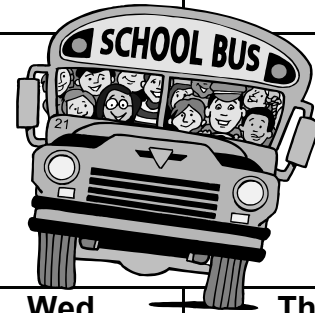


MARK YOUR CALENDARS...

August 2008

Sun	Mon	Tue	Wed	Thu	Fri	Sat
24	25	26	27	28	29	30
		First workday for 190 day employees (at standard school-year worksites)	Planning Day	Planning Day	Schools and Offices Closed	
31						



September 2008

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
	Labor Day Schools & Offices Closed	Planning Day	First day for students (at standard school-year worksites)			
7	8	9	10	11	12	13
			Building Rep. & Membership Meeting Cleveland HS Library 5:30 PM-7:30 pm			
14	15	16	17	18	19	20
			E-Board Meeting PFTCE Offices 5:30 PM-7:30 PM			
21	22	23	24	25	26	27
28	29	30	LOOKING AHEAD...			
			October 10th: Statewide Inservice- No School (All 190, 200, and 210 employees off)			
			October 24th: Planning Day— No School (for students)			

Building Representative & Membership Meeting: Cleveland HS Library, Wednesday, September 10th, 5:30-7:30pm

Please attend this **IMPORTANT** first meeting of the new school year!

President Tom Smith will make a "State of the Union" presentation. Your health care benefits, contributions, and changes will be discussed. The Constitution Committee will present recommended changes to the PFTCE Constitution and Bylaws.

"A Union of Professionals...Working with Children"



August 26, 2008

THINKING OUT LOUD...



BY TOM SMITH
PFTCE PRESIDENT

You know those things you put aside and say, "I'll get to that when things slow down"? Well, I've learned not to set those things aside because things NEVER slow down around here. I'd like to bring you up to date on what we've been working on this summer.

A big item was the AFT National Convention in Chicago. Your Executive Board COPE V.P. Louise Currin and myself were in attendance, as well as past PFTCE President, Val Jack, who is now representing the AFT-OR Retiree Chapter. We spent many hours in Committee meetings and on the floor of the convention debating and voting on amendments and resolutions. 3,500 delegates can really bring diverse points of view. We also elected new national officers. Lorretta Johnson, a former teacher's assistant in the Baltimore School District, is the first classified employee to hold a national office. She is the new executive V.P.

Louise Currin, Lorretta Johnson, & myself

Hillary Clinton joined us and gave a very rousing speech, and Barack Obama addressed us via closed circuit TV. AFT, representing 1.4 million members nationwide, passed a resolution to endorse Barack as the next President of the United States.

Another resolution of note is, of course, the obligatory "Per Cap Increase." Let me explain a little about dues...

The amount that shows on your pay stub as PFTCE Dues is, after collected from you by PFTCE, separated out to our affiliates. AFT-Oregon gets 43.6% (or 43.6 cents of every dollar), AFT National receives 28.5%, AFL/CIO, and NWOLC's share is 3.4%. PFTCE keeps only 24.5% to run our union.

PFTCE has not had an increase on our portion since 2005 and we will not have an increase for 2008/2009.

AFT-Oregon had a \$0.75 "pass through" increase in 2007, there will not be an increase from them this year.

The delegates at the AFT National convention did pass a resolution to increase the Per Capita Dues by \$0.65 per full paying member starting in September. A full paying member is one that makes more than \$34,492.00 as a PPS employee, and they will pay \$0.65 more a month, or \$7.80 per year. If you make between \$12,000 and \$34,492 you pay half member dues of \$0.33 more a month, or \$3.96 per year. And below \$12,000 you pay a quarter member dues of \$0.16 more a month, or \$1.92 per year. You will see these increases on your September pay check and these monies will keep our national union a strong, important, powerful unit that will continue to work for us and the rest of the 1.4 million members it represents nationally.

Our new contracts were printed this summer, we will be sending those to your worksites when school resumes, along with pocket calendars for the new year. Your building rep will be distributing these items. Belinda Reagan, PFTCE Field Rep will be coordinating this project.

Your Executive Board met in a day long retreat on August 6th to critique the past year and plan for the new year. We had a very busy, eventful day, planning, talking, listening and making decisions regarding our union.

I will be making the "State of the Union" speech at our first membership meeting on Wednesday, September 10th at Cleveland High School, in the Library, 5:30pm - 7:30pm. I have lots of important information for you. We will also have the first reading of some very important changes that our Constitution Committee is recommending to our Constitution and By-Laws. PFTCE Members - **THIS IS YOUR UNION** - and the committee's recommended changes reflect that power and responsibility.

We will also be discussing upcoming changes to health care contributions and costs, and how these changes will affect you. Take this opportunity to get your questions answered!

Please plan to attend and keep up the momentum and interest we developed last year. I know it's the second week back to school, but it's only a couple of hours, and there's plenty of parking. Let's keep this union energized! When I was a special ed assistant at Whitaker M.S. back in 1985, I came to a couple of union meetings, then became a distributor, then a Building Rep, then an E-Board Officer, then Field Rep and now President. It all started with a union meeting. I know the next several Presidents are out there amongst you, come to a meeting and see if it's you!

I am looking forward to a wonderful new school year working with you all and for you all as your President.

FIELDING YOUR QUESTIONS...

BY BELINDA REAGAN
PFTCE FIELD REPRESENTATIVE



Often, very legitimate concerns are directed to our office regarding employees rights. I have no doubt that, if one employee is reporting a problem, dozens more are being affected. Please read the following questions carefully. If you find yourself in a similar situation, and need help to rectify it, please call us immediately at (503) 236-3497!

Q: My supervisor has told me (& other classified employees in the building) that we must notify her BEFORE we contact anyone at the Union. Is this true?

A: I can hardly sputter out my answer! NO! YOU DO NOT NEED TO TELL YOUR SUPERVISOR THAT YOU ARE CONTACTING YOUR UNION, under ANY circumstances! Federal labor laws protect your rights to access your Union, and its representatives.

Q. The principal at my school was LIVID that we (the Classified staff) invited a PFTCE Union representative to speak to us, before school hours, regarding Union matters. She claims that Union representatives must have HER permission to come to the school and speak to staff.

A. Again, WRONG! Article 4-C of our contract states, "The District shall permit Federation Representatives to visit the school district buildings." Meeting with members before or after their work hours, or during a lunch break is customary. When Tom or I visit a school, we always attempt to announce ourselves to the building supervisor, sometimes without success. Under no circumstances must you tell anyone that you are meeting with a Union rep, as long it is outside of your work hours.

Q. My principal recently told me that I would now be the AV Coordinator this year because no one else wants to do it. Do I have to take on this duty? It is not part of my job description. She has told me that there aren't funds to pay me because classified personnel don't get paid for doing ER duty—only teachers do. Is that true?

A. No, you do not have to act as a Coordinator, unless you choose to, and then, only if you are paid "ER Pay". AV Coordinator, just like other "coordinator" jobs that are listed in the PAT contract (Yearbook Coordinator, Career-Ed Coordinator, Computer Coordinator, etc.) are PAT (Certified Staff) positions called "Extended Responsibility" duties. These tasks must first be offered to certified staff, and if no one accepts, may THEN be offered to classified staff, but only if they wish to accept the job. Any employee performing an ER duty MUST be paid ER pay (based on a teacher's salary) for any ER job listed in the PAT contract, regardless of their Union affiliation. In other words, if you willing to accept this duty, your supervisor must pay you.

Q. I am a one-on-one paraeducator working with a student that requires full-time physical care and attention. Last school year, I was told, by the classroom teacher with whom I work, that I had to attend Outdoor School to take care of this child. Once there, I was required to stay with him from early morning to bedtime each day, but was then paid only for my standard seven hour day, with an Outdoor School "stipend". Some days, I was working with the child for twelve or more hours. When I received my paycheck, I did not get any overtime for the extra hours that I actually worked, in excess of my standard seven. Was this right?

A. Before I explain why you were paid incorrectly, let me state, in no uncertain terms, that no one—not your supervisor, not the teacher with whom you work—may tell you that you MUST attend Outdoor School with a student !!! No employee may be REQUIRED to perform this task. Attendance at Outdoor School is totally voluntary. If students' needs cannot be met by PPS employees, MESD paraeducators will provide care for these students.

As to the overtime issue, no, that wasn't handled correctly, either! You should have been paid for all hours you were required to work with/attend to the student. If your normal work day is seven hours long, and you worked twelve hours on any particular day while at Outdoor School, then you must be paid for five full hours of overtime. The \$40.00 stipend is paid IN ADDITION to your standard pay and overtime, and is intended only to compensate you for leaving your home, and family, to attend Outdoor School—not to cover the cost of overtime. (PFTCE, on behalf of this employee, contacted payroll, and she was paid for those extra hours.)

One final note...if you have questions regarding your PFTCE contract, please call us here at PFTCE (503)236-3497, or email me at belinda@pftce.org. We like to consider ourselves the contract "experts", and we'd like to eliminate the inadvertent spread of contract misinformation from non-Union sources!

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AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to dtdisclosure@aft.org; or visit www.aftplus.org/disclosure.

ITEMS OF NOTE...

LABOR DAY PICNIC: PFTCE will join our AFT-Oregon brothers and sisters at the Northwest Labor Council's annual Labor Day picnic at Oaks Park. Pack a picnic, bring your family, and come join us for a day of fun on Monday, September 1st.

CHANGES TO HEALTH INSURANCE CONTRIBUTIONS: As of October 1st, the District's contribution to our health insurance benefit will increase. This will positively affect all of those enrolled in health plans through the PPS Health & Welfare Trust. Your individual contributions, deducted from your paycheck, will decrease greatly for the following four months, giving you a brief respite from the current rates.

Unfortunately, our plan carriers, Providence and Kaiser, have announced significant premium rate increases for 2009, which will go into effect February 1st, following "open enrollment". Employee contributions will once again increase.

We will address your health insurance questions, and ask for your input at our September 10th meeting at Cleveland High School. Please join us.

The TRUE FACTS about UNION FACTS: Recently, the anti-union group "Union Facts" has been spewing forth anti-union myths on television ads.

Richard Berman, the name behind "Union Facts" and his "Union Facts" organization, has a campaign to prevent any increases in the minimum wage. Its supporters are corporations whose goal is to weaken the labor movement in the U.S. Berman is also distinguished as the person who attacked Mothers Against Drunk Driving (MADD) on behalf of the alcohol industry.

The efforts of PFTCE and AFT efforts are "people-powered" through grassroots action. This is a tall order, considering that our enemies are well-funded by the deep pockets of corporations and multi-millionaires with anti-union, anti-worker agendas.

RUNNING ON EMPTY? DIALING '211' MAY HELP...

Are you struggling to make ends meet? Are you in fear of losing your home? If you need help, and don't know where to turn, the "211info" program may be able to direct you to community resources to help you through a financially difficult time.

"211info" can be reached by phone in Oregon simply by dialing "211", or go to their website at www.211info.org. They provide information on everything from counseling, to assistance with gas money or bus fare. Check them out...

BECOME A FULL PFTCE MEMBER ...

...BY COMPLETING THE FORM BELOW

Yes, as a member of the educational team, I want to join the Federation and show my commitment to positive change in educational quality and working conditions for PFTCE Classified Employees.

Not certain if you're already a FULL MEMBER? Just give us a call at (503) 236-3497, and we'll check our records.

Name _____ Work site _____

Residence _____ City/State _____ Zip _____

Telephone () _____ Employee ID# _____

Work email address _____

Position:

<input type="checkbox"/> Secretarial/Clerical	<input type="checkbox"/> Educational Assistant	<input type="checkbox"/> Paraeducator
<input type="checkbox"/> Community Agent	<input type="checkbox"/> Campus Monitor	<input type="checkbox"/> CNA
<input type="checkbox"/> Library Assistant	<input type="checkbox"/> Sign Interpreter	<input type="checkbox"/> OT/PT
<input type="checkbox"/> Instructional Tech Asst.	<input type="checkbox"/> LPTA/COTA	<input type="checkbox"/> Other _____

I authorize School District No. 1 to deduct Federation dues from my payroll.

Signature _____ Date _____

FAX to (503) 236-3694, or send by PONY to PFTCE