

**NOTE FROM PRESIDENT RUTH SHIPPEE:**

**"THEY DID, WE SHOULD, WE WILL, WE ARE!"**

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*New Year-renewed Union energy and solidarity!*

In the next few weeks, your SABEA rep or assistant will be contacting you about renewing your commitment to the labor movement. Most of us, myself included, don't remember when we signed our union membership card.

We have tended to, in recent years, lose sight of the fight for fair wages, safe working conditions, creation of laws to help protect workers, the ability to organize to negotiate for fair contracts was fought for was long, hard and at times dangerous.

When I first became President of SABEA, at a training at NYSUT, I was given the book "NYSUT United." I have always had the pleasure and privilege of working in an union environment. I took it for granted that the union would be there to help make sure there was a fair contract and my rights were protected. I had forgotten that it had only been since the 1960's that NYSUT was organized to help those of us in the educational field: in and out of the classroom. Many of us are "too young" to remember or have experienced what that battle was or what it was like before our union was formed.

We no longer can be in the "we should" mode. You, the members of SABEA, have been saying for a few years "we will." Many SABEA members in the last year or so are clearly sending the message "WE ARE!" with your actions. You are taking steps to awaken the force of the union. You are showing that together, we can continue to support the labor movement that was created to protect and support us. It is our time to pave the way for the future of labor and those who are currently in the labor force and those to come. We need to find ways to stay strong regardless of the actions of union busting things like the current Supreme Court case of Janus.

Show that you are the union. Sign that membership card! Wear your SABEA pins, lanyards, and badge pulls. Look for ways to support and grow the union.

Solidarity Forever!  
 Ruth





# SABEA *Members*

From: Jo James, 1st Vice President

## **Negotiations**

The Deb V. Ruth and I met with the BOCES to exchange packages and clarify information. We have three additional meetings scheduled in the coming months.

## **Grievances**

There are currently no active grievances in the faculty contract. Article 9.0 defines what a grievance is and Article 9.2.1 limits the number of days when a grievance can be filed. If you have any questions about whether or not you have a grievance, please don't wait, contact your union rep immediately.

Article 9.0 (both contracts) A Grievance is any alleged violation of this agreement that affects the terms and conditions of employment or violation of any law applicable to employees in public school districts in New York State that affects the terms and conditions of employment.

Article 9.2.1 (both contracts) No action or matter shall be considered the subject of a grievance unless it is presented at the appropriate step in the grievance procedure within thirty (30) calendar days after the unit member knew or should have known of the act or condition on which the grievance is based. Any action or matter to be considered the subject of a grievance which occurs between the end of the last day of the school calendar and the first day of the next school calendar must be presented within 30 calendar days after the first day of the next school calendar.

*Best wishes for a happy, healthy new year!*

# AFTER SCHOOL ACTIVITIES

You asked for it and we're offering it! At the close of last year we surveyed members and you told us what you wanted. Many folks wanted an opportunity to connect with colleagues but everybody is so busy and not everyone can travel for an after school social event. This is for you folks. The Myers Center, SAEC, WSTLC, Gick Rd, and Sanford Street locations are offering some "mini events" that we hope will interest you.

While we are starting small, the list of activities will grow.

- Each site is planning a "biggest loser" event. Everyone who participates will kick in \$20 to participate. The person who loses the biggest percentage will win 50% of the pot with the balance going to the scholarship fund.
- SAEC is offering Comedy with John Winch on Mondays in February starting at 2:35 in the Adirondack Room. A variety of oldies sitcoms will be shown and popcorn and beverages will be provided. Hang out with some old friends, make some new friends and laugh like we laughed in the good old days.
- SAEC is also offering Joga on Tuesdays at 2:45 in building G in Jo James' room. What is Joga, you ask? It is Jo James offering up some relaxing yoga as a great way to end your day. Bring a mat or towel and wear or change into comfortable clothes. It's a great opportunity to try yoga if you've never done it or if you have done it, it's just a great way to end your day. You might even make a new friend!
- SAEC and Sanford Street also have a walking club.

*Stay tuned for more after school events.*



# *A focus on heart health*

February is American Heart Month and in the spirit of taking care of our hearts physically, it is also important to remember to take care of our hearts emotionally. Emotional Intelligence (EI) describes the ability to understand one's own feelings. It provides great insight on how our emotions influence our motivation and behavior. The really good news is that just as regular exercise can strengthen your heart physically, learning about emotional intelligence can enhance your life psychologically. We can shape and nurture our EI when we learn to:

- 1 - increase our self-awareness by recognizing and understanding our emotions and reactions;
- 2 - enhance our self management by controlling and adapting our emotions, moods, reactions and responses;
- 3 - promote our social awareness by understanding nonverbal communication and developing a positive view of others; and
- 4 - improve our relationship management by developing skills for reflective listening, empathy and assertive communication.

These are skills that can be learned and taught and often are part of what leads people into psychotherapy during a conflictual period in their lives. If you find yourself curious about ways to increase your EI, call NYSUT's Social Services at 800-342-9810, ext. 6041.





## CDRO (Capital District Regional Office) calendar of events:

### January 12&13, 2018

#### **ED 9/10 Conference**

Saratoga, New York

Contact: [jstapley@nycap.rr.com](mailto:jstapley@nycap.rr.com)

### January 18, 2018

#### **SALT Meeting (Southern Adirondack Leagues of Teachers)**

Pizzeria Uno, Queensbury

Contact: Tammy Boire [tboireot@gmail.com](mailto:tboireot@gmail.com)

### February 9, 2018

#### **CDRO Local Presidents Conference**

Saratoga Hilton, Saratoga Springs

### February 15, 2018

#### **SALT Meeting (Southern Adirondack Leagues of Teachers)**

Pizzeria Uno, Queensbury

Contact: Tammy Boire [tboireot@gmail.com](mailto:tboireot@gmail.com)

## Workshops:

### **Certification Questions Answered: One on One Time with a NYSUT Specialist**

**Time:** 4:00 p.m. – 7:00 p.m.

#### **Dates and Locations** (choose one):

- Tuesday, March 28 – NYSUT HQ, 800 Troy Schenectady Road, Latham
- Wednesday, March 29 – Schenectady TA, 740 Union Street, Schenectady
- Wednesday, April 5 – Saratoga HS, Distance Learning Room, 1 Bluestreak Blvd. Saratoga

**Register at:** <http://www.cvent.com/d/vvqh9d>

### **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):

- Tuesday, March 28 – NYSUT HQ, 800 Troy Schenectady Road, Latham
- Wednesday, April 12 – Schenectady TA, 740 Union Street, Schenectady
- Monday, April 24 – Saratoga HS, Distance Learning Room, 1 Bluestreak Blvd. Saratoga **CANCELLED**

**Register at:** <http://www.cvent.com/d/h5q7zr>

### **English Language Learner Regulations (ELL) Navigating Part 154 Regulations**

**Time:** 4:30 p.m. – 5:30 p.m.

#### **Dates and Locations** (choose one):

- Tuesday, March 21 – Shenendehowa HS West (Library), 970 Route 146, Clifton Park
- Tuesday, April 11 – Schenectady TA, 740 Union Street, Schenectady

**Register at:** <http://www.cvent.com/d/h5q7fs>

**Stress: The Good, The Bad and The Healthy**

**Time:** 4:00 p.m. – 5:00 p.m.

**Dates and Locations** (choose one):

- Thursday, March 30 – Saratoga HS, Distance Learning Room, 1 Bluestreak Blvd. Saratoga
- Thursday, April 13 – Amsterdam TA, 102 Caroline Street, Amsterdam
- Tuesday, April 25 – NYSUT HQ, 800 Troy Schenectady Road, Latham

**Register at:** <http://www.cvent.com/d/bvqh7n>

**CDRO/AFT Student Debt Workshop**

**Time:** 4:00 p.m. – 5:00 p.m.

**Date and Location:**

- Monday, March 13 – NYSUT HQ, 800 Troy Schenectady Road, Latham

**Register at:** <http://www.cvent.com/d/6vqhm6>

Keep logged into NYSUT.org and check out the regional offices- Capital District for more workshops.

Items from NYSUT that would be good in January

<https://www.nysut.org/news/2017/december/saving-the-union-one-conversation-at-a-time>

<https://www.nysut.org/news/2017/september/with-janus-case-labor-faces-another-court-challenge>



TAKE ACTION TO PREVENT THE FLU.



# THE FLU

“We are holding 30 patients a day in the E.R. There are no beds available,” said Staten Island University Hospital South R.N. Nancy Barth-Miller.

Many hospital emergency rooms are overflowing with patients suffering from the flu, leaving hospital nurses exhausted from working double shifts. The Department of Health reports that 11,280 laboratory-confirmed cases of influenza have been reported as of last week across the state, sending more than 3,600 people to the hospital.

In the past week alone, the DOH reports cases of influenza rose by 37 percent, and new cases of influenza were reported in 61 of 62 counties.

“ERs are full and people are waiting for care,” said Anne Goldman, a United Federation of Teachers vice president and chair of NYSUT’s Health Care Professionals Council.

Barth-Miller, a member of the UFT/Federation of Nurses, said the union filed arbitration this week to remedy the short staffing at the Staten Island hospital.

“We needed help before the flu hit and now we really need help,” she said. “There’s a surge of people with difficulty breathing with this cold weather, or with the flu. They are so sick they cannot be sent home. We are working very short-handed. Everybody’s run down.”

Nurses are working double shifts, and the pharmacy and housekeeping lack the staff to keep up with the demand. There were 69 incidents of short staffing from September through November, “and that was before the flu hit,” said Barth-Miller, who serves on NYSUT’s Health Care Professionals Council.

Hospitals are facing additional challenges: not enough IV bags. The bags, used to hydrate and provide medication to ill patients, have been in short supply ever since Hurricane Maria disrupted production by a major manufacturer in Puerto Rico. Much of the island is still without power, months after the hurricane hit.

The Centers for Disease Control recommends that people who are very sick or people who are sick with high risk of serious flu complications be treated early with flu antiviral drugs. Antiviral drugs work best when started within two days of symptoms first appearing.

The flu virus can spread through coughing and sneezing. DOH reports that influenza A(H3N2) viruses are the most common across the country, and influenza B has been the most common strain circulating in some regions of the state, including Central New York.

“The challenge with contagious disease is to prevent and minimize symptoms, control its spread, and treat it quickly as possible,” said Goldman. “As we know that includes being vaccinated, which is not a cure but helpful in some cases. Hand-washing is the best

tool we have to fighting the flu. Sleep and nutrition are always vital when trying to have the individual boost their autoimmune system.”

Parents are being advised about the importance of keeping sick children home from school. Educators need to stay home when sick as well.

Melanie Cunningham, a school nurse at Salmon River Elementary School in St. Lawrence County, said more students began showing up with the flu this week, complaining of achy bodies, sore throat and fevers.

“We’re sending home newsletters telling parents of the signs and symptoms, and when to keep their child home. If they’re running a fever, they need to be free from fever at least 24 hours before coming back to school,” she said. “If it’s the flu, the child should be kept home a couple days. We recommend going to a family physician; they do a swab test.”

Corrine Tracy, a middle/high school nurse in Hunter-Tannersville, said there have been no cases of the flu reported in her district. She believes the recent extreme low temperatures have kept a lot of people indoors, preventing the spread of the flu, and she heaped praise on the school custodians.

“We have a good crew here. They do an absolute fabulous job, cleaning stairwell bannisters, door handles, light switches,” she said.

Wendy Hord, NYSUT health specialist, stressed that schools and hospitals need extra cleaning and disinfecting during the flu season.

“The protocol for addressing outbreaks of communicable diseases should be in every district’s emergency plans. School nurses play a very big role in that,” she said. “It’s important to get advice from the school nurse.”

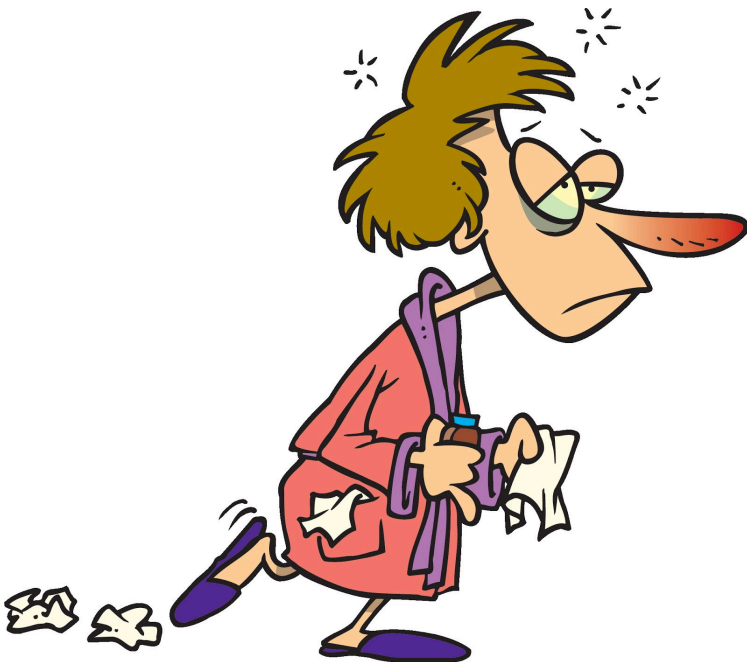
Essential tools:

Disinfect all high-touch areas, including:

- Gym equipment
- Keyboards and mouse
- Doorknobs
- Railings
- Shared phones
- Visiting nurses, who are also represented by NYSUT, care for patients in their homes who are already vulnerable.

“In home care, the patients are developing symptoms, and attempting to control exposure in the home is essential,” said Goldman.

“Influenza is a significant threat to public health, and we are strongly encouraging anyone who has not already gotten the flu vaccine to get one immediately,” said DOH Commissioner Howard Zucker. “Getting vaccinated is not just about protecting yourself, it also protects people around you, including those who are more vulnerable, like babies and young children, older people, and people with certain chronic health conditions.”





## VP Abraham hits the cultural road for the holidays

Author: Liza Frenette



Multilingual, Philippe Abraham is an assured world traveler who thrives on visits to foreign countries. This holiday season, he is not traveling for business or simple pleasure, but is using his own time and money to journey with an association of diversity officers to Ghana for humanitarian and cultural integration as well as educational purposes.

As the first vice president for New York State United Teachers — and its first-ever officer from a higher-ed affiliate — Abraham oversees social justice initiatives for the statewide organization. On this trip, he will be learning more about social justice from what he calls his “mother country.”

He will spend Christmas Day on a long layover in Dubai, together with his college professor wife and members of her family, and then travel with her to Accra, Ghana.

The trip will be his third with the National Association of Diversity Officers in Higher Education, following visits to Cuba and Brazil. His colleagues include professors, teachers and administrators who will bring back practices and knowledge in global awareness. On this trip, Abraham is also serving as the official photographer.

The travelers have packed over-the-counter medicines and other medical supplies to bring to an AIDS clinic in Ghana.

The Haitian-born Abraham speaks French, Haitian Creole, Spanish and English. He talks fast, and speaks with eagerness about going to “the motherland of black culture” and gaining “a better

understanding of African connection.”

“This trip will be helpful to me to refresh myself and bathe myself in culture that my ancestors come from and renew my commitment to ensure representation for different cultures,” said Abraham, who has been inside the borders of at least two dozen countries.

His trip to this west African country includes visits to the W. E. B Du Bois Center, honoring the first African American to graduate from Harvard, a noted American sociologist, civil rights activist, Pan-Africanist, author and historian. His group will also visit the Kwame Nkrumah Mausoleum, the last resting place of the first president of Ghana, honored for his campaign to liberate Ghana from British colonial rule in 1957.

Even though colonialism no longer rules, Abraham said “colonialism of the mind remains in those communities. Subjugation of the mind lingers. ... When you adopt a culture, you adopt behavior, a way of thinking and how you define yourself.”

The trip includes nature — a visit to a monkey sanctuary — and creativity — a traditional Krobo bead production site of African glass beads. There will be many somber moments of learning as well. A drive to the Cape Coast will include a visit to one of 40 slave castles and dungeons built for trans-Atlantic slave trade. A guest historian will speak with the diversity group.

On another day, student panels will feature local youth sharing their experiences with the educational system and the challenges they face.

Abraham is looking forward to tasting the food and feeling the rhythm of this motherland in its people and music although, when asked, he admits he cannot sing.

“I cannot carry a tune. If it had a handle, I couldn’t carry it,” said Abraham, who served six years as the statewide vice president for United University Professions, the higher education union for SUNY faculty and professional staff.

SABEA

*After Holiday Social Event*

FRIDAY JANUARY 26, 2018



SNACKS PROVIDED  
Fitzgerald's Steak House  
Irish Pub Sports Bar - EXIT 17  
3:00-6:00 PM



# 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**



**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](http://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](http://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.

# SABEA Sunshine

## **November 2017**

Kathy Hubbell: Myers, surgery  
Stacy Hallenbeck: Myers, married  
Miriam Davis-Doern,. Myers, death in family  
Linda Robinson: Ill  
Joyce Jones: Myers, death in family  
Joyce Jones: Myers, new grandchild  
Karen August: Myers, death in family  
Ronald Gray: Myers, ill  
Georgiana Bull: Mother passed  
Jeffrey Plummer: Surgery  
Sandie Carner-Shafran: Myers, surgery  
Diane Rossi: Myers, Aunt passed  
Susan Booth: retiree, Husband passed

## **December 2017**

Brene Choppa: SAEC, Father passed  
Stephanie Ward: surgery  
MaryAnn Paricelli: retiree, had a stroke  
Bianca Bernard-Gusto: WSTL, Father passed  
Rick Diamond: SAEC, passed away  
Anne Watson: Myers, surgery  
Ron King: Myers, surgery

## **January 2018**

To let us know about life events so we can offer support of our union, SABEA, brothers and sisters, contact [sunshineclublaura@hotmail.com](mailto:sunshineclublaura@hotmail.com). Don't be worried that Laura may have already heard-- she would rather hear from several people than not at all