor where your conduct is being questioned and/or you reasonable believe disciplinary action may result. **Not sure??? Call your rep!** If you are not sure, always have your rep present. Another pair of ears is always a good thing to make sure you heard correctly.

Remember also, that if a meeting begins to seem to be an interrogation, you can stop it and reschedule for when you can have SABEA representation with you.

This year's reps are:

SAEC:

- o Michele Morris 321-4552 mmorrisunion@gmail.com
- o Lisa Colvin 260-9994 colv77@yahoo.com
- o Owen Landrey 914-772-7669 owenlandrey@gmail.com
- o Keaysie Carpenter 681-6822 misskeaysie@gmail.com
- o Jim Blakey 793-1416 jblakely8615@roadrunner.com

Gick Road:

- o Chris Guenther cgguenther01@gmail.com

Itinerants:

- o Terry LaNoir 796-3154 tdlanoir@gmail.com

Myers:

- o Paul Cerone 583-9935 pcerone@gmail.com
- o Jane Amorosi 355-8576 janie64@nycap.rr.com
- o Mary Moyles 322-1273 shamrocks2@aol.com
- o Kim Weaver 884-8153 kweav60@gmail.com
- o Linda Parker 232-0985 waystation1977@gmail.com

SSTLC:

- o Mike Dinsmore 683-8712 md1093@yahoo.com

WSTLC:

- o Nancy VanVoast 496-5958 nvsquare@gmail.com

Retiree

- o Stephanie Pischel 355-0360 spischel@netzero.net

SABEA Members: Bulletin Board

This feature contains information about things members are doing. This may include items like bands they play in or plays they are a part of. Kicking off businesses could also be included. Send your information by the 2nd week of the month to SunshineClubLaura@hotmail.com to be included in the newsletter. Items may also be added to our FACEBOOK page so send in the information.

- **Doggie Treats!** Homemade dog treats with no added preservatives. Contact Nicole Mabey at buddysbarkery1@gmail.com or 518-321-6274
- **Arbonne:** Tracey Rockenstyre is your independent consultant for Arbonne international, a health and wellness company. Here's a link to her website: www.bit.ly/tracyrock also have a fb biz page: @trockarbonne



Food for Thought: Cheese Crisps

Ingredients:

- 1 loaf (about 1 pound) country-style bread, very thinly sliced
- 1/3 cup olive oil
- 8 ounces Gruyere, grated



DIRECTIONS

1. Heat oven to 375° F.
2. Place the bread on baking sheets. Lightly brush the tops with the oil then sprinkle lightly and evenly with the cheese. Bake until crisp and golden, about 15 minutes.
3. Break each slice into large pieces. Serve warm or at room temperature.

Upcoming CDRO (Capital District Regional Office) of NYSUT

Workshops:

SPECIAL EDUCATION BASICS AND SAFETY ISSUES WORKING WITH SPECIAL EDUCATION STUDENTS

- Time: 4:00 p.m. – 7:00 p.m.
- Dates and Locations (choose one):
April 24 - Saratoga HS, Distance Learning Room
Register at: <http://www.cvent.com/d/h5q7zr>



STRESS: THE GOOD, THE BAD AND THE HEALTHY

- Time: 4:00 p.m. – 5:00 p.m.
- Dates and Locations (choose one):
April 25 - NYSUT HQ, 800 Troy Schenectady Road, Latham
Register at: <http://www.cvent.com/d/bvqh7n>

It's not the stress; it's what you do about it. Stress is a necessary and normal part of our daily lives. It is often used to describe how our lives are out of control and difficult to tolerate. This one hour workshop will review how we view stress, the myths and preconceptions that often affect how we manage it in our lives. Strategies to achieve a better work /life balance will be review

APRIL IS NATIONAL AUTISM AWARENESS MONTH

join us in
CELEBRATION



awareness

action

acceptance

inclusion

appreciation

Nearly a quarter century ago, the Autism Society launched a nationwide effort to promote autism awareness, inclusion and self-determination for all, and assure that each person with ASD is provided the opportunity to achieve the highest possible quality of life. This year we want to go beyond simply promoting autism awareness to encouraging friends and collaborators to become partners in movement toward acceptance and appreciation.

Let's embrace a new perspective. For over 50 years we have worked in communities (both large and small) to ensure our actions, through our services and programming, supported all individuals living with autism. Let's expand this work to focus on the rest of us – ensuring acceptance and inclusion in schools and communities that results in true appreciation of the unique aspects of all people. We want to get one step closer to a society where those with ASDs are truly valued for their unique talents and gifts.

Join us in celebration for 2017 National Autism Awareness Month! National Autism Awareness Month represents an excellent opportunity to promote autism awareness, autism acceptance and to draw attention to the tens of thousands facing an autism diagnosis each year.

April is also Stress Awareness Month

How **STRESS** Affects

BROUGHT TO YOU BY



WWW.LIVELOVEFRUIT.COM

The **BODY**

SKIN

skin problems like acne, psoriasis, eczema, dermatitis, random breakouts, and skin rashes

STOMACH

can cause peptic ulcer disease, IBD, IBS, food allergies, stomach cramps, reflux, nausea and weight fluctuations

PANCREAS

results in elevated secretions of insulin, which if chronic could lead to diabetes, damaged arteries and obesity

IMMUNE SYSTEM

suppressed effectiveness of the immune system to battle and recover from illness. Leads to high levels of inflammation in the body, which causes a variety of chronic health conditions

HEAD

issues with mood, anger, depression, irritability, lack of energy, concentration problems, anxiety and panic attacks

HEART

increased blood pressure, fast heart beat, increased risk of heart attack and stroke, and higher cholesterol

INTESTINES

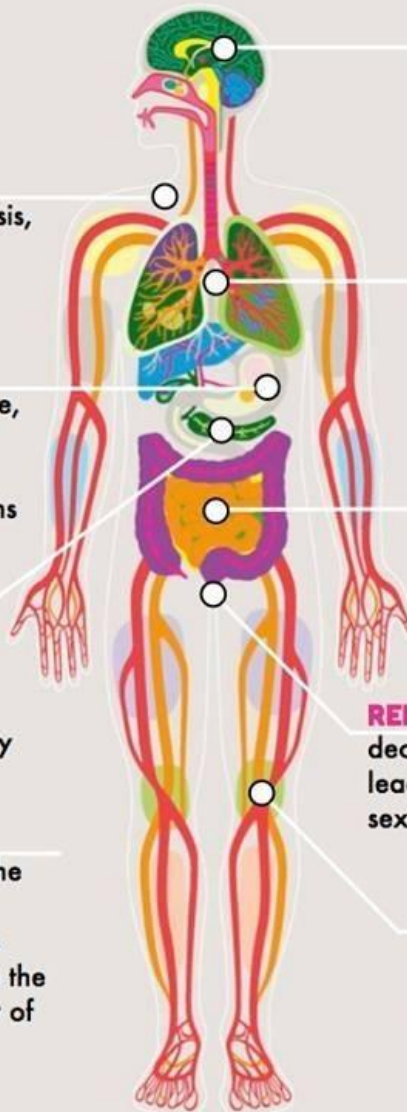
decreased nutrient absorption, reduced metabolism, decreased enzymatic output, increased risk for inflammatory bowel diseases, diabetes, and more

REPRODUCTIVE SYSTEM

decreased testosterone and estradiol production leading to reduced fertility. Dampening of sexual behaviour and loss of sexual drive

JOINTS & MUSCLES

aches and pains, inflammation, tension, lowered bone density (propensity for osteoporosis), tightness in the shoulders and back



NYSUT News

NYSUT on state budget: 'All in all, progress for our students'

Source: NYSUT Media Relations

ALBANY, NY. April 10, 2017 — New York State United Teachers today released the following statement on the 2017-18 state budget:

“We appreciate this budget’s steadfast support of public schools and the welcome commitment to public higher education embodied by the governor’s scholarship program. The Assembly deserves credit for rejecting a radical overreach by the charter industry. Renewal of the millionaire’s tax is a step in the right direction. All in all, progress for our students.”

NEW YORK, N.Y. April 8, 2017 — Delegates to New York State United Teachers’ annual Representative Assembly today elected Andrew Pallotta to a three-year term as president of the more than 600,000-member statewide union.

A former elementary teacher in the Bronx, Pallotta is an experienced union leader who previously served as NYSUT executive vice president, overseeing the union’s legislative and political action program. He succeeds Karen E. Magee, who opted not to seek a second term.

Under Pallotta’s leadership, NYSUT expanded grassroots member engagement and ramped up its political activism, setting new records for member donations to VOTE-COPE, the union’s political action fund.



SABEA Elections: Contact Chris Ogden if interested in being a candidate

This is the year that we elect our executive board and delegates to the NYSUT Representative Assembly. The officers of this organization shall be: President, Executive Vice President, First Vice President-Faculty Grievance Chair, Second Vice President-SRP Grievance Chair, Treasurer, Secretary, Membership Chair, and Labor Ambassador. Nominations Chair Chris Ogden will be gathering nominees for our June elections. If you would like to see the duties of these positions, ask your rep for a copy of the SABEA Constitution. Nominations will close in May for elections in June.



Are you registered to Vote in November? It is very important- especially for the following reason you are registered and vote. Registration form is available at:

<http://www.elections.ny.gov/NYSBOE/download/voting/voteform.pdf>

When you vote this November, the first proposition will be regarding holding a NYS Constitutional Convention:

5 Reasons for you, your family and friends should vote no-

- During the last convention, *four out of five delegates were career politicians and Albany insiders.* (Who, by the way get a full year's salary for attending the convention regardless of if it meets for a day or a year.)
- Every politician who ran for a delegate seat that year, WON a delegate seat.
- Who ran that convention? All of the convention leaders were sitting legislators.
- Most troubling? Thanks to the Citizens United court case, corporate special interests can spend unlimited money to get their cronies elected.
- DO YOU TRUST ALBANY INSIDERS TO DO WHAT'S RIGHT? DON'T RISK IT!

VOTE NO!!

How do you as a member of SABEA help to influence policy decisions? Candidates and elected officials? Advertising and messages?

CONTRIBUTE TO VOTE COPE!

About VOTE-COPE

Your statewide union has a political fund-raising arm called VOTE-COPE. VOTE-COPE is NYSUT's non-partisan action fund that coordinates the voluntary contributions of members and supports NYSUT-endorsed candidates and campaign committees that are pro-public-education and pro-labor. No NYSUT dues dollars are used to support candidates or campaign committees.

NYSUT sends rebates to local unions based on a *percentage (up to 40 percent)* of the contributions VOTE-COPE receives from that local union's members. Those rebates can be used in local activities such as school board races and for passage of school budgets, conferences, etc.

Watch the following video to see why we need to contribute to fight the deep pockets of the anti-labor groups out there. We don't want to see what happened in other states happen in New York- our labor rights can be stripped very quickly if we don't act.

<http://www.nysut.org/my-nysut/reference/toolkit/member/political-action/video>

But I'm retired. Retirees from around the state make major contributions to VOTE Cope. Why should you? The largest is the elections of November 2017. If a constitutional convention is held, the pension that you are depending on could change radically IF the governor and legislature is able to "use it" for the state budget like in other states. Currently, our NYS Constitution does not allow that, protecting those funds for the intended use. Sign up for pension automatic payments to vote cope by contacting SABEA.NYSUT@gmail.com

ACTIVE MEMBERS: Last year, SABEA members began to show they recognized the importance of contributing to VOTE Cope. We received recognition for our efforts at the NYSUT Representative Assembly.

However, we have a long way to go. The founders of NYSUT knew that having \$\$\$ in the game is the only way to create influence. It is used in many ways: assisting lawmakers who are pro-education labor with money for their projects or staff, advertising like billboards on APPR and testing, money to run campaign ads and many other efforts to help our lawmakers see our collective view.

OK, so what is being asked of me?????

This is when you need to make that commitment. The VOTE Cope forms will be given out soon. When your SABEA rep contacts you, be ready to complete the form.

- ❖ Is protecting your collective bargaining rights worth a pizza a pay period or a trip to McDonald's?
- ❖ Is protecting you pension worth a pizza per pay period?
- ❖ Is assisting others in labor worth a pizza a pay period?

So, everyone needs to sign up this year—protect our pensions at the very least.

How much? For *faculty*, suggested amount is \$1/year of employment per paycheck. Just starting your contributions, \$5/pay is a great place to start. For *SRP's*, try .50/year off employment per paycheck with a minimum of \$2.50/pay period.

We can make a difference with our contributions!!!!

Be looking for the form, SAY YES and let's get this done!

Retiree Information:

Ever wonder what NYSUT and SABEA does for you now? President Ruth Shippee is contacted each month by several of our retirees looking for information. Here are a few sites you may want to check out for information.

Once a union member, always a Brother or Sister in labor.

<http://www.nysut.org/members/retirees>

<http://www.nysut.org/my-nysut/reference/alerts/member/2016/fall/nysut-retiree-organizer-fall-2016>

<http://www.nysut.org/members/retirees/retirement-guide>

SRP WEEKEND

In March, several of our members met at the Otesaga in Cooperstown, NY for 2 days of knowledgeable conferences/ workshops.



Upcoming events: Stay tuned for details

- Class of 2017 Retirement Party: Friday June 2 3 pm Holiday Inn in Saratoga.

-End of the School year picnic: Gavin Park inn Saratoga Friday June 23

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APRIL REPRESENTATIVE MEETING UPDATE:

We were fortunate to have a very knowledgeable person come and discuss workman compensation with us. Christine Grosse from Fine, Olin and Anderman, LLP and her colleague Dave Stauber walked those in attendance through the process. *Check with your rep for more details but here are a few highlights:*

- ✓ Did you know that you DO NOT pay for workman comp lawyer? Call 1-800-522-9001 if you have questions.
- ✓ BOCES does have a good process BUT you have legal rights beyond. You have 30 days to report injury to employer: that means if “oops, I slipped but think I am ok”, and a week later you have an issue, you can still file a claim.
- ✓ The C₃ form needs to be filled out within **2 years** of the injury.
- ✓ Salary (2/3 up to the limit), mileage to doctor, PT, etc. are among items covered by workman comp
- ✓ Workman comp board does not have doctors so if the insurance company hires a doctor and wants you to go, IT IS THE INSURANCE’S DOCTOR—call the lawyer first.

Sunshine Club Report



Keep these SABEA members in mind both for support and in joys!

Let Laura at sunshineclublaura@hotmail.com know about any life events: she would rather her multiple times than not recognize and reach out to people. This also includes information regarding our many retirees!

WE ARE SO SORRY FOR YOUR LOSS (information from Marcy 2017)

Jim Shannon, retiree: passed away

Get Well Soon: Judy Coffinger, retiree: ill

Simplifying your life insurance options

As an educated consumer, you realize the earlier in life that you purchase life insurance, the cheaper the premiums will likely be. You're also aware that life insurance offers financial protection for your dependents upon your death, helping to cover the costs of funeral and burial expenses; assistance to help with your children's education; and offering financial assistance with paying debts and other expenses.

It can be overwhelming, though, trying to determine the best type of life insurance policy. Let's take a look at some of the different types of life insurance options available.

#1: Whole Life Insurance – This type of insurance is usually the most costly since policies are guaranteed to remain in force as long as premiums are paid. Whole life insurance offers permanent protection with premiums that never increase and builds cash value you can borrow against while you are living (like a loan). **Important:** Understand that you will reduce your death benefit if you don't repay loans with interest and will no longer have coverage if you surrender the policy.

#2: Term Life Insurance – This type of insurance pays a benefit in the event of the death of the insured during a specified term, offering a fixed rate of payments during that time period. Once that period ends, coverage at the previous premium rate is not guaranteed and the insured would need to get

further coverage. Term life insurance (and its level term life cousin) is designed only to protect your dependents if you were to die prematurely -- offering NO cash value.

#3: Level Term Life Insurance – Like term life insurance, level term life insurance pays a benefit in the event of the death of the insured during a specific time period. Premiums may not be

increased during the time period due to change in your age or health status.

#4: Universal Life Insurance – This type of insurance offers a way to protect your dependents while building tax-deferred cash value. While the cost of a universal life plan needs to be covered so the policy remains in force, the policyholder has the option to adjust how much he or she will pay in premiums each year. Policyholders can also access a portion of the balance without affecting the guaranteed death benefit as the cash value accumulates over time.

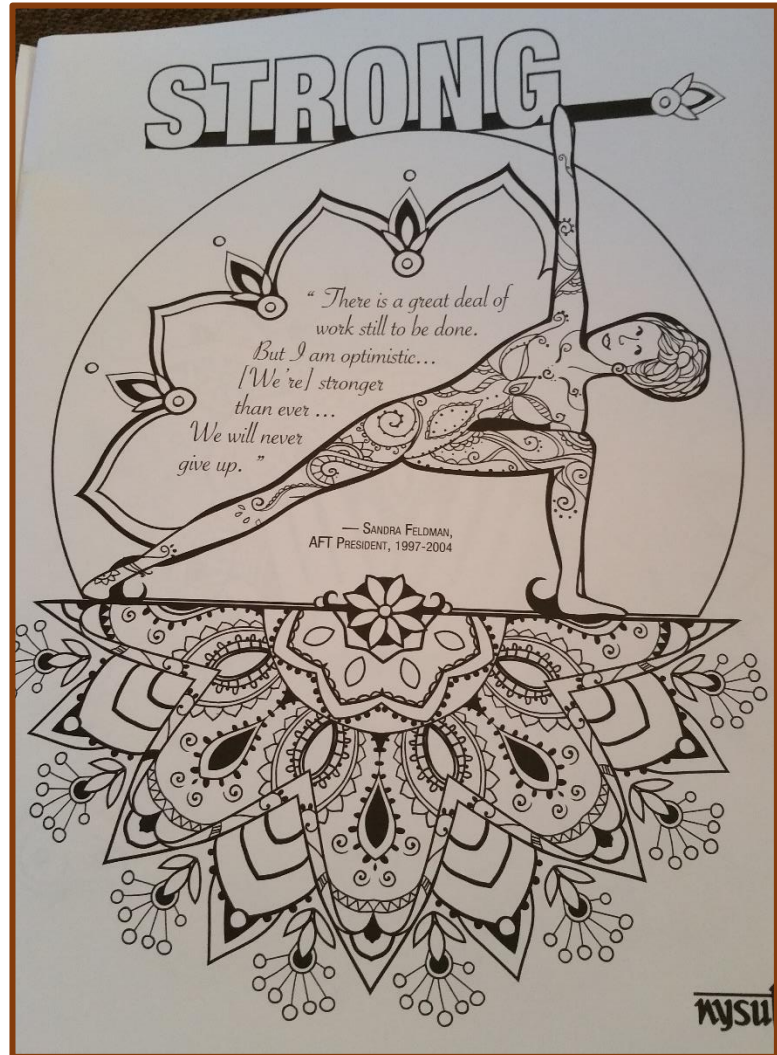
“Term life and level term life policies are often popular options for those individuals with young families since there is a greater need for life insurance protection. They also tend to be much less expensive than their whole life counterparts. If you are considering a term or level term life policy, make sure to consider how long you would need the coverage.”

Keep in mind that NYSUT members & their spouses/certified domestic partners can help protect their dependents from life's uncertainties with a variety of NYSUT Member Benefits-endorsed life insurance plans. Many of these plans offer group rates not available to the general public along with additional convenience and savings opportunities.

For more information about these plans, visit the Member Benefits website at memberbenefits.nysut.org or call 800-626-8101.



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.



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