



# Oneida Teachers' ASSOCIATION

*Partners for a Better Community*

## Jan/Feb Newsletter

Volume 44 - January – February 2016

### A Message from the President - Brian Mroczek



By now, everyone should have their salary agreements for 2014-2015 signed and returned to the District Office. Also, everyone should have received their retroactive checks from last year. Work is being finalized on salary agreements for the current school year and should be distributed very soon. Everyone should see their salary adjustments for this year in this week's check. It is likely, however, that the **retroactive checks** for the first part of this year (Sept – Jan) will be coming at the end of the school year. Payroll is still working on the insurance changes for the current school year as well. If you have any questions after reviewing your 2015-2016 salary agreement, please contact Brian Mroczek. The payroll department has been working hard, and quite frankly, could use a break. It would be helpful if some questions could be answered without involving them. Many thanks go out to Kathy Gerber and Lisa Donaldson for all of their efforts in getting salary agreements and retroactive checks out to the membership much quicker than we all expected.

We are still waiting on a release of the contract from the District's attorney. Once we have an electronic copy, we will begin proofreading. Thank you to all who have volunteered to read. If you would like to consider reading, please speak to your building rep or email a member of the negotiating team. It's a great way to re-familiarize yourself with the language and possibly learn about an Article you didn't know existed.

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# Happy Valentine's Day



## **UPCOMING MEETINGS:**

### **OTA Representative Meeting (ALL ARE WELCOME!)**

|                      |         |                     |
|----------------------|---------|---------------------|
| Next Meeting: Mar8th | 3:30pm  | Rm. 126 High School |
| Apr 12th             | 3:30 pm | Rm. 126 High School |
| May 10th             | 3:30 pm | Rm. 126 High School |

**Any special meeting dates will be announced through e-mail.**

**Board of Education Meeting (Second Tuesday of the month) Check District Calendar for locations. Most meetings will start at 7 pm.**

**March 8th,  
April 6th, (Public Forum)  
April 19th,  
May 10th**

## **Board of Education Meetings**

**The Oneida City School District Board of Education will meet on the second Tuesday of every month.**

**The meetings are generally held at the District Office and begin at 7 pm.**

**We all need to remember that it is our job, our livelihood, that is constantly under attack. Make every effort to attend a meeting to show solidarity in the OTA. Remember, it is in your best interest to know what is going on in your district.**

### ***Donations and Contributions***

**We have donation amounts from various buildings within the District. Durhamville, Seneca Street, Otto Shortell and the High school have raised just over \$2400 this academic year to share with various charities.**

**Please let me know how your building is doing so I can give you a shout out as well.**



## TALES FROM THE CRYPT

The Oneida Retired Educators Association (OREA) wants you to know we continue to be interested in the education of our children, the situations, rights and benefits of current and retired educators, and the state and federal legislation that affects us all.

This is a short and sweet plea to OTA members to become knowledgeable about and pay attention to Health Insurance. Stay with me...don't say yeah, yeah, yeah, that old tune again, I'll learn about it when I need it. The thing is, people who are in a position to have a huge impact on Health Insurance KNOW that younger teachers don't care that much about Health Insurance.

Historically, teachers don't know much about the benefits, and don't even think about it until they are ready to have a baby or until they get a serious illness...or until they get older and start going to the doctor more and more often. Then they learn that Oneida has a darn good situation, built up over the years by teachers who worked and worked to get our benefits to their current level. We were all young once, and speak from experience.

Please don't wait until you need it to learn about your Health Insurance. Please ask your Building Rep to help you understand your benefits and the importance of having good Health Insurance. Ask your Building Rep to explain to you the BOCES Health Board and the power they have. Let people know that you DO understand the importance of Health Insurance, and let them know that when you need it, you want it to be there...for all of us.

Pat Albaugh, 2007 Retiree, Oneida Castle School

## Happenings in the OTA

### Oneida Teachers Retiring

We are very happy to announce the Retirement of some of our fellow teacher's here in the OTA. These members have given Oneida CSD many years of dedicated service . If you should happen to run in to any of them, wish them the best on their next journey in life.

**Mary Jo Donaldson—Health Teacher @ OSMS**

**Chris Cavanagh—Special Education Teacher @ Oneida High School**

**Noreen Morris—2nd Grade Teacher @ North Broad Elementary**

**Scott Fletcher—Guidance Counselor @ Oneida High School**

### Contract information :

What was agreed upon between the Oneida City School District and the Oneida Teachers' Association.

A 4 year contract through 2018

2014-15— 3% increase in pay, insurance is 0% and 12%

2015-16—3% increase in pay, insurance is 3% and 13%

2016-17— 3.5% increase in pay, insurance is 4% and 13%

2017-18—3.5% increase in pay, insurance is 4% and 13%

Eligibility for Retiree health insurance begins after 15 years of service (for any new hires). All retiree insurance rates are based on date of their retirement.

Any teacher required to attend more than one open house shall receive the chaperone stipend of approximately \$85

Leo's Club advisor receives same stipend as Z-Club advisor ...approximately \$580

Let me know what is going on in your building!

Send me an e-mail about the things that you are doing in your building that

We can share with the rest

Of our OTA members.

Remember, people don't know what is going on unless you take the time to inform them.



## Happenings in and around the OTA

### Can you believe my damned union?

The following Letter to the Editor of the Seattle Post-Intelligencer by Chemical Workers Local 747 member Ken Spring was in response to Nordstrom Dept. store employees who voted to decertify the United Food and Commercial Workers in an intense anti-union campaign that many employees believe was initiated and financed by the company. Said a leader of the Nordstrom employees opposed to the union: "Unions want to take our money and we have said, 'No.'"

"I must agree with the leader mentioned above," he wrote, "as I belong to a union and I must also give my union \$39 per month. And all that I get for my monthly dues are:

- I must accept only \$18.33 per hour.
- If I am called in early on my shift or on weekends, I must accept three hours pay for call-time, plus time-and-a-half pay for all hours worked on a weekend.
- I must accept good medical and dental coverage plans that my employer pays for.
- I must take seven weeks vacation after 20 years with the company, fully paid.
- I must be protected by seniority rights that move me up the progression ladder in a fair and just manner.
- I am forced to have a good grievance procedure so that I am treated fairly by management.
- I am forced by my damned union to work in a safe and healthy environment.

healthy environment.

● I also cannot believe how that pushy union is going to force on me a good, company-paid pension when I retire.

● My union also is very democratic and regularly asks for my input. What is wrong with our union leaders, anyway, running a union like this? My union leaders tell me that I am the union. Some nerve, huh?

Unions are really terrible, that's for sure. I think that I will contact the National Labor Relations Board and see if I can get my union decertified.

I am sick and tired of the union doing all of these things for me. Just think, when all of my benefits are gone and I am working for \$4.25 per hour, at least I will not have to pay any more lousy union dues!

### Be vigilant!

I know that it has been a rather quiet fall, but we still need to be aware of what is happening in Albany.

Many new laws and reforms will be presented and lumped together with other laws.

We have to make sure that we are still in contact with our elected officials.

Visit the OTA website for names of elected officials that you can contact.



### Con Con CAN Change Your Pension (and a whole lot more):

NYSUT's newsletter to members several months ago calls a potential constitutional convention a "Pandora's Box" and urges members to get involved in an effort to oppose holding one. Although 2017 is still a bit away, the battle is raging over the changes that it could bring to you and your retirement wallet.

<http://www.nystateofpolitics.com/2016/02/nysut-raises-concerns-with-con-con/>

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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](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. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.