

**NOTE FROM PRESIDENT RUTH SHIPPEE:**  
"THEY DID, WE SHOULD, WE WILL, WE ARE!"

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*Union Brothers and Sisters  
Active and Retirees*

Not in many of our working lifetimes has the right to belong to a public employee union been under such attack. Not since the 1920's when it was illegal to belong to a labor union. Not since the 1960's in New York State when NYSUT was founded have we felt the force of those who don't like that labor unions are here to protect and uphold the right to a safe work environment, a living wage and benefits and mechanisms to hold employers accountable.

The recognition that you understand that we don't want to live in a "Right to Work" state that is really a right to work for less is evident. When the reps came to you with the cards to demonstrate you know what union value is, the response was overwhelming. The stack of signed documents I have in front of me shows me that YOU understand and value SABEA's work along with our state and national affiliates.

The conversations that this process has started are one of the healthiest initiatives we have undergone in many years. People are taking the time to think about and share the things they feel are going well and how we can improve our local labor union. GETTING INVOLVED and using your voice is a great step to making SABEA strong. Keep it up.

As we hear how the newest version of the US Supreme Court Rules on JANUS vs AFSCME that will be heard the end of February, labor unions across the US will be impacted, negatively, by this case. Until the Court puts its ruling out, no one is sure how large an impact will be issued. That is why it is so important that you took a stand and signed to confirm your support of your right to be part of an organized labor movement.

In the fall, NYSUT issued the following article to help us all understand what this pivotal case is about.



**"Off the Main Road"**

**Friday, March 10th  
at  
7:00 pm.**

## **Who is Janus and Why should YOU Care?**

This is a brief summary of the case:

*The Supreme Court in September agreed to hear Janus v. AFSCME Council 31, a case that again challenges fair-share fees and threatens public sector unions. Janus culminates decades of attacks on working people by corporate CEOs, the wealthiest 1 percent, and the politicians who do their bidding.*

**-Mark Janus**, a child support specialist at the Illinois Department of Healthcare Services, who benefits from union representation but does not want to pay his fair share for those benefits.

**-Janus v. AFSCME aims to:** limit the freedom of working people to join together in unions.

**-People keep talking about Abood. What is that?** The 1970s case in which the Supreme Court determined it was fair and reasonable to expect people who benefit from union representation to pay something for it.

**-Who really initiated Janus?** Billionaire Illinois Gov. Bruce Rauner in an overt political attack on public sector workers. He was later found to have “no standing” to bring suit. Undeterred, Janus, was then used to sign on instead.

**-Who said:** “At the end of the day, your union fights to protect your salary, pensions and rights in the workplace.” NYSUT President Andy Pallotta

The Janus challenge has already failed in the lower courts. A March ruling by the U.S. Court of Appeals for the 7th Circuit upheld the Supreme Court’s 1977 Abood v. Detroit Board of Education decision that said unions have the right to require the payment of dues by workers represented in collective bargaining.

Another article, Point: Wealthy Attack Freedom to Form Strong Unions, discusses the goal of this case. The simplest explanation is that there are groups that do not like that unions have been strong in the last century and want working people to have less say and strength regarding their working conditions and compensations. They want unions to have to provide for all workers, regardless of whether they are members WITHOUT having to pay their fair share of dues. It would be like a bunch of friends deciding to go out to dinner, 3 wanting to go to Applebee’s and one to Panera’s. They go to Applebee’s and after an enjoyable meal, the one who wanted to go to Panera’s (and went an ordered, received and enjoyed a meal at Applebee’s) decided that as that was not his/her selection, he/she doesn’t have to pay for their meal.

**Doesn’t make sense does it?** We all benefit from our union: all who work under our contracts and conditions should have to pay their fair share. That is what it is all about.

Stay tuned as the case is heard and then we get the decision, most likely in June. This could impact pensions, health benefits among other items so be ready to support your union.

Keep reaching out to your reps and executive board members with your questions, ideas and support.

Solidarity Forever!  
Ruth



# SABEA *Members*

From: Jo James, 1st Vice President

By now most of you (myself included) have been contacted by our union representative asking you to sign a new union card because of the Janus vs AFSCME case scheduled to be argued in the U.S. Supreme Court on February 26. Your response has been overwhelmingly positive and strong, thank you for your continued support and commitment for all the union stands for. Our goal is always to have 100% membership and we are getting closer to achieving that goal everyday. Welcome to all members new and not so new.

Speaking of membership, I have had a lot of conversations and questions lately regarding the nature and purpose of the union, how our dues money is spent, and of course the question: "What does the union do for me?" I'd like you to take a few minutes to explore the Member Guide on the NYSUT website. Here you can find information on the history of NYSUT, facts and figures about statewide membership and how dues are calculated and what they are used for, collective bargaining, professional development, APPR, retirement, member benefits and more.

Lastly, I noticed that BOCES is posting positions for next year. If you are thinking of making a change, please note the application deadlines. If you are "asked" to make a move, I'd suggest reading Article 16 (Faculty)/ Article 14 (SRP) in the contract for language on voluntary and involuntary transfers. Our contracts have specific language regarding transfers. Being asked does not mean you always have to agree- look at the contract language.

On February 28th I meet with Commissioner MaryEllen Elia as part of a committee of teachers from across the state serving as an advisory panel. I don't have the agenda yet, but will report back after the meeting.

In Solidarity,  
Jo

# *Janus: We can fight this!*

Monday the U.S. Supreme Court will hear arguments in Janus vs. AFSCME -- the latest attempt to destroy our voice, our values, our unions. It's about the rich getting richer at the expense of the working class.

We can fight this. Please visit -- and share with your local members and colleagues -- NYSUT's new Janus Action Center website. It offers ways for you to spread the message: "I'm Sticking With Our Union!"

There are many ways to participate. Attend the national Working People's Day of Action events Saturday in New York City and Buffalo, and share on social media. Sign-up now for Monday's noon "Thunderclap!"

Here are op-eds by President Andy Pallotta from the Lo-Hud news site and the Buffalo News, condemning the Janus claim that people who benefit from the advantages of belonging to a union should not have to pay their share for them.



MAC  
Member Action Center: app



Check it out, easy way to get messages out to lawmakers about topics that impact education and our labor brother and sisters. This makes it very easy to send messages to our state and federal lawmakers on topics that are education and labor related. It makes it really easy to pick the topics you are interested in and it will help you make an email or text to the right people.

<https://mac.nysut.org/action/300>

Thanks for being an advocate.



ELA teacher Georgianna Bull has the following announcement and invitation:

My duet, "Off the Main Road" is playing at Rock Hill Bakehouse in Glens Falls on **Friday, March 10th at 7 pm.** No admission charge. Come out and listen to a combination of original music and oldies.

19 Exchange Street :: Glens Falls, New York 12801 :: 518.615.0777

*"Off the Main Road"*

## NYS Education Department Recent Survey

NYSUT is concerned about the recent survey NYS Education Department released on APPR. The structure of the survey will lead to misleading responses and data. In the research done by NYSUT, it is recommended that members not participate in this survey to prevent misleading results from occurring.

### Mileage Issues

Members continue to discuss issues in completing the forms to be reimbursed for mileage. Recently, SABEA requested BOCES to hold trainings on this. Please make sure that you take full advantage of this benefit.

To do your mileage, go to the BOCES website, then Resources tab and then Staff Resources

You will need the Employee Related Forms and then Business Office Forms for Staff

Make sure that you select the correct spreadsheet to complete your mileage as the reimbursement rates changed January 1, 2018.

Any mileage driven from July 1-December 31, 2017 is at a different rate than January 1, 2018 to present.

A. Complete the heading of your basic information

B. Decide which type of mileage it was:

- a. Site to Site which is when you go, as directed from one work site to another during your work day.
  - i. You do not put down the mileage driving to and from work on those days
  - ii. List from your first work site, to the next. And then from that work site to the next, and so on for that day that you use your personal vehicle as directed by your work assignment for that day
- b. Travel for full day conference/workshops/trainings;
  - i. Partial day workshops would be reimbursed as a site to site mileage claim
  - ii. Record your commute to the conference/workshops/trainings
  - iii. Subtract your regular round trip commute (recording your regular commute
  - iv. The balance will be the mileage you will be paid for
- c. Travel that meets the guidelines for Furthest Center Commute
  - i. This is when you are being assigned to more than one work site during a period of time (email [accountspayable@wswheboces.org](mailto:accountspayable@wswheboces.org) with questions)
  - ii. Compute how many miles from your home to Myers and then your home to SAEC. Include a print out of google maps or mapquest of these computations for these distances.
    1. Then, calculate your mileage from home to the work site and then last work site to your home.
    2. The actual mileage minus your mileage to whichever campus (Myers or SAEC) that is the greatest mileage will be your claim.
- d. Make sure that the signature page is on each page. Call accounts payable with your questions.

**MAKE SURE TO DO YOUR CLAIMS- IT IS PART OF YOUR BENEFITS PACKAGE.**



## **NYSUT BOCES Council**

On January 26, Ruth Shippee had the chance to meet with other BOCES union presidents from around the state at NYSUT as chairperson. We received information on a number of topics ranging from the governor's budget proposal and impact on BOCES, Janus, upcoming BOCES Lobby day. The council provides a great opportunity to bring up issues ranging from student violence, compliance issues in our classrooms, funding, benefit packages and how to make sure members are engaged in the union.

### **Small and Rural NYSUT Council**

Ruth Shippee was able to participate in this group at NYSUT to discuss how being from a rural area makes a difference on what expectations our students and their families have regarding education. State budgets are also having a tremendous impact on our districts, their students and staff.

### **ED 9&10 Meeting:**

NYSUT election Districts 9 & 10- of which SABEA is in 10- delegates met recently in Saratoga to make plans for the annual Representative Assembly, discuss plans for member engagement and how our locals are doing. AFT President Randi Weingarten joined us for part of the day to let us know how things are going on the national level. Nicole Mabey, Ruth Shippee and Sandie Carner-Shafran attended

### **BOCES Lobby Day**

NSYUT sponsors, along with District Superintendents from around the state, a day to focus on the needs of BOCES and our programs. Please contact your legislators this year the week of February 28 to support some of the following items that we will be lobbying for. Making a phone call, if you haven't done it before is easy. The staff are usually very helpful: they just want your name and address, the topic and your view. Make those calls! Not sure of your legislators? Go to the following sites to find them:

Assembly District search - <http://nyassembly.gov/mem/search/>

NY State Senate District search - <https://www.nysenate.gov/find-my-senator>

### **What are the issues?**

#### **School Aid:**

- Provide an increase of \$1.5 billion to make necessary investments in Foundation Aid and build on the progress that has been made in recent years
- Oppose and reject the cap of two percent in reimbursement for BOCES expense based aid in the 2019-2020 as part of the state final budget.

#### **BOCES Aid for Career and Technical Education programs**

- Enact S.3919 (Senator Ritchie) and A.2363 (Assemblywoman Nolan) as part of the final state budget to increase the aidable salary for all CTE programs and support and expand access to critical CTE programs in BOCES, component districts and the Big 5 School Districts

#### **Amend the Property Tax Cap Law**

- Add BOCES capital projects to allowable tax cap exclusions as part of the final state budget
- Include provisions to amend the tax cap as part of the final state budget for all BOCES services and programs, making them fully excludable
- Enact A.227 (Assembly Person Jaffee)/S.7025 (Senator Ortt) as part of the final state budget to amend the tax cap by replacing the onerous, undemocratic and inequitable 60 percent super majority requirement needed to override the tax cap with a simple, democratic, majority rule

#### **BOCES Reserve Funds**

- Include provisions to allow BOCES to establish OPEB (Other Post Employment Benefits) funds or trust to cover long-term costs as part of the final state budget

### Providing Adequate Support for all staff

- Establish a dedicated pool of resources as part of the final state budget to provide adequate levels of professional support for staff in order to increase student achievement and meet the needs of these students

### BOCES school safety

- Include provisions to allow BOCES to receive the same level of financial support for school safety as component school districts as part of the final state budget

### Preschool Special Education COLA

- Provide preschool special education programs with a desperately needed COLA so staff, students and programs can receive the support they need as part of the final state budget

The New York State Senate

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# 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:



**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*

## **January 2017**

Ron Clausen: Bus driver. Ill  
Christina Clark: Myers, Surgery  
Loretta LaPoint: Myers, Married  
Jessica Cuva. Grandfather passed  
Bonnie Sprncer, Father passed  
Carol Meeker: Myers, Ill

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