

NOTE FROM PRESIDENT RUTH SHIPPEE:

“THEY DID, WE SHOULD, WE WILL”

“Labor has our back. SABEA has yours.”

Dear SABEA Members-

This is a very exciting time in the labor movement. There are many factors that are trying to pull us apart. Many are trying to erode the protections: bargaining, safety, and pensions that our sisters and brothers in labor struggled to create for us over the last century. In many workplaces, workers are still unable to protect themselves from abuses.

After the Janus Supreme Court case altered the ability to have non-members pay their fair share of dues, many were concerned what that would mean. FORTUNATELY, the majority (nearly 100%) of those eligible to be members of SABEA, recognized that being a part of a union, showing support of that union and participating in activities and paying dues, is important to show our solidarity. I am sure that our colleagues will join with us so we will have 100% membership-- think of how strong a message that will be at the negotiating table or during a grievance or compliance issue.

Please plan to attend the monthly meetings held on the second Wednesday of the month. Arrangements are being made to hold trainings to help with professional development requirements. Also, following those meetings are the BOCES Board of Education meetings at 6:30. Strong showings there also give a message that we as members are interested in what is happening AND aware.

I am so impressed by the number of people saying “what can I do to help SABEA?” and then following through. One area we are looking for input in is the SABEA Constitution committee. Please let me know if you would help to update it.

In Solidarity

Ruth Shippee
SABEA President
sabeapresident@gmail.com

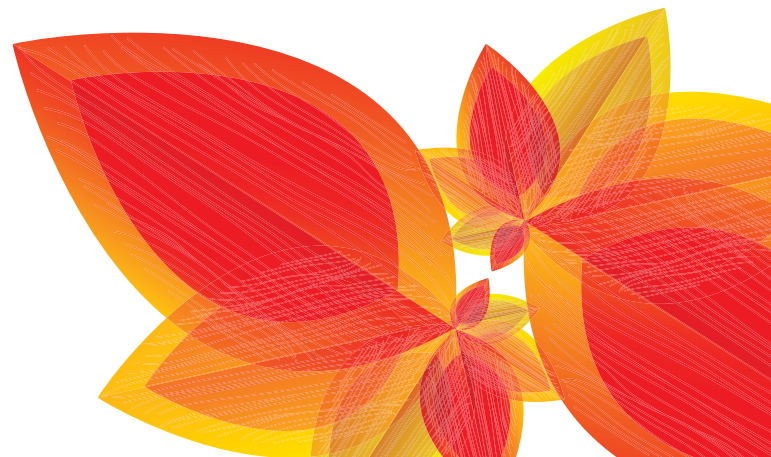


Table of Content

President's Notes 1
 VP Notes..... 2-3
 Labor Notes..... 4
 Endorsement Conf. 5
 What's in a Logo..... 6
 LAP Project..... 7
 Making Strides..... 8
 Mbrshp Chair Rprt..... 9-10
 AD..... 11
 SABEA Sunshine..... 12

NYSUT President Andy Pallotta on WAMC:

“A recent poll by Pew Research show 55% of Americans view unions favorably, compared to 33% who hold an unfavorable view. That overwhelming majority know what I firmly believe: Unions will continue to be the collective voice for working families. Despite the Janus decision, American and American workers will continue to support unions as the best chance for working families to stand up to inequality, get ahead economically and to have a meaningful voice in what happens to them in the workplace.”

A NOTE FROM THE

1st Vice President

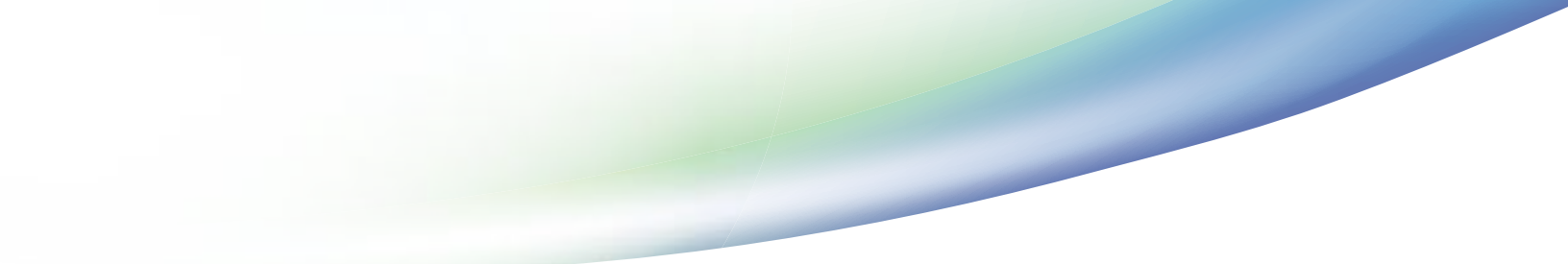


Welcome back! I'm writing to update you on what I've been doing this summer in order to better serve you. In July I spent a week with our Local Action Project (LAP) team working on a plan to improve our communication with members as well as increasing member engagement. The team members included Ruth Shippee, Carly Edmans, Cindy Goodsell, Chris Martino, Nick Zwart, Ross Lieblich (our Labor Relations Specialist), and myself. Sandie Carner-Shafran also spent some time with us when she was available.

Last spring, I applied to attend the NYSUT Leadership Institute and was selected among a competitive group to be one of the 30 members from across the state. I spent the week in an intensive program learning about leading during these turbulent times and how to move unions from a transactional to a transformational model. I learned how the actions and attitudes of a leader can impact the members of the organization and how to inspire organizational culture and member fidelity. All Leadership Institute members were required to participate in the DISC (dominance, influence, steadiness, and conscientiousness) Behavioral Inventory for Leaders. After completing the assessment, we spent a day analyzing our own leadership style and looking at best practices for interacting with other leader types. I also heard a presentation by Harold Eisenstein (Associate Senior Counsel) about labor in the past. He described the strength of the labor movement around 1950 and reviewed the labor law reforms enacted since World War II, including "Right to Work" laws, which were promoted by employers and their allies to weaken and eventually eliminate public and private sector unions. He also examined how this long-term effort has resulted in the most recent offensive against organized labor, including the recent US Supreme Court decision in Janus. Jason Lasky and Elizabeth Vignaux (Teaching Fellows) led a discussion on Labor in the Present where participants learned how their locals fit into the national and state labor picture. We discussed the future of the labor movement, building team effectiveness and how to identify natural leaders. Lastly, we explored the value of unions on both an individual and social level and talked about the importance of coalition building with local labor organizations. While all of this was going on, we worked in teams to create a project that we had to present to the group, summarizing all we had learned at the end of the week. It was intense and terrific!

Negotiations: Ruth, Deb and I, along with our new Labor Relations Specialist, Ross Lieblich, met with the BOCES on Monday, August 20th. BOCES made a proposal and we made a counter offer. BOCES decided to take our offer back to the board for discussion. We wanted to let you know that there seems to be some movement and we look forward to having more information soon after the September board meeting.

Grievances: There is still an active grievance regarding classroom relocation pay at the 3rd stage. The grievance was put into abeyance over the summer and will soon be active again. I'll keep you updated as I have more information.



Labor Notes from labornotes.org – visit labornotes.org and subscribe if you would like regular labor updates.

Missouri Voters Overwhelmingly Reject ‘Right to Work’

by Chris Brooks and Alexandra Bradbury

Unions in Missouri are declaring victory after voters shot down a Republican-backed “right-to-work” law by a hefty 2 to 1.

The final vote count was 937,241 against the legislation to 452,075 in favor.

Missouri became the 28th state with a right-to-work law on the books in February 2017, when Republican Governor Eric Greitens signed the law at a ceremony in an abandoned factory.

In response, thousands of union members hit the streets to gather enough signatures to trigger a referendum vote that could repeal the law. Over the course of six months, activists gathered 310,567 signatures—more than three times the number needed. Right to work was put on hold until voters could decide.

How Milwaukee Teachers Beat Back Cuts and Busywork

by Samantha Winslow

Collective bargaining is all but illegal for public sector workers in Wisconsin. So how did Milwaukee teachers not only block major cuts to public schools but also make gains on workload and health care?

At the height of the red-state teacher strikes in April and May, teachers and school employees in Milwaukee passed around a petition at school committing that to win their demands, they were ready to “do whatever it takes.”

The clear subtext: illegal or not, teachers might walk out. The district blinked.

LABOR NOTES FROM SABEA LABOR AMBASSADOR



Welcome Back

Summer was busy but still had time for family and friends. I did some heavy work this summer working on sorting through the political candidates and helping to decide what candidates best support our needs. I spent 3 days at Nysut Head Headquarters interviewing candidates with the Political Action Coordinators.

Local Union Presidents and Nysut Board Members then came together and discussed the incumbent's record for access and advocacy. If there was no incumbent or a candidate had no chance to win we might not get in get involved till after the primary.

We listen to the Local Presidents & leaders from the area that have more information to share so we can better endorse or not endorse or even stay neutral in some races.

We all voted for Non-endorsement of anyone that voted for the "Senator John Flanagan's Bill that added 100 new Charter Schools". These folks were given many warnings and they crossed the line and it happened. "APPR no Strings Attached was our battle cry!"

Next I traveled to NYC to the AFL-CIO Endorsement Conference and was that ever exciting! We had 400 Nysut members there and several times we lost by 5 votes ugh! We need to send a few more....We did not endorse Governor Cuomo, US Representative Peter King or Senator John Flanagan! We had many standing votes and it was very thrilling at times to feel the power of the different unions.

I hope to inspire others to join me next year.

September Meetings

- Saratoga Labor Council Meeting Wednesday9/12/18.
- NYSUT Board of Director Meeting9/14/2018
- Saratoga Adirondack League of Teachers Meeting9/20/18
- Election District Meeting9/17/2018
- Greater Capital Region Teacher Center Policy Bod9/24/18
- Nysut Capital District Leadership Conference9/28-9/29/18

NYSUT Endorsement Conference



This summer I had the opportunity, as the SABEA president, to attend the NYSUT Endorsement Conference. I was impressed on the process of vetting candidates for the various elections throughout the state.

The first thing I learned was that NONE of our dues monies are used in the process. VOTE COPE money is used for expenses for the conference.

The process is thorough. Candidates are invited to come and be interviewed regarding their ideas and records when it comes to education issues. From those interviews come suggestions for regional groups of local presidents to make recommendations. In our north country group, the discussions were quite lively and informative. After the presidents' meetings, the recommendations were passed to the NYSUT Board of Directors. Candidates might receive NYSUT's endorsement like Tendra Cobb (who publicly thanked NYSUT members for their support). In other cases, the presidents would leave endorsing up to the Board of Directors to decide later which may happen after primaries. In other cases, such as Senator Little, the recommendation was to not endorse anyone. In this case, the reason was that she did not support on the floor of the Senate the bill to revise APPR to end current link of testing to teacher evaluation.

I was glad to be able to participate in this conference and bring the information from our members that I had received from the survey people had completed.

The big thing is that come November, we need everyone to vote, bring your family out and friends and support those candidates that have demonstrated their support of public education. NYSUT will be sending out materials in October to help educate us on the various candidates.

EVERY VOTE COUNTS- MAKE SURE YOU HAVE A VOICE.

What's in a logo

You may have noticed that the SABEA logo has undergone some changes in the last few years. As we have as an organization looked at who we are and what our purpose is, the logo has evolved.

While we were at LAP (Local Action Project- see article) this was one item we evaluated. We appreciated the design that Chad Munro had created last year with input from the executive board.

We wondered if it represented SABEA's members and purpose. We had thought we would be able to design concept and begin our rebranding the week of LAP but... we tried several designs and concepts before settling on this. We liked the two color interlocking people representing our two groups: SRP's and Faculty. It was decided that the slogan "Essential Professional United" also reflected who we are and what we stand for. Our SRP's and Faculty are fabulous people who are professional in their jobs, essential to accomplish the work of the BOCES and WE ARE UNITED!

On opening day, everyone should have received a tumbler and badge pull once they completed the 5 questions survey. (Still time if you didn't, click on this link to complete the survey.)

[Opening Day Survey- click here](#)



LAP Project 2018

What were we doing?



First, we want to take a moment and welcome everyone back to school! We are very excited about the 18-19 school year for many reasons. One of these reasons is for the mere fact that the support we've retained from all our members is amazing!! So, thank you! We look forward to continuing our work for each and every one of you.

This summer a team of six put together and lead by our President Ruth Shippee, spent a week in July at the Gideon Putnam Hotel in Saratoga Springs, attending the LAP Conference 2018 collaborating, training and networking with other local unions developing a plan that will create a stronger local union within our organization. The team consisted of Ruth Shippee, Jo James, Cindy Goodsell, Nick Zwart, Carly Bennett, and Chris Martino. We spent countless hours creating, planning and implementing new ideas to increase engagement and communications to all the SABEA members. One idea to increase engagement among us, you've already may have heard about, and that is the implementation of our "buddy" program. This program was developed to assist in welcoming our new members to our organization through the use of a "buddy." A Buddy is someone who has volunteered to a new member under "their wings" and make them feel comfortable at their new location. We've all been the "new" person at some point in our lives and could have used a "buddy" to help get us through the initial weeks of the transition.

By this point, you are probably wondering just What is LAP? Well, LAP stands for, Local Action Project. LAP provides local unions with tools, direction, training, and education on how to be a better local union – one that better serves members, and better connects with the community. This is a three-year commitment for us, with the team members for each local agreeing to spend one week each summer learning new skills. Workshops are held throughout each day providing us with very unique and quality training on how to be a stronger local.

We hope that everyone will continue to show their support for your union, we have some big ideas planned for the school year! To keep up on those ideas as well as events that we are holding please follow and add us on all of our social media platforms.



LAP TEAM



@nysutsabea



@Sabea_Union



@Sabea_Nysut

Making Strides: October 28 in Glens Falls- Join the SABEA team

“Adirondack Regional Crusaders”

Once again, SABEA has a team to help raise money to cure breast cancer. Please consider joining our team, fundraising, and walking on October 28 in Glens Falls.

For the first 15 team members to get donations of over \$25.00 SABEA will give you a T-shirt to wear the day of the event.

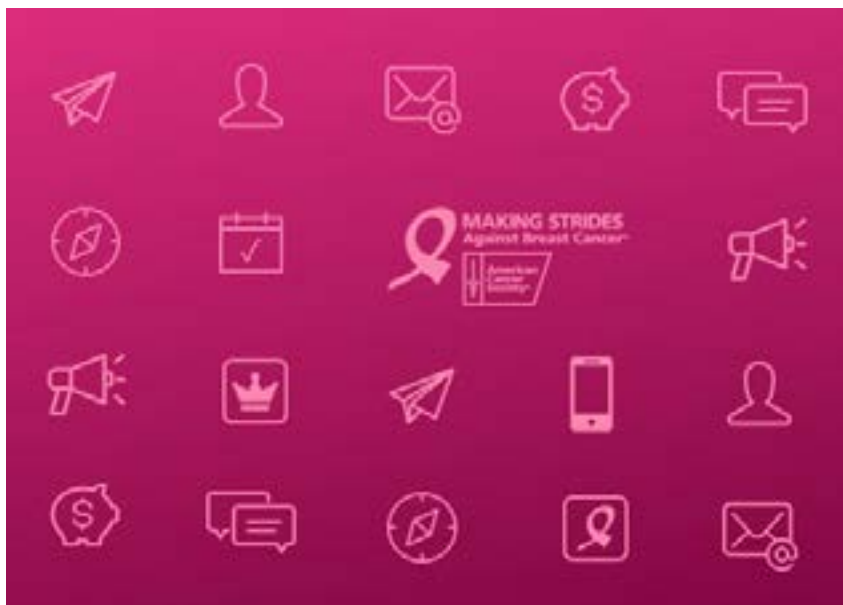
It is not too early to start getting donations and doing fundraisers.

We would like to have October 19 be a Wear Pink Day. We will be selling a sticker for \$1.00 donation to wear pink on that day to support our team. I am looking for someone in all of our locations to be in charge of this, so that we can get every location to participate. If you would be willing to be in charge in your location please let me know.

Lets make this year better than last year. We raised \$1700 just at Sanford Street last year. Please spread the word at your locations to see if anyone would like to participate. If anyone needs further information please let me know.

Thank you for participating, lets have some fun for a great cause.

Click here



http://main.acsevents.org/site/TR?team_id=2353874&pg=team&fr_id=89616&s_locale=en_US&et=8wehKGtt-7IV_8ogw6-XRQ&s_tafId=2134878

September Membership Chair Report

Greetings and welcome to a new school year! A lot has happened since the 2017-18 school year became history. The Retiree Class of 2018 amassed a total of 485 years of experience while at the BOCES. That's a lot of experience to replace but we have a lot of really great folks who have joined us this year. Below is a list of new members who I would like us all to welcome. Please introduce yourself to them and help to acclimate and welcome them to BOCES.

Please welcome:

Tristen Barton who is a Data Network Communication Specialist located at SAEC.

Erin Bowers who is a Special Education Teacher at Washington Street.

Krista Britt who is a Special Education teacher

Kelsi Brown who is a Special Education Teacher in the new BEARS classroom in Granville.

Ryan Bunce who is a Custodian at the Myers Center.

Joanne Collins who is a TA at South Glens Falls.

Tim Crosby who is a Physical Education Teacher at multiple locations.

Randy Diamond who is the School Safety Officer at SAEC.

Lendell Eaddy who is a Culinary Arts instructor at SAEC.

Joy Farrell who is a Mental Health Counselor at SAEC and Washington Street.

Ashely Ferritto who is a Special Education Teacher

Lori Finneran who is a K-12 Speech Therapist and works out of Ballston Spa.

Gina Gaudio who is a Social Worker in building E at SAEC.

Danielle Gecewicz who is a teacher of the Visually Impaired and works out of Greenwich.

Daniel Giacomo who is a Microcomputer Specialist and works out of Gick Road.

Margaret Gianfanga who is a TA at Dorothy Nolan.

Erin Gibb who is a Social Worker at Dorothy Nolan.

Scott Johnson who is the School Safety Officer at the Myers Center.

Vanessa Johnson who is a Special Education Teacher at Sanford Street.

Patrick Mylod is a Social Studies teacher at the Myers Center.

Deandra Perez who is a Teacher of the Deaf at South Glens Falls.

Julie Ross who teaches New Visions Health at Sanford Street.

Ashley Smith who is a Special Education Teacher Sanford Street.

Blake Snyder who is a Teaching Assistant at Washington Street.

Emily Sobieski who is a Special Education Teacher at Washington Street.

Rebecca Thomas who is a Teaching Assistant.

Ashley Torda who is a Special Education Teacher at Dorothy Nolan.

Nico Paniccia who is a Microcomputer Specialist who works out of Gick Road.

Shane Walsh who is a Microcomputer Specialist who works out of SAEC.

Michael Walser who is a Physical Education Teacher who works out of SAEC.

September Membership Chair Report

Cont.

That's a lot of new folks and I'm sure they could all use a friendly smile and a kind-hearted welcome so please seek them out and help them to acclimate to their new positions. Many more folks have been hired and as HR lets us know who they are and where they are I will send updates.

On a different note, I would like to share with all of you a few highlights of a conversation that I recently had with a member. This member felt that I had been less than up-front when I approached him/her to recard. To be quite honest, I was taken aback because it has never been my intent to mislead any of our members so I want to take a moment to clarify because this conversation gave me reason to pause and ask myself if there were other members who may have had the same thought but who did not approach me to discuss it.

As a union, we have been talking about the Janus case for many months. We discuss the case and its implications at our monthly representative meetings, at our Executive Board meetings, and in our newsletters. Starting prior to this past January, our building representatives and executive board members have been asking our members to recommit to our union. To do this, we have asked all of you to re-sign a union card (or in our case, a piece of paper) stating that you do in fact support and choose to be a member of our union. By signing, you are stating that you will continue to be a member for the following year and will then continue to be a member until you no longer wish to be a member, in which case you would have a one-month period each year to opt out.

To anyone who feels I misled them, I sincerely apologize. I find a great value in our union and I feel secure knowing that I have a group of professionals who will bargain and negotiate salary, benefits, and working conditions (just to name a few); who will file a grievance for me when administration attempts to violate the contract; and who will represent me at meetings where my work performance is called into question. I am a confident, strong, and strong-willed woman, but even I can recognize that I alone cannot do everything that the union does for me.

In Solidarity,
Nicole Mabey, SABEA Membership Chairperson



Union-endorsed benefits designed for NYSUT members

Whether it's our endorsed homeowners or auto insurance plans, life or disability insurance, financial or legal service plans, or any of our travel, entertainment or shopping offerings, NYSUT members have the **Power of the Union** behind them when participating in NYSUT Member Benefits-endorsed programs.

There's no need to go it alone when Member Benefits has your back! Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have.

The following is just a sampling of the dozens of endorsed programs & services available to NYSUT members and their loved ones:

- Auto, Home & Life Insurance
- Vision & Dental Plans
- Legal & Financial Services
- Hotel & Vacation Discounts
- Member Shopping Program
- Car & Truck Rental Discounts
- Competitive Savings Rates
- Retail Store Discounts
- Sports & Concert Tickets
- Theme Park Discounts
- Car Buying Service
- Heating Oil & Propane Savings

We encourage you to take the time to explore the Member Benefits website and find out all we have to offer NYSUT members.

The Power of the Union

To learn more about Member Benefits-endorsed programs
& services, visit memberbenefits.nysut.org or call 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

SABEA Sunshine

June 2018

Kayla Fisk: Father in law passed

Jarrett Babcock, SAEC: Grandfather passed

Diane Jones: Surgery

July 2018

Lori Dufrain, mother in law passed

Charlie Jones, grandfather passed

Jackie Plude, WSTLC: surgery

Stacy Shewell, WSTLC: brother passed

Helen Carrol, WSTLC: Cousin passed

August 2018

Heidi Merithew, SAEC: brother passed

Lizzie Smith (Pompa): married

Erin Herkenhem, WSTLC: mother passed

Deb Beaulieu & Joe Bazarnick: Married

Get your items to: Laura Rychcik at
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