

PRESIDENT'S MESSAGE

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Greetings, to all our UTS brothers and sisters,

As the first few months of the school year come to a close, I am reminded again of how fast time flies in our world that revolves around the academic calendar.

I'm sure you have all been as busy as I have been in getting the new school year off to a good start and taking care of all the things that that entails. Getting to know your students, meeting new colleagues, perhaps adjusting to a new administrator, and for all us, getting acquainted with our new superintendent.

Along with our adjustment to a new school year in Seaford, there a number of issues of a much larger scale that are on our minds. On Nov. 7th, Election Day, the people of New York State will be asked to vote on whether or not a Constitutional Convention should be held. I am certain by now that all of you are very much aware that the answer to that question is a resounding, "NO!" By holding a constitutional convention many politicians and lawmakers are seeking to change language currently in the constitution that offers us many protections as union members and public employees. Our right to organize and to collectively bargain, the right for all children to have a free, appropriate public education and the guarantee that our pensions cannot be, "diminished or impaired" are all protected by language currently in the NYS constitution, which may not be the case if a constitutional convention is held.

The last constitutional convention was held in 1967. Millions of taxpayer dollars were spent to support the convention. The people of New York State voted down all the proposals that were eventually put up for a vote. Basically, millions of dollars were spent for nothing. It is of the

utmost importance that every UTS member get out and vote and vote no on the proposal for a ConCon on Nov. 7th. I have had many conversations with our own members, members of CSEA (our aides and security guards), members of SASA (our building administrators) and central administration that revolved around the need for all of us, and everyone we know, to vote no on ConCon.

Also on our minds, is the Janus vs AFSCME case pending in the Supreme Court. The ruling in this case may jeopardize what is commonly known as 'agency fee.' Right now, if you want to work a union job, but do not want to be a member of that union because you don't agree with the organization's political views, you do not have to pay union dues, but you do have to pay an agency fee. If this practice is abolished, anyone will be able to hold a union job and not pay one penny to the organization. How will any local, state or national union be able to maintain the services they provide if no dues or fees are being collected? The answer is that they won't be able to.

The expiring of our contract in June 2018 and our upcoming negotiations makes the possible impact of these forces working against us all the more relevant to each and every one of us. At our first general membership meeting, we highlighted some of the trends we're seeing in teacher negotiations on Long Island. The creation of an entirely new salary schedule for new hires, the addition of half-steps into an existing salary schedule, tying raises to the tax cap, and having members contribute different percentages for health insurance depending on where they fall on the salary schedule, are just some of the things that are being negotiated in many teacher contracts. Although negotiating is never an easy process and the existence of the

tax cap continues to act as a stranglehold on our raises, there are some things that will, hopefully, work in our favor. The district is in better financial shape than they have been for a number of years. The sale of the Seaford Ave School has provided the district with a significant reserve fund, the Employer Contribution Rate for the New York State Teachers Retirement System has decreased significantly from last year, and teachers at the top of the salary schedule continue to retire, with newer teachers being hired at much lower salaries.

In spite of the many negative things going on in education and in unionism today, we have a great job, one that allows us to have an impact every day on the students we teach. You all make a difference in the lives of your students.

I'm looking forward to the new school year with optimism and hope for a great year for all of us. The UTS will continue to build unity in our local by providing opportunities for our members to get together and get to know one another. Social events such as bowling, pottery-making, dodge ball, as well as 'regional' happy hours and UTS lunches hosted by different buildings, are some of the ideas your executive board is discussing as ways to promote unity in our local.

On Nov. 7th, as part of Superintendent's Conference Day, we will have the opportunity to meet at our second general membership meeting of the school year. I look forward to seeing you all at that time to continue our discussion of upcoming contract negotiations and other topics that are important to all UTS members.

In unity,
Margaret Glancy

UTS LATEST NEWS

The following are highlights from the UTS monthly meetings. Full minutes are posted at seafordteachers.com:

June Highlights

- Laura recommends our Constitutional Committee for our local convene and map out staggering election of Exec board members.
- Dan Hayden recommends we convert all of our files to digital files. He handed out cost analysis with the least expensive being \$2000.00. 24 boxes of files. Have a member, posted position recorded as an office expense of \$1000, would go through boxes and scan in to files. Confidentiality and knowledge of importance of files is a must. Sorting through the boxes is the most important.
- President: Pre-Employment Assessment Firm: The BOE approved a company to use for the purpose of Pre-Employment Assessment. Applicants will be notified of drug testing if they are the final candidate. Only illegal drugs will be tested for.
- Building Concerns: HS: Principal mentioning he'd like to see non-tenured teachers come in early and stay late. Many people not observed and are now scheduling end of year meeting, concerned with what is going to be used as their final evaluation. He needs to be approached and questioned about how he is going to write up evaluation report. Chairpersons are teaching one less class so work can be completed. Our contract states it is an additional

"salary" not a stipend. "MS: Request not enough communication given for budget committee meeting.

- NYSUT implementing the fact that ½ days will not be used/ counted towards total # school days. 2018-2019. Still in the works.
- One more ticket available to Patriot Dinner. Monday June 26, 2017. Dan Hayden will attend.
- Sue Bennet thanked for her hard work for the union.

May Highlights

- Suggested Computer purchase for VP's going into negotiations.
- Patriot Award donation entitles UTS to Full page ad and 4 tickets.
- Maura, Margaret, Ed and possibly Jen to attend Patriots Dinner
- Budget Proposal: (Committee Proposal) Keeping dues the same, increase stipends by contract raise of .25%. PR stays the same. VP's stipend increased by .25% plus \$1000. Raise Office expenses \$500 for 2017-2018 to cover technology issues.
- Laura made a motion to accept donation of \$2000 for the Patriot Awards Dinner. All in favor.
- UTS Scholarships: High School will have theirs June 13th. Middle school done and handed in. Harbor finished, need to tally votes.

Manor has 3 way tie for boys. Waiting for results.

- ARTS Luncheon: Will speak at luncheon on Constitutional Convention. Ed would like to get ARTS to be a chapter of UTS to involve them with Vote Cope and other PAC concerns.
- BOE: May 5th: Seeking an outside company for to do background checks and drug tests for new hires. We are interested in knowing when they will be told during the interview process.
- Building concerns: HS: Curriculum writing-administration is changing courses without

discussion with UTS. Contract states discussion will be with members and administration. Manor: Special Ed teachers being pulled to cover absent teachers. Out of compliance with Spec. Ed. (Teachers need to keep track of the dates and coverages) Minutes of Spec Ed meeting- Teachers are being asked to take minutes and present on student. (IEP comments from meeting in comment box and recommendations and whether or not parent was in agreement, not specific or detailed unless there is a disagreement within meeting group. Not minutes, just comments.

- Members of UTS attended Picketing and Rally in Lawrence to show support for teachers without contract.



TREASURERS REPORT

Budget Summary Report 10/1/16 through 9/30/17

Category	Budget	Actual	Difference
Dues	\$255,006.00	\$258,424.32	-\$3,418.32
Interest Earned	\$26.00	\$26.90	-\$0.90
Misc. Income	\$0.00	\$0.00	\$0.00
Vote Cope	\$2,000.00	\$5,482.20	-\$3,482.20
Total Income	\$257,032.00	\$263,933.42	-\$6,901.42

Category	Budget	Actual	Difference
Accountant	\$1,500.00	\$1,500.00	\$0.00
Affiliations	\$136,431.00	\$138,194.72	-\$1,763.72
Bank Charges	\$0.00	\$0.00	\$0.00
Communications	\$1,100.00	\$1,207.05	-\$107.05
Conferences	\$6,000.00	\$3,226.30	\$2,773.70
Member Benefits	\$8,000.00	\$8,537.10	-\$537.10
Misc. Expenses	\$1,000.00	\$891.36	\$108.64
Negot/Griev	\$2,500.00	\$255.63	\$2,244.37
Office Expenses	\$1,800.00	\$3,376.45	-\$1,576.45
Political Action	\$4,000.00	\$497.66	\$3,502.34
Public Relations	\$11,000.00	\$10,000.77	\$999.23
Stipends	\$79,825.17	\$79,825.18	-\$0.01
Total Expenses	\$253,156.17	\$247,512.22	\$5,643.95

Net Worth as of 10/19/17

Account Balances:

Checking	\$82,575.71
Savings	\$54,358.93



Vote **NO** New York Constitutional Convention!

November 7, 2017

NoNewYorkConvention.org



NO



Party for NY political insiders and
special interest groups.



NO



Opportunity for Albany insiders to
take away our rights & protections.



NO



Boondoggle costing hundreds of
millions of dollars for no benefit.



NO

**New York Constitutional
Convention!**

On Nov. 7, 2017, Vote **NO** NY Constitutional Convention

NoNewYorkConvention.org

<https://nonewyorkconvention.org/>

With Janus Case, Labor Faces Another Court Challenge

Author: Matt Smith

Source: NYSUT Communications

The nation's labor movement dodged a bullet last year when the U.S. Supreme Court split on *Friedrichs vs. California Teachers Association*, a case in which plaintiffs challenged the legal right of public-sector unions to collect member dues to cover the costs associated with collective bargaining.

An unfavorable ruling would have decimated the solidarity and finances of public unions by allowing members to become “free riders” — meaning they would no longer have to pay dues to the very unions that negotiate and secure their salary, health coverage and retirement protections.

Yet, while the nation's labor movement breathed a collective sigh of relief following the court's deadlock on *Friedrichs*, there was little time for celebration. That's because a new challenge from

anti-labor forces was already on the horizon, despite decades of settled law.

The latest threat facing unions is known officially as *Janus vs. AFSCME*, a case being bankrolled by the National Right to Work Legal Defense Foundation and the right-wing Liberty Justice Center. Lawyers for the two anti-union groups, who in June requested the Supreme Court hear the case, represent Mark Janus, an Illinois health care worker who argues he should not be forced to pay monthly union fees. The court could hear arguments in *Janus* in October.

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.

As was the case in *Friedrichs*, *Janus* argues that the mandatory payment of union dues equates to forced political speech, which therefore violates First Amendment rights.

It's important to note: While the *Abood* ruling upheld the right of unions to collect dues to cover the costs of bargaining, that same decision also determined public-sector union members had the right to opt out of contributing toward a union's political-action activities. In other words, unions cannot take anything for granted, especially in today's political climate. And, as with *Friedrichs*, a loss in the *Janus* case could devastate the ranks and finances of public unions nationwide.

For more information:

- [What Janus v. AFSCME is Really About](#) (via AFSCME)
- [Fight for Our Freedom](#) (via AFL-CIO)



FILE PHOTO: Pro-union forces rally outside the Supreme Court in January 2016. Photo by Mike Campbell.

BUILDING NEWS

Manor School

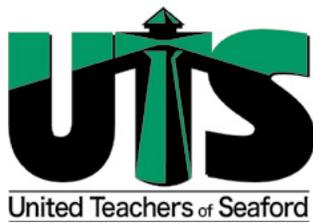
Shadows!

How and why does your shadow change during the day? Mrs. Kaplan's class traced shadows at 10:30 and retraced at 2 to observe shape and position change.



High School:

Science Research students attended a field trip to Stony Brook labs last week to practice their biotechnology skills in order to solve a crime.



Homecoming Parade



UTS TRACT Center

TRACT (Wantagh-Seafood Teacher Center) News

The TRACT catalog is now available. We are excited about many new and pertinent courses!

Please see our website to view our catalog and additional professional development opportunities available at neighboring centers.

The TRACT policy board is in need of a teacher to represent Seafood High School. If interested, please contact Stacey Ranzie.



[Click HERE for Tract Center website](#)

UTS Trust Fund

For information regarding Dental Benefits, Optical and Major Medical reimbursements and Legal Benefits please visit the UTS website (www.seafordteachers.com).

Danielle Alveari:
Chairperson and Middle School Representative

MaryLou Christensen:
Treasurer and Middle School Representative

James Scourtos:
Secretary and High School Representative

Ann Marie Motisi:
Manor School Representative

Jessica Koudelka:
Harbor School Representative

ARTS (Association of Retired Teachers)

The Association of Retired Teachers of Seafood, known as A.R.T.S., meets twice a year for luncheon meetings. It provides an opportunity to catch up with old friends and meet new friends. We have enjoyed each other's company at L.I. Islander games, theater outings and dinner cruises. Twice a year we publish a newsletter for our retired members.

Each year the A.R.T.S. grants a scholarship of \$500 to a graduating Seafood senior who will enter the field of teaching. We also grant a \$50 recognition award to two Seafood Middle School students and we make a yearly donation to the Seafood Patriot Dinner as well as a contribution to the Seafood Scholarship Fund in memory of deceased members.

A.R.T.S. has provided a means to stay in touch with those who were a part of our lives in Seafood for so many years. We look forward to increasing our ranks as more UTS members complete their service to the Seafood School District and enter the wonderful world of retirement.

Want to submit UTS member news?

Write a paragraph description and email to ctripoli@mail.seaford.k12.ny.us.

Please only include photos of UTS members.

