

Unions begin with You!

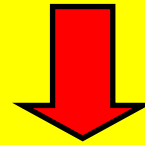
The 4-1-1

- 1) New York State law requires Unions to have at least 50% membership in order to Bargain Collectively.
- 2) The Supreme Court is currently hearing the Friedrich's v California Teachers' Association case which could allow non-Union members to receive the same benefits without paying Union dues.
- 3) What?? I do not have to pay dues and get the same benefits? **What's the catch? See #1!**

Less Union Members = Less Power = Less Pay/Benefits

Over decades, CTA has Collectively Bargained the following:

- Sick Days (Serious/non-Serious)
- Work Day (# of classes, duties)
- Salary/ Stipends/ Hourly Pay/Health Insurance
- Physicals no longer required to earn tenure!
- 180 Day school year (used to be 188)
- A defined Transfer Process
- Tuition Reimbursement
- Horizontal Promotion
- Lead Teacher Pay
- Retirement Incentive
- Compassion Leave Bank
- Dental Plan (we didn't used to have dental coverage!)
- Vision Plan (we didn't used to have a vision plan!)
- Compensation for district sponsored events
- Start of the school year AFTER Labor Day
- Prescription Plan and a Cap on RX drugs
- Personal Days
- Bereavement Days (family and non-family members)
- Compensation for Master's/Doctorate/National Certification
- Started SERVU Credit Union



??????

- Would we have these benefits without a Union?
- Can we maintain all of this in the future without a strong Union?

We would not have achieved these without a STRONG UNION!



CTA SNIPPETS

<http://corningta.ny.aft.org/>

CORNING TEACHERS' ASSOCIATION

January / February 2016

President Report, Leslie Varga

We've Come a Long Way, Baby—but Where are we Going?

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute, and, above all, new wage levels that meant not mere survival but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over the nation, it carried to secure shores not only itself but the whole society."

Martin Luther King, Jr., speech to the state convention of the Illinois AFL-CIO, Oct. 7, 1965

It's easy to take the rights for granted that our brothers and sisters have fought so hard on our behalf to attain. Imagine a career in public education without the union and the protections and benefits that the union provides for its members. Without the ability to effectively engage in collective bargaining, individual teachers would be left voiceless in protecting their livelihoods, the learning environment of their students, and the future of public education.

The greatest role of an educator is to be an advocate for the children that have been entrusted to their care. Union members can advocate for children with great freedom because union members are afforded collective bargaining protections. Teachers who are free to speak out against inequity that they see in their schools, as well as the current movements of excessive testing, corporatization and no-excuse charter schools, have protection because of collective bargaining. A teacher's rights, secured through collective bargaining, empower a teacher to speak up about the inequities they see.

The grievance process, which is collectively bargained, allows unions to hold districts accountable to what has been bargained which meet the needs of our nation's children and to secure workplace conditions that allow teachers to do their jobs to the best of their ability.

Through the right to organize and bargain collectively, unions can negotiate class size caps, trainings for teachers, salary and fringe benefits, teacher/student contact time, start and end times of school days, sick leave, and countless other factors that contribute to the well-being of our profession.

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President Report, Leslie Varga

For just one moment, close your eyes and imagine your workplace absent of a union and collective bargaining agreement. If there is no contract (terms and conditions of employment), then decisions that effect our employment become informal and left up to administration. Your administrator determines the number of periods a day that you teach. Your lunch period could be spent eating WHILE supervising students. Staff development opportunities have no path towards horizontal promotion. Questionable work conditions are “none of your business”. Class size balloons. Workload increases. Teachers’ jobs are cut arbitrarily. Pay scale, raises and health insurance benefits are determined by administrators and the local Board of Education. Mandatory before and after school meetings are arbitrary. Attendance at evening events could be deemed mandatory. Curriculum/textbooks are adopted without teacher input. The list goes on and on. Welcome to the world of a Right-to-Work Nation. A nation where teachers cannot effectively organize and use local collective bargaining to improve teaching and learning conditions. What will a Right-to-Work Nation look like for the American teacher and our nation’s children? Our nation would be catapulted back—ignoring 100 years of progress in American Public Education, the cornerstone of our democracy.

The term Right-to-Work is misleading. It might be more appropriately deemed No-Rights-At-Work. 25 states are now deemed Right-to-Work states. Right-to-Work laws allow free riders (non-union dues payers) to receive all of the benefits of the union at the expense of their fellow workers. The real objective of right-to-work laws is to sow dissension among workers and thus weaken the labor movement. Right-to-Work laws make it possible for workers to get the benefits of union membership without paying any of the costs. This practice encourages freeloading, which weakens unions financially, makes it more difficult for them to represent their members or organize workers, and ultimately weakens the strength and unity of the union. And that is exactly what corporate profiteers pushing an anti-union agenda want. The Koch brothers funnel millions into campaigns that include privatizing public education, defunding public schools in favor of for-profit education and dismantling worker rights.

Being a part of the union is empowering. That empowerment allows members to realize that the union is first person plural. **YOU** are the union. Together educators’ voices are stronger and they are empowered to stand up for strong public schools that create opportunities for all students. Let us not take for granted those who struggled before us to get us where we are today. Let’s stand united in the collective voice of unionism.

Vice-President Report, David Rich








May 5, 2016 CTA Officer and Delegate Election Information

The CTA Officer and Delegate election is on May 5. I have provided the chart below to remind all members of the process that we, as a union, approved. In a nutshell, there are three CTA members who volunteered and were approved by the Executive Council to oversee the process. **Thanks to Shawn Finan (WN), Kerry Stone (GR) and Doreen Bonomo (WN) for volunteering!**

The CTA Constitution is available in its entirety on the CTA website. However, you can also refer to the chart below for the duties of the election committee and the President. The process prohibits candidates from collecting and counting ballots. Furthermore, petitions to run for office will be provided to interested members by the Election Committee members. More specific information and dates will be mailed to your home addresses this Spring. **(Petitions are due on or before April 19 to members of the Election Committee).**

Election Committee:

This committee shall oversee all aspects of the Officer/Delegate Election and ensure the following duties are conducted, per the chart below:

Duty	CTA President	Election Committee
Election date notification to all members, per the Landrum-Griffin Act		
Create Candidate Petition Forms		
Provide Candidate Petitions to interested parties		
Collect and Verify Petitions		
Create the Ballot		
Provide Senior Building Representatives with Ballots for each voting site		
Establish a time and place in which ballots are *returned to the Committee for counting. <i>(*Ballots are not to be collected by or returned to any candidate).</i>		

Furthermore, results are not valid until approved by a majority vote of the Executive Council and should not be revealed until said time. Committee members may not be candidates or current CTA officers or appointees. The committee will consist of a Chairperson elected by its membership and two other members. Members must be either a building representative or be nominated by their building representative and approved by the Executive Council.

Blast from the Past — SERVU Charted by CTA

SERVU (formerly Steuben Federal Educators) is celebrating 60 years of service to our community this year. The Corning Teachers' Association chartered the credit union in 1956 with \$25.00! Below are the handwritten CTA Executive Council meeting minutes from 1956. Just another example of what we have done together as a collective bargaining unit.

The president then introduced Mr. James Jack from the Credit Union at Corning Glass Works who discussed with the Council the procedure for establishing Credit Union organization and operation of a Credit Union. The fee for obtaining a charter is \$25.00. Therefore, as the Teachers Association had authorized the Executive Council to proceed with the establishment of a Credit Union, the motion was made that the Association take out the first share for \$25.00 and apply for a charter to the Bureau of Federal Credit Unions. The motion was seconded and passed. The request for the charter was signed by the members of the Executive Council present.

It was agreed to take up further business at another meeting to be held on Friday, March 23rd.

Meeting adjourned.

A SERVU representative will attend the March 3 Executive Council meeting to discuss the services they offer. All members are invited to attend, 3:45 in the High School Media Center.



ServU Federal Credit Union was organized by the employees of the Corning City School District on March 15, 1956. Named the "Corning Teachers Credit Union," services were provided solely to the staff from the Corning School District. Today, ServU has grown to serve over 37,000 members from different occupations and backgrounds. However, ServU continues to provide exceptional financial products and services to our core group, educators!

Why should you join ServU?

To take advantage of low fee and low cost products and services.

- Savings Accounts with competitive dividends and \$5.00 minimum deposit
- Checking Accounts with no minimum balance and free overdraft protection from Savings
- Consumer and Real Estate loans with low interest rates
- Loan rates are not determined by credit score. You always get our best rate!
- Free convenience services such as ATMs, 24 hour Telephone Teller, Online Banking, Mobile Banking and Bill Pay services
- Dividend earning Club Accounts
- Individual Retirement Accounts and Share Certificates
- Youth Accounts

Educator Specific Products and Services:

Summer Club Accounts: An alternative to a large check at the end of the school year. Funds are generally sent via payroll deduction.

Benefits of a Summer Club:

- You earn the dividends on the funds in your account
- Funds are available during the school year with no withdrawal penalty
- Ability to make adjustments to contributions during the school year
- Pay yourself all summer!

Summer Skip Program: ServU offers the Summer Skip Program to make the summer months easier on educators. Loan payments are stretched out over 10 months instead of 12 months allowing you to skip payments in July and August. The length of the loan stays the same, and no additional interest is paid.

Cash in the Classroom: To support the introduction of financial literacy topics to students in our community, ServU FCU offers a wide variety of presentations for FREE to your classroom. We utilize both the National Endowment for Financial Education High School Program (NEFE) and the New York Credit Union Foundation's Money and Me Program materials.

Topics Include:

- | | | | |
|----------------------|-------------|------------------|---------------|
| • Banking Basics | • Lending | • Identity Theft | • Life Skills |
| • Careers in Banking | • Budgeting | • Math & Money | • Checkbooks |

Owlstanding Teacher Award:

For the second year, ServU will award three deserving teachers with cash prizes for being Owlstanding Teachers. Winners demonstrate commitment to students, innovative teaching style and concern for the community. Nominations will be accepted in the Spring.



CREDIT UNION

Painted Post • Corning • Bath • Hornell • Alfred • Dundee

www.servucu.com

1-800-443-0663

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Benefits Of Being a NYSUT Member



1. Higher pay & better benefits
2. A contract you can rely on
3. A strong voice at work
4. Professional learning

5. NYSUT Member Benefits

NYSUT members & their families can choose from a variety of insurance, financial, legal, and shopping & travel programs designed with the NYSUT member in mind -- including term life insurance, auto insurance, legal & financial services, car rentals, vacation packages, and much more!

Member Appreciation Month is back again this February!

Since it was such a big hit last year, we're doing it again! Member Appreciation Month is coming February 2016.

This year will be even bigger because it's a leap year... that means more chances to win even more great prizes!!!

Once again, Member Appreciation Month will be filled with a series of special prize drawings for items donated by Member Benefits and our endorsed program providers. Prizes will include gift cards, Beats headphones, a Go Pro camera and more.

To be eligible for these drawings, all you need to do is participate in our voluntary MAP Alert email service.



We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer more than 40 endorsed programs & services designed with you in mind.

For more details about this exciting event, visit the Member Benefits website at **memberbenefits.nysut.org** or call **800-626-8101**.



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.