Oct.-Nov. 2017
Vol. XXXXII No. 02-03

CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

Affiliated With NYSUT [10-195] & AFT/NEA AFL/CIO-[Local 2991]

With 'Janus,' Corporate Interests Launch Another Attack on Workers

By Tim Walker

On Thursday, the U.S. Supreme Court announced it would be taking up a case that could impose "right-to-work" on the entire public sector – the culmination of decades of attacks on working people by corporate CEOs, the wealthiest 1% and the politicians that do their bidding to rig the economy in their favor.

Twice in the last three years, the U.S. Supreme Court has been asked – and declined – to answer the fundamental question of whether the fair share fees that support strong public sector collective bargaining are constitutional. In the 2014 *Harris v. Quinn case*, the Court sidestepped the question and in last year's *Friedrichs v. California Teachers Association (CTA)* case, the then eight Justice court deadlocked on the question leaving it unanswered.

Today, the Supreme Court took the *Janus v. AFSCME* case to answer the question once and for all. Specifically, the Court will decide this term if *Abood v. Detroit Board of Education*, the 1977 case that established the foundational precedent for fair share fees, should be overruled.

The goal of the corporate interests who are bankrolling *Janus* is no secret. While the petitioner, like his predecessors in *Harris* and *Friedrichs*, argues that the First Amendment prohibits fair share fees, the supporters of these challenges are only concerned with taking out the strong voice for working people and economic opportunity for all that public sector unions provide.

This assault comes at a time when unions are more important than ever. Unions provide a path to the middle class for working people – especially at a time when big corporations and the wealthiest individuals in the nation are rigging the economic rules in their favor, knocking American families and the entire U.S. economy off-balance. When union membership is high, entire communities enjoy wages that represent a fair return on their work and greater social and economic mobility.

And Americans know it. New Gallup research shows that more than 3 in 5 Americans have a favorable view of unions – the highest level in nearly 15 years. Support is even stronger among young people.

"For decades corporate CEO's and the wealthy have fought to enrich themselves at the expense of the rights and pocket books of working people, and that harms families in communities across the country," said National Education President Lily Eskelsen García. "As the nation's largest union, this fight not only hurts our members, but also the families of the children we educate."

The Agenda Behind the Case

In 2018, the Supreme Court will decide if 'Abood v. Detroit Board of Education,' the 1977 case that established the foundational precedent for fair share fees, should be overruled.

The *Janus* case challenges a public sector union's ability to collect "fair share" or "agency" fees from employees – reduced amounts charged to workers who opt out of union membership, yet continue to receive the union representation and bargaining services that benefit all employees and which unions are required to provide.

A ruling by the Court to strike down fair share fees would strip bargaining power from workers across the country, undermining the ability of people to come together in strong unions to win better wages, benefits, protections and standards for working families. In effect, the

In This Issue: TA/Aide Chapter-Pg. 4; Retirees Corner-Pg. 5; Healthy Living –Pg. 7.

Continued on page 3

Important Dates for 2017-2018

Exec Board NYSUT	Rep Council 900 bldg. (unless noted otherwise)	TRIAD Meeting Maywood	BOCES BOARD Meeting
October 4, 2017	October 18, 2017 900 Bldg.-NERIC Side	Oct. 24, 2017	Oct. 16 Schoharie
November 1, 2017	November 15, 2017 900 Bldg.-Schoharie Rms. **4 PM start**	Nov. 21, 2017	Nov. 20
December 6, 2017	December 20, 2017 900 Bldg.-NERIC Side	Jan. 2, 2018	Dec. 18
January 3, 2018	January 17, 2018 900 Bldg.-NERIC Side	Jan. 23, 2018	Jan. 11
	04:15-6:00 PM	*4:00 PM*	*July 17, 2017*

NOVEMBER:

National Diabetes Month
Lung Cancer Awareness Month
National Adoption Month
National Native American Heritage

Birthstone

Topaz and Citrine

DECEMBER:

Universal Human Rights Month
Safe Toys and Gifts Month

Turquoise & Blue Topaz

Capital Region BOCES Faculty Association Leadership

POSITION	NAME	HOME	WORK	E-Mail Address
President	**Sherry Karcher-Hewitt**	**366-9060**		**sherry.karcherhewitt@gmail.com**
Vice President	**Dan Darpino**	**698-7846**		**denialjames@aol.com**
CVP TA/EA	Colleen Condolora	265-2358	356-8349	condolora@aol.com
CVP Service	Gina Hanley		862-5332	ghanley97@gmail.com
CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
CVP C T E	Erica Kane	224-2372		ericalynnkane@gmail.com
Secretary	Barbara Burnham	334-1193	862-4720	baburnham@gmail.com
Treasurer	Deborah Sorvari	452-8138	334-1296	debmom39@nycap.rr.com
Membership Chair	Susan Kusalonis	393-5598	862-5369	skusalonis@gmail.com
Grievance Chair	Kristen Lashway	421-3446		Kris10Lashway@gmail.com

www.crbfa.org

Constitution continued from front page.

entire public sector becomes "right-to-work" in one fell swoop.

"This case is yet another example of corporate interests using their power and influence to launch a political attack on working people and rig the rules of the economy in their own favor," said Lee Saunders, president of AFSCME. "When working people are able to join strong unions, they have the strength in numbers they need to fight for the freedoms they deserve."

Janus is funded by the National Right to Work Foundation and the Liberty Justice Center, the litigation wing of the Illinois Policy Institute. Both groups are part of a network funded by billionaires and corporate CEOs who do not believe that working people deserve the same freedoms they have: to negotiate a fair return on their work.

The blatant political agenda behind these legal challenges was recently scrutinized by *The Guardian* in an article that highlighted how a right-wing campaign was executing a plan to strike a "mortal blow" and "defund and defang" the nations' unions:

"The new assault is being spearheaded by the State Policy Network (SPN), an alliance of 66 state-based think tanks, or "ideas factories" as it calls them, with a combined annual budget of $80m. As suggested by its slogan – "State solutions. National impact" – the group outlines an aim to construct a rightwing hegemony throughout the US, working from the bottom up. …To do that, it first has to sweep aside public sector unions."

Critical to these groups' efforts is concealing their anti-worker agenda with euphemisms like "rights" and "freedom," says Jim Miller, a professor of labor studies at San Diego City College. "When you hear talk about from them about the 'rights of the individual,' think about the enshrinement of the 1% to a position of unparalleled political power into the unforeseen future," Miller recently wrote.

"More and more, the economy is working against working people, including the families whose children I teach", says Sonya Shpilyuk, a high school English teacher in Montgomery County, MD. "My union gives me a voice and a seat at the table to advocate for my students, my colleagues, and my community."

The Supreme Court is expected to hear arguments in *Janus v. AFSCME* in January 2018 and decision will be issued in May or June.

Reprinted from neaToday.

On behalf of the Capital Region BOCES Faculty Association's Executive Board, I would like to extend a heartfelt thank you to all of our School-Related Personnel members. Your hard work and dedication make our school lives so much richer.... just by being you, and doing what you do day-in and day-out, you make such a difference, and we thought you should know.

Many Thanks! - Sherry

Happy Hanukah

Teaching Assistant/Aide Report

Colleen Condolora, Chapter VP

Dear Constituents:

As we head into our Thanksgiving break, I want to give my thanks to the many people who go above and beyond to insure our students and fellow co-workers are treated with respect and professionalism. You should be recognized for your achievements in the classroom and appreciated for your generosity and nurturing words to our students and staff. BOCES is blessed with many exemplary professionals and I am grateful we have the opportunity to make a difference in so many lives.

There are presently many changes occurring within Capital Region BOCES. Our administration has changed over the past few months and new initiatives are being implemented in Special Education and Career and Tech. The TCIS trainings began over the summer and continue to be offered to our stand alone building. All staff will eventually be trained with the classes with the most challenging behaviors having top priority. There has been some concern from staff who feel they may not be able to pass the physical restraint section of the TCIS training. If you are medically unable to participate, you will need to provide a medical note from your physician. The Association and administration will work with each individual to insure your concerns are addressed.

November is the month in which Teaching Assistants must notify their respective principal as to which evaluation form they have chosen. All **untenured** Teaching Assistants must have a Supervisor Evaluation and tenured TA's can choose from the Supervisor, Growth Plan or Special Project evaluation. All **tenured** Teaching Assistant must have a Supervisor evaluation at least once every five years. This process should be meaningful and beneficial to your development as a professional in the teaching field.

I am pleased to announce we are making gains in hiring staff for all the TA/Aide opening we had from the start of this school year. As you know, being short staff causes so many difficulties and challenges within the classroom structure. Since there is a shortage of substitute's state wide it is essential that classrooms are staff adequately with full time employees to avoid injures to staff and students and insuring the students are getting quality instruction every day. Research shows that students with 1:1 or small group instruction make greater strides in growth academically. This kind of instruction cannot occur if there is a shortage of staff in a classroom.

In closing, I wish to extend my best wishes for a wonderful Thanksgiving holiday to each of you and your family. Try to think of at least one thing you are grateful for and remember you are appreciated by your co-workers and staff for the phenomenal work you do. I know I appreciate your dedication every day to building healthy relationships with our students. You each make a difference in a child's life and for this I give you thanks! Enjoy your break with delicious food, good conversations and enjoy making new memories with family and friends. Happy Thanksgiving everyone!

In Solidarity, Colleen Condolora

Retirees Corner

By Jeanette Christoff 518-356-0137

Greetings,

It is always heartening to learn of successful BOCES students. A few months back, I transported a friend to the St. Clare's out-patient clinic for a procedure. In a conversation with the post-surgery nurse, Jennifer J. P., my friend and I learned that Jennifer had been a student in Fran Yankowski's nursing class at Votec, as it was called back in the 80's. As we conversed about BOCES, a nurse, who was walking by, heard "BOCES", and stopped briefly to say that she, Cathy Jo D., had also had been in Fran's class. As the conversation continued, we learned that Jennifer had met and married a fellow who also had attended BOCES. The student, Ed P., had been in my Stan's Building Trades class. What a small world. Jennifer and Cathy Jo asked us to remember them to "Mrs. Yankowski", who was tough but good.

More recently, we learned of another BOCES graduate who is doing well. The student, Todd S. was enrolled in Dick Stigberg's Auto Mech Class in the 90's. Todd had successfully pursued a career in his field for many years, but found it was interfering with his hobby; cars. Todd loves to restore, repair, race and paint cars and his hobby was too much like his job. So he changed careers and now works in Building Trades. He has done some much needed repairs and painting in my home. He does nice work, (although I was married to the best.)

Of the 100's of students who walk through a teacher's classroom door, it is rare for them to know if or how they have contributed to their student's future. It is reaffirming to know that some were really paying attention and are using what you taught them.

RETIREE UPDATES

Anita Riccio, Teacher Sp. Ed., has returned from a River Boat Cruise in Europe. Her goal was to visit the countries of her maternal heritage. Among the places visited were Germany, Hungary, Austria, Slovakia, the Czech Republic, Venice, Brussels and the Danube River. Anita threw roses into the Danube where her aunt, the opera singer, had drowned many years ago.

Happy 90th Birthday to **Sylvia Goerg**, Supervisor. Syl was honored at a party given by Lauren Duffy, Speech Path, on Oct. 21st. Over 20 people were in attendance.

No-Cost Accidental Death and Dismemberment Insurance

All NYSUT members (both in-service and retiree) and agency fee payers are automatically provided with up to **$1,500 Accidental Death & Dismemberment (AD&D) Insurance** through Chubb Group Insurance Companies. This benefit includes Travel Assistance Services provided by Europ Assistance at no cost that focus on providing coordination services to travelers.

To report a claim, please contact NYSUT Member Benefits at **800-626-8101** or write to **NYSUT Member Benefits Trust, 800 Troy-Schenectady Road, Latham, NY 12110-2455** with the name and address of the person that should be sent claim forms.

This coverage is provided and administered by the NYSUT Member Benefits Trust.

No-Cost Accidental Death and Dismemberment Insurance

All NYSUT members (both in-service and retiree) and agency fee payers are automatically provided with up to **$1,500 Accidental Death & Dismemberment (AD&D) Insurance** through Chubb Group Insurance Companies. This benefit includes Travel Assistance Services provided by Europ Assistance at no cost that focus on providing coordination services to travelers.

To report a claim, please contact NYSUT Member Benefits at **800-626-8101** or write to **NYSUT Member Benefits Trust, 800 Troy-Schenectady Road, Latham, NY 12110-2455** with the name and address of the person that should be sent claim forms.

This coverage is provided and administered by the NYSUT Member Benefits Trust.

Union sues to stop SUNY charters' fake certification scheme

Saying that the move sells out the state's most vulnerable children "to score political points," NYSUT filed suit this week to stop the SUNY Charter Schools Committee from implementing illegal regulations that would "certify" teachers in some charter schools with just a month of instruction and a week of practice teaching. SED leaders called the plan an insult to the teaching profession. For more information go to the NYSUT website.

Regents approve Next Generation Learning Standards

While there's much more work to be done, NYSUT urges educators and parents to continue meaningful participation in the phase-in of the Next Generation Learning Standards approved this week by the Regents. The commissioner and Regents insist the standards are a work in progress and they invited feedback from the field as implementation is slowly phased in.

Disaster relief requires massive response: Here's how to help.

NYSUT seeks donations to its Disaster Relief Fund to provide needed resources to storm-ravaged Puerto Rico. Members of NYSUT and other unions are among the hundreds who have volunteered to join the recovery efforts. The easiest thing to do is donate, as a union or individually, to NYSUT's Disaster Relief Fund.

Reprinted from NYSUT articles.

Special Education

NYSUT Member Benefits... more than just insurance!

As an additional benefit to NYSUT members and their families, your union membership allows you to participate in more than 40 programs & services endorsed by NYSUT Member Benefits.

These offerings include crucial products that you may already purchase such as life, auto & homeowners insurance, unbiased financial services and expert legal advice. But your NYSUT membership also allows you to participate in a variety of shopping, travel and personal programs that can help you save on everyday purchases and those special occasions.

Our endorsed shopping/travel/personal programs offer savings on numerous online purchases, including:

Theme Park & Movie Tickets	**Office Supply Discounts**	**Electronics Discounts**
Hotel & Vacation Discounts	**Retail Store Discounts**	**Ski Tickets**
Car & Truck Rentals	**Concerts & Sporting Events**	**Car Buying Service**

Participation in Member Benefits-endorsed programs also gives you a trusted advocate ready to assist you with any issues or concerns with any of our programs.

SIGN UP BY JANUARY 31, 2018 TO BE ELIGIBLE TO WIN PRIZES THROUGHOUT THE MONTH!

Member Appreciation Month coming in February 2018!

As a show of thanks to the more than 600,000 NYSUT members that comprise this labor union, NYSUT Member Benefits will once again be holding our annual Member Appreciation Month celebration in February 2018.

Special prize drawings will be held each day of the month. To be eligible to win, you must be a member of our voluntary MAP Alert email service.

Sign up any time through the end of February 2018 to be eligible to win... but if you join MAP by January 31, 2018, you'll have the most chances to win!

To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.

MEMBER BENEFITS nysut

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.

Nov./Dec. 17

The TRIAD is published monthly for the Capital Region BOCES Faculty Association Membership. We appreciate any comments or suggestions you may have.

COMMUNICATION COMMITTEE AND TRIAD NEWSLETTER STAFF

TRIAD Co-Editors:
Susan Kusalonis—skusalonis@gmail.com
Vacant

Website Editor
Barbara Burnham, baburnham@gmail.com

Web Site: www.crbfa.org

Contributing Staff and Committee:
Dan Darpino
denialjames@aol.com
Jeanette Christoff
jankachristo@juno.com
Catherine Jakway
mssmartypants429@nycap.rr.com
Kevin Rheden—krheden@aol.com
Gretchen McDonough and Transition Class

Capital Region BOCES
Faculty Association
1015 Watervliet Shaker Road
Albany, NY 12205

Address Service Requested

PRESORTED
STANDARD
U.S. Postage PAID
ALBANY, NY
Permit No. 237

Things you might want to do

Boredom busters: Suggestions for adults—MyDomaine.com/things-to-do-when-bored… for kid—BuzzFeed.com (search "Boredom Busters Kids").

Life expectancies: Look up the average number of years left for people of different ages and genders. SSA.gov/oact/STATS/table4c6.html

Surgery lookup: Get information for 450 surgical procedures and topics such as anti-nausea drugs, hysterectomy, lumpectomy, splenectomy, tendon repair and may other related subjects. Each entry has a standardized format that includes the definition, diagnosis, risks and more.

SurgeryEncyclopedia.com

Sunshine Co-Chairpersons

Val Marco
Vmarco@nycap.rr.com
518-356-9040

Sandy Smith
shortmom02@yahoo.com
518-869-7421

Please let either know if someone needs cheering up, congratulations, get well or condolences.

Disclaimer for Articles in the TRIAD

The articles contained in the TRIAD are proofed by the Communication Committee and the individual's opinion and do not reflect the opinion of the Executive Board of Rep Council or the Communication Committee of the Capital Region BOCES Faculty Association. They are strictly for your information and enjoyment.