

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

**"Labor has our back. SABEA has yours."**

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To my fellow Union Members,

We continue to be a strong unit. We recognize that being together gives us a collective voice. We are finding our voice: how to work on our issues, how to increase our internal communication and problem solving to work towards our goal of a safe, supportive, compensated and productive work environment.

I personally am glad to be hearing from more members, either directly or through a rep, about items that are occurring, how members are working together to solve issues, looking for ways to work through issues: collaboratively if possible or utilizing whatever methods we have at our disposal.

During our LAP (Local Action Project) conference this summer, we were focussed on the phrase "Labor has OUR back, SABEA has YOURS!". We are living this. As you talk with your reps and have shared questions and concerns, we get stronger. A question that has been raised is wondering where negotiations are. As many of you know from our meetings in the spring, things were not going as we hope/need. One of our benefits from NYSUT is that we have a LRS (Labor Relations Specialists.) This person aids us in many ways including negotiations. We have a new person, Ross Lieblich, who joined us in late June. As impasse had not been officially filed when he joined our team, we attempted to use that transition to get some action. We had a couple of meetings with the BOCES and no positive movement occurred.

Impasse is a step in the process: a mediator will evaluate what both sides are asking and then attempt to bring the sides together. What the mediator recommends is not binding but could result in productive movement. This can take some time depending on how long it takes to be assigned a mediator, get up to three meeting dates scheduled, etc. The chief negotiators: Jo James and Deb Viehmann, myself and the negotiations team will continue to keep you informed as events unfold.

What can you do? Read your contract. If you can't locate yours, it is available on-line [SABEA Faculty Contract](#) and [SABEA SRP Contract](#). I constantly hear about people not knowing about mileage, what type of leave days we have,



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- bus drivers, aides, attendants and other staff make sure students are safely transported to and from school
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- maintenance staff keep it all running
- security keeps everyone safe

**PROUD UNION SRP**

length of their work day, etc. Find out what the terms of your employment are and then follow them. It was great to see so many people at the Horseshoe on September 28. Remember to check our Twitter, Instagram and Facebook pages.

On October 28, join us in walking to find the cure for breast cancer in the Glens Falls Civic Center. You can join our team: pledges and walkers welcomed. Our SABEA team is called Adirondack Region Crusaders. [SABEA Making Strides Team Site](#)

In solidarity!!!

Ruth  
sabeapresident@gmail.com

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Workshops to be looking for from CDRO:

October 24 New Member Workshop <http://www.cvent.com/d/fbqmrn>

**Interesting Reading on how those of us in labor are showing are strength and solidarity:**

<http://labornotes.org/blogs/2018/10/let-members-lead>

<http://labornotes.org/blogs/2018/10/teacher-strike-wave-numbers>



## A NOTE FROM THE

*1st Vice President*



On September 28 and 29 I attended the CDRO Leadership conference. On Friday I attended a session on special education issues in education with an education research specialist from NYSUT. On Saturday I sat in on a workshop on Taylor Law Changes reviewed the basic provisions of the Taylor Law and how it applies to our union roles. The workshop reviewed changes in 2018 and the legal standard of the duty of fair representation. Another session delved into the history of the teacher union movement and how those past struggles are still relevant today. We worked in groups to analyze scenarios of member struggles and planned possible local responses to each situation.

On September 25th, David Rothfuss from NYSUT Research & Educational Services, tapped me to be a member of a focus group for NYS Education Department to discuss changes to the NYS Teacher of the Year program. I participated in a conference call on October 3rd with the teachers from across NY and SED representatives to give input on the restructuring of this program.

**Negotiations:** Ruth, Deb and I, along with our new Labor Relations Specialist, Ross Lieblich, will be meeting on Thursday, October 11. We'll have more information to give you after this 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 our Labor Relations Specialist, Ross Lieblich, has met with BOCES attorney Jay Girvin to try to settle. I'll keep you updated as I have more information.

## Labor Notes from labornotes.org

visit [labornotes.org](http://labornotes.org) and subscribe if you would like regular labor updates.

### LATEST NEWS



**Effort to Form Union in China Meets Ferocious Repression**

Sep 25 / Elaine Hui



**Are Los Angeles Teachers Next?**

Sep 25 / Samantha Winslow



**It's Down to the Wire in Tense Talks at Health Care Giant Kaiser**

Sep 21 / Alexandra Bradbury



**Washington Walkouts Win Teachers Big Raises**

Sep 20 / Barbara Madeloni



**Race and Labor: Let's Talk About the Elephant in the Room**

Sep 5 / April Sims



**How Milwaukee Teachers Beat Back Cuts and Busywork**

Sep 4 / Samantha Winslow

# October 2018 Membership Chair Report

Greetings and congratulations on completing your first month of school! Fall is always a busy time of year. Both students and staff are getting back into the swing of a regular routine while many of our SRP staff are happy to have survived their hectic summer schedule and the long lists of things that need to be accomplished for the successful start of a new year. Thank you to everyone of us, no matter what our position, for all that you do to help make the students we serve successful.

Please welcome:

Christina Bombard who is a TA at WSTLC.

Carey Breault who is a TA in TSPN.

Natalie Brooks who is an information technology assistant.

Constance Clark who is a TA at WSTLC.

Michael DelSignor who is a TA in TSPN at SAEC.

Shawna Fleck who is a teacher in TSPN at SAEC.

Christine Formola who is a TA at WSTLC.

Christian Giunta who is a teacher at SSTLC.

Crystal Goss who is a teacher in the ECCA program at SUNY Wilton.

Peyton Gould who is an aide in TSPN at SAEC.

Jackie Hunt who is a computer technician.

Vanessa Ives who is a Social Worker in TSPN at SAEC.

Susan Johnson who is a TA in TSPN at SAEC.

Valencia Orozco who is a TA at WSTLC.

Alexey Pyatovsky who is a network analyst.

Katie Sarro who is a TA in building in TSPN at SAEC.

Chris Sigsbee returns as a communications system engineer who travels to many of our component districts.

Kathy Stancampiano who has come out of retirement to teach in the TSPN program at SAEC.

Jean Strasen who is a TA in the BEST program at SAEC.

Dan Ungeheuer who is a TA at the Myers Center.

Holly Zelenkewich who is a teacher in TSPN at SAEC.

Wow! That's a lot of new folks! Please think back to the time when you were new to BOCES and take a moment to introduce yourself and to lend a helping hand. BOCES can be a bit overwhelming at times for seasoned folks so please think about that when interacting with our new members. For our new teaching staff, we just completed our first interim period. Yippie! In five short weeks we will be completing our first quarter. Best wishes for a very successful year.

In Solidarity,

Nicole Mabey, SABEA Membership Chairperson





# Capital District Region Office Conference

## Sandie Carner Shafran SABEA Labor Ambassador



Over the weekend of October 8, several members of the SABEA team attending the CDRO (Capital District Regional Office of NYSUT) Leadership Conference. Sandie Carner Shafran, Terry LaNoir, Nicole Mabey and Ruth Shippee met with other unionist from our region. Discussions were lively and as always, the materials presented were amazing. Be sure to check out NYSUT.org for other conferences coming our way regionally and state wide. <https://www.nysut.org/> and [CDRO](#)

### **The President's Roundtable**

Focused on Local Presidents and NYSUT Board members discussing the current issues going on in their locals. The members did speak about the Endorsement Conferences and it got a little heated. The break down as usual happened over the Dems vs Republicans and it should be reported out more on the issues rather than the party that we are supporting. We reviewed that it depends on where the candidates stand or have acted on issues impacting education. Again, it was clarified that NO DUES money is used to run

the endorsement conference, actual support of candidates, etc. That all comes from VOTE Cope contributions.

We also are to meet at a later date to discuss how to handle those members that chose to leave the union and not pay dues. What do we do when they decide they want to rejoin? What cost etc.? How long can they leave and not pay when they return, so many variables. This issue was brought up at the NYSUT Board level. We will be updating our constitution to cover this.

### **Dinner Speeches**

President Andy Pallotta spoke regarding the numerous door knocking and member to member opportunities of speaking to our members. He said that we must be relentless in our pursuit of being in our union, our family, our value. This is an ongoing forever campaign! They will be coming after us and we must be growing stronger and smarter...He spoke how we had to hold the legislators accountable for their vote on APPR and they had been warned many times "no strings". **Both Republicans & Dems lost our endorsement!**

Executive Vice Pres Jolene spoke about APPR and how important our feedback is when she asks us for public feedback. She really needs those "**stories of what is happening in the field**" The issues that our members and students had with not being able to log in for SLO's are important to share with Jolene DiBrango so she can speak with knowledge with the Commissioner.

### **You be the Judge**

NYSUT LRS & Attorney explained laws and answered questions on the newest laws that impact on NYSUT members. The best part of this workshop was the interactive part of going through several actual cases and finding the facts and seeing how they turned out and why. Some of the terms such as "grooming" were alarming but I feel we need to know them and be aware as educators and school employees.

Workshops others attended included:

**Rediscovering the Potential of Your Local and the Value of Unionism, Taylor Law Changes in NYS, School Finance and Budgeting**

# SABEA Social Committee

SABEA Social Committee met on October 4, 2018 with chairs Kaity Connor and Jessi Corrigan. Others there included: Christine Benware, Laura Rychcik, Amanda Sander, Christina Clark, Emily Sobieski, Carly Edmans

## Committee Overview

We discussed:

- Our goals as a committee to have one social event per month, rotating between North and South locations
- Our goal of having at least one member to represent the social committee at every SABEA meeting (2nd Wednesday of the month)
- Our goal to come up with fun, social events in various locations that incorporate various activities to promote unity within each school and between other schools' staff members

## Brainstorming events and venues

Events

November (tentative date Friday, Nov. 2 or Thursday Nov. 8) - Thanksgiving Potluck at Common Roots. Committee members would each bring a small dish/platter/etc. to Common Roots and we will host SABEA members from 3-6. SABEA members will be asked to bring a canned food item if they can so we can donate to a local food pantry on behalf of the union. Working on getting a happy hour special.

December (no tentative date yet) - Santacon Scavenger Hunt. SABEA members would form teams and meet at a specified location (maybe Druther's in Saratoga) to get their scavenger hunt list. If team members are dressed in holiday themed attire they will earn bonus points. Scavenger hunt will last a few hours and end at another location (undecided). SABEA members will be asked to bring one unwrapped toy per team to participate so that we can donate to Toys For Tots on behalf of the union.

We also discussed having one more casual gathering in the Glens Falls area during December for northern SABEA members, will discuss Oct. 2

### Other event ideas

Paint and Sip  
Laser Tag  
Bowling (bumper cars)  
Craft Night  
Trivia (by Owen Landry)  
Silent Auction  
50/50  
Barbecue in the Spring

### Venues:

Druther's  
Common Roots  
Sinclair  
DA's  
Dunning Street Station  
River's Casino  
Artisanal  
Mean Max  
Downtown Social  
Raul's

**Next Social Committee meeting to be held at the Thirsty Owl in Saratoga Springs on Oct. 25 at 3:30pm**

# SRP Recognition Day

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The Desmond, Albany**

**Register at: <http://www.cvent.com/d/lbq7f4>**

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- building and teacher aides assist with student care
- cafeteria staff provide nutritious meals
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- maintenance staff keep it all running
- security keeps everyone safe



NYSUT is a statewide union with more than 600,000 members, representing pre-K-12 teachers; school-related professionals; higher education faculty; professionals in education; human services and health care; and retirees.



For more information and resources, visit [www.nysut.org/srp](http://www.nysut.org/srp)

# 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](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)





## 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](http://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*

## **August 2018**

Heidi Merithew, SAEC: brother passed Lizzie Smith (Pompa):  
married

Erin Herkenham, WSTLC: mother passed Deb Beaulieu & Joe  
Bazarnick: Married

## **September 2018:**

Kat Ketchum, Myers: New baby

Lisa Sears, Brother in law passed away

Amy Herbold: Grandmother passed

Bianca Bernard-Gusto: Grandmother passed

## **October 2018:**

Luann Gabriel, retiree: mother passed

Kim Monroe, Myers: New grandbaby

Debbie Viehmann: Sister Passed

Paul Zabielski, Myers: ill

Rita Luibrand- retired Occupational Therapist- passed

Terry LaNoir- ill

Get your items to: Laura Rychcik at  
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