



News & Updates October 9, 2018

Sick Bank Open Enrollment Period

The “open enrollment period” for members to join the Sick Bank has begun. Any employee who wishes to enroll in the Sick Bank can submit an enrollment form between now and October 19.

Employees who are currently members of the Sick Bank do not need to re-enroll.

Employees join the Sick Bank by submitting the enrollment form which authorizes the School District to make a one time deduction of two (2) sick days from his/her allotment of sick days.

The Sick Bank is an important protection for employees which was negotiated by the union on their behalf. Membership in the Sick Bank insures that, even after exhausting all of his/her sick days due to serious illness, an employee may receive additional days from the Sick Bank. These additional days allow a member to continue to be paid, to receive all benefits under our contract and to accrue seniority and pension while recovering from his/her illness so that he/she may return to work.

The awarding of Sick Bank days is overseen by a join committee made up of three designees of the FUSE President, and three designees of the Superintendent of Schools. Applications for Sick Bank days requires documentation and may involve personal contact between the employee’s treating physician and the school district’s medical doctor.

No one likes to think they will ever need days from the Sick Bank, however, as with almost any insurance, it is reassuring to know that this benefit is available to you if serious or chronic illness disrupts your life.

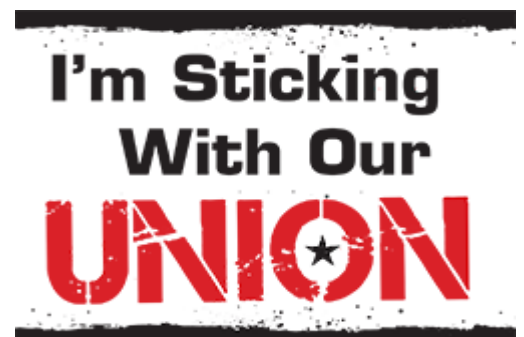
Detailed information about the Sick Bank may be found in our contract -- Article 1.08:07, p.21.

FUSE Party November 5 ! Save the Date!

The FUSE “Pre-Conference Day” Party will make its long awaited return on Monday, November 5!

The Leadership Council of the union decided to bring back this event as a way of saying “thank you” to our members for sticking with our union, as a way of fostering solidarity and as a way to have a fun and relaxing time together.

The event, open only to FUSE members, runs from 4-7 at Mulino’s at Lake Isle Country Club and includes open bar, appetizers and DJ for dancing.



Negotiations Update:

Last year, as you may recall, the members of the union ratified a one-year agreement with the school district, and even though the school year is less than two months old, the planning for negotiating a successor agreement is already well underway.

As an important first step in that process, Cheryl Smith, the newly appointed Negotiations Chairperson, is scheduling meetings with members throughout the district to provide FUSE members an opportunity to share their thoughts, concerns and suggestions for our upcoming contract negotiations.

Cheryl has scheduled meetings in our elementary schools during October and early November and will be contacting Building Rpes in our secondary schools to schedule dates for November and December.

She will also be scheduling meetings at with members who work at City Hall, Grove Avenue and on the night shift during those months as well.

In addition, a survey will be sent to all members so they can share their thoughts and suggestions about contract negotiations that way as well . It is the union's goal to provide an opportunity for all our members to speak and share with us directly.

From NYSUT:

NYSUT's Women's Committee -- Full Steam Ahead!

Just a year after its launch, the NYSUT Women's Committee already has a lot to show. With 70 standing members, scores of women walked under its banner at women's marches statewide in January, and plans are in the works for an even greater turnout next year.

The group raised nearly \$1,000 for disaster relief in Puerto Rico and the U.S. Virgin Islands through committee merchandise sales, and a mentoring toolkit for younger members is in development. "We hosted a committee booth at the 2018 NYSUT RA and highlighted stories of inspiring NYSUT women using our 'herstory' article template," said DiBrango, who chairs the committee.

Plans for the group's second committee meeting, Nov. 2-3, are underway. Since NYSUT's membership is 76 percent female and includes 924 female local presidents, the meeting will include a Representative Assembly resolution-writing workshop focused on women's issues. Committee goals include encouraging locals to develop in-house women's committees; educating female members about the work of the union; highlighting women-specific issues, including inequities in pay, health care and education; and involving more union women in leadership roles.

FUSE Vice-President Aisha Cook is an active member of the committee.

Follow the committee on twitter, @NYSUTWomensComm and at #nysutwomen. A Facebook group will launch in September. For more information, and to access posters, handouts and photo galleries, visit www.nysut.org/women.



Reminder:

Union is Looking to Fill Two Positions on Leadership Council

The Membership Chairperson is a title that has been vacant since 2001. However, in the light of the Supreme Court's recent Janus decision, it has been recommended by NYSUT that locals designate a member handle many of tasks now needed to manage membership records and insure that all employees are invited and encouraged to join our union.

The position would also be tasked with membership outreach and engagement in both activism and mobilization. The Membership Committee, might also develop and coordinate district wide efforts to demonstrate solidarity in coordination with other labor unions and/or organizations.

Beyond accurate record keeping, the overall goal of this committee would be to work to increase district wide member involvement in union activities.

The Membership Committee Chairperson reports to and works under the direction of the FUSE President and Executive Vice-President.

The Chairperson of the Professional Issues Committee represents the FUSE on labor-management committees addressing professional issues such as the APPR Committee and the Professional Development Plan Committee for example. The chairperson or members of the committee, provide input on new directives that impact teacher professional responsibilities or impact staff working conditions. Additionally the chairperson could participate in NYSUT committees dealing with professional issues.

The committee, with the chairperson, would work to provide clear understanding of the negotiated APPR plan to our members, and ensure proper implementation. Committee members would work to disseminate new information or updates throughout the buildings.

The other responsibility envisioned for this role was that the chairperson, in concert with other members of the Leadership Council, particularly the Grievance Committee Chairperson, would address members' concerns with the implementation of the APPR, Teacher Improvement Plans etc., by ensuring that members are treated fairly and that both our contract and the member's due process rights are protected.

Recently, the committee has expanded the scope of its work to include advocating for changes to the the state's APPR legislation by lobbying elected officials and members of the Board of Regents.

The Professional Issues Committee Chairperson reports to and works under the direction of the FUSE President and Executive Vice-President.

Members who are interested in either position should email Marty or Billy Coleman no later than October 12. It is hoped that both positions will be filled by October 31.

