

West Suburban Teachers Union, Local 571, IFT, AFT, AFL-CIO

Union Messenger

"A Union of Professionals"

WSTU May Calendar

4/29—Deadline for registration for 571 IMRF Seminar
 5/4—571 IMRF Retirement Seminar—Westmont
 5/16—571 EB Mtg.—Westmont - 5:30 p.m.
 5/16—571 HOR Mtg.—Westmont - 6:45 p.m.
 5/16—Vote for 571 proposed budget

Union Messenger

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Supreme Court Decision?

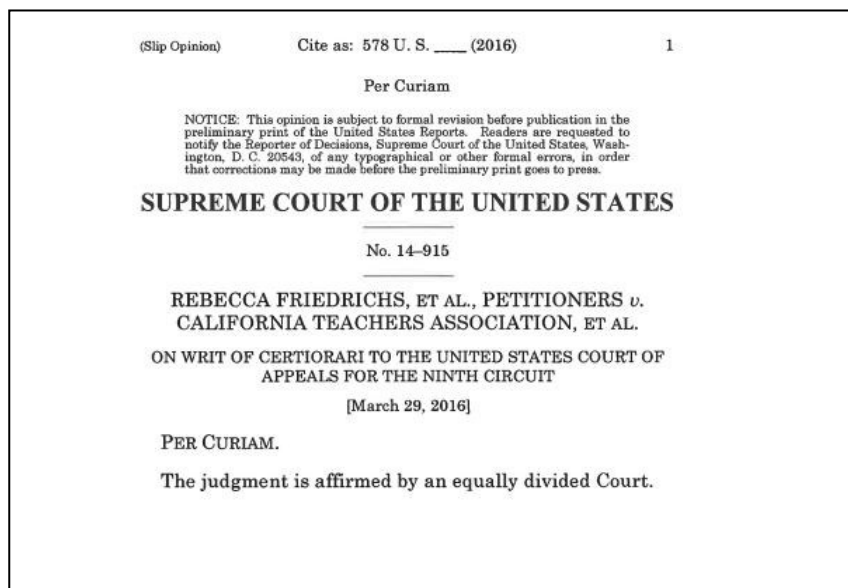


In a one sentence decision, the U.S. Supreme Court still allowed public worker unions to have legal doubts coming out of the now famous *Friedrichs v. California Teachers Association*. The Justices wrote:

"The judgment is affirmed by an equally divided Court."

The ruling was unsigned in the 4-4 split vote.

What does this mean?



During the oral arguments on January 11, 2016, the five conservative justices seemed ready to overturn a 1977 decision. Rebecca Friedrichs and nine other California teachers argued the agency fee system violated their First Amendment rights by forcing them to subsidize political activities which they don't support. Employees can't be forced to join a union, but many do. Union members' dues support the union's activities which range from collective bargaining to political advocacy. The non-joiners pay the agency fee to the union to help fund collective bargaining work. Agency fees can't be used for the union's political purposes.

Small Group Success

by Bonnie Saracco

The ability to work in a small group is an important life skill, especially necessary in today's complex workplace. Research shows that using cooperative small group work in the classroom gives students the

opportunity to develop cooperative group effectiveness as well as critical thinking and other higher-order skills. AFT recognizes that using small group instruction effectively is a

complex teaching skill which requires extensive planning, and has put together practical guidelines to help.



Small group projects should resemble those in the work world rather than ordinary classroom work. They should be interesting and challenging, and involve a variety of activities. Discussion, interviewing, model drawing and building, observing, and manipulating all lend themselves to small group work.

Materials should be carefully prepared, and instructions should be clear and written. Time management planning is important so that students can understand the task, get started, complete the activity, and get feedback within the allotted time. Back-up activities should also be planned in case the group work is completed with time to spare.

Within this framework, as far as possible, authority should be delegated to allow students to make decisions and solve problems for themselves. Appointing a group facilitator can make this a smoother process. Facilitators should be trained to help everyone participate, consider each other's feelings and opinions, use reasoned thinking, and keep moving forward.

Group projects which extend over time are most apt to require many desirable behaviors by students.

These behaviors often need to be taught and practiced. Also, long term projects require regular checkpoints and feedback, with additional resources and supports provided as needed.

Perhaps the most important part of planning cooperative small group instruction is minimizing off-task behavior by promoting student participation. Studies have found that students demonstrate increased participation when these factors are present:

- Conceptual tasks are included to give the students with weaker basic skills the opportunity to participate meaningfully.
- When working on lower level skills, such as mastering facts, competition among groups can increase students' motivation to help others within their group.
- Roles and norms should be taught beforehand and enforced.
- Participation increases when groups are mixed by gender, ethnic group, and academic achievement.
- In addition to helping the other group members reach a goal, each student should be responsible for an individual part of the project.
- Each student must understand the criteria by which the individual and group projects will be evaluated, and feedback by both the teacher and peers should offer support throughout the group activity.
- Students understand that a test or quiz on the material will be given after the project. Group members can contribute items to this evaluation if appropriate.

We all know that effective group work is not simply having students working together on a task, which can quickly deteriorate into a myriad of problems and a lot of wasted time. But effectively using small group work is such a powerful teaching model for today's world that it is certainly worth the considerable time and effort.

Local 571 Professional Development Courses Summer 2016

Need PD Hours?



If so, don't forget to register for one or more of the Local 571 professional development classes and professional development workshops being offered this summer at the Robert M. Healey Conference Center in Westmont, Illinois.

The registration fee is \$50 each (\$100 for non-members) for the week-long classes. This non-refundable registration fee includes the manual, lunch each day, and 30 professional development units. For an additional charge, participants in these classes have the option of receiving either two graduate credits from Governors State University or two undergraduate credits from Prairie State College.

The full-day and half-day workshops are free to members. Lunch will be served and participants will receive professional development units (see information below).

The week-long classes will be:

- ✓ **Beginning Reading Instruction** - 30 PD units - 5 sessions - June 13 thru June 17 (8:30 a.m.—3:00 p.m.) - registration deadline: May 27
- ✓ **Thinking Mathematics K-2: Common Core Edition** - 30 PD units - 5 sessions - June 13 thru June 17 (8:30 a.m.—3:00 p.m.) - registration deadline: May 27
- ✓ **Thinking Mathematics 3-5: Common Core Edition** - 30 PD units - 5 sessions - June 13 thru June 17 (8:30 a.m.—3:00 p.m.) - registration deadline: May 27

The single-day workshops will be:

- ✓ **Start the School Year Right** - 6 PD hours - Monday, June 27 (8:30 a.m.—3:00 p.m.) - registration deadline: June 17
- ✓ **Instructional Strategies for Common Core English/Language Arts** - 3 PD hours - Wednesday, June 29 (8:30 a.m.—11:30 a.m.) - registration deadline: June 17
- ✓ **Supporting Grieving Students** - 3 PD hours - Wednesday, June 29 (Noon—3:00 p.m.) - registration deadline: June 17

For more information, please visit the Local 571 website at www.wstu571.org. There you will find complete information for each class and workshop and the registration forms. You may also contact Judy Jennings by phone at 630-468-4098 or by e-mail at jjennings@ift-aft.org to request a registration form.



A Retirement Information Seminar for Local 571 Support Staff Members

*Sponsored by the
West Suburban Teachers
Union Local 571*

WHAT: IL Municipal Retirement Fund (IMRF) Seminar for Union members only

WHEN: Wednesday, May 4, 2016
5:00—7:30 p.m.

WHERE: Robert M. Healey
Conference Center
500 Oakmont Lane
Westmont, IL 60559

COST: Free

AGENDA: Light dinner followed by a presentation by a representative of the Illinois Municipal Retirement Fund

R.S.V.P.: If you plan to attend, contact Judy Jennings by **April 29** at 630-468-4098 or jjennings@ift-aft.org.



Union Plus® Mortgage program - with financing provided by Wells Fargo Home Mortgage

Home financing benefits designed with union families in mind



If any of your buyers are active or retired union members, or their parents or children, they may be eligible for special home financing benefits through the **Union Plus® Mortgage program** (for participating unions).

Talk to me – and find out how a **Union Plus Mortgage**, provided by Wells Fargo Home Mortgage, may benefit your customers.

Look into the benefits of the Union Plus Mortgage program

Whether your customers are buying or refinancing a home, this program can help them reach their homeownership goals — with valuable programs and tools, a wide range of financing options, and the following benefits:

- **\$500 award** — when members buy or refinance with Wells Fargo Home Mortgage we will send them a **\$500 My Mortgage Gift™** award, for use at participating retailers.¹
- **Mortgage assistance** — an interest-free loan or grant from **Union Plus**, if they become unemployed, disabled, locked out or are on strike.²
- **\$500 First-Time Home Award** — eligible first-time buyers have an opportunity to earn the award from **Union Plus**.

Call me today!

I'm a **Union Plus Mortgage** specialist with Wells Fargo Home Mortgage — and I'm here to help you and your buyers with home financing that meets their needs.



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2. The Union Plus® Mortgage Assistance Program is provided and administered through the AFL-CIO Mutual Benefit Plan ("The Plan"), which is not affiliated with Wells Fargo Bank, N.A. Additional information about this program and eligibility criteria can be obtained at www.unionplus.org/assistance.

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571 Members Make a Difference

April 1—Day of Action

Julie McShane (Lyons Council) and Jane Russell (Retirees Council) march/rally in solidarity with their University Professionals, Local 4100 sisters and brothers on the April 1 Day of Action at Northeastern Illinois University, Chicago.



Local 571 Professional Development Graduates—Winter

Attendees participated in two successful PD evening workshops held in February and March, 2016. Bonnie Saracco, workshop instructor, worked with attendees to provide research-tested techniques for effective classroom arrangement and group management. The second workshop included time on task and minimizing the troubling aspects of homework.

Members of several councils also completed the winter professional development class offered through WSTU. Reading Comprehension Instruction (RCI) focuses on research and exemplary practices that help students acquire strong reading comprehension skills. RCI is most closely aligned to K-8 Reading Literature and Reading Information Text sections and to K-8 Vocabulary Acquisition and Use sections of the Language Strands for the Common Core State Standards (CCSS). Additionally, the RCI course content supports the teachers' ability to meet criteria of domains in the Danielson Framework.

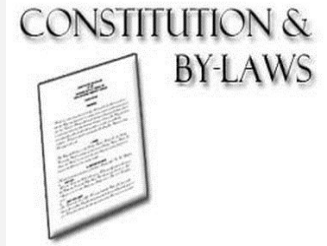
WSTU Professional Development courses are offered in both the winter and summer with knowledgeable instructors trained by AFT national trainers.



Back row (l->r): Mike White (PAEC), RCI Instructor Jane Russell, Cecilia Navata (Cicero), Mary Ann Wilcer (Elmhurst PSRP), Fatima Norwood (Proviso PSRP), Carolyn Mascow (Franklin Park Teachers)
Front Row (l->r): Jeanette Burton (Indian Springs Teachers), Lisa White (Indian Springs Teachers), Raleigh George (PAEC), Kathy Bua (PAEC), Cathy Pope (Rosemont)

Convention Delegates and the Work of the Union

Over 60 Local 571 members worked to make the West Suburban Teachers Union convention a success. Thirty-nine members attended the March 9, 2016 convention assembled where the local's Constitution and By-Laws were amended by the delegates. The last convention was held in 2011. The changes in the Local's Constitution and By-laws' directly affect all of our members as well as the councils of Local 571.



The Constitution and By-Laws Committee chaired by 571 Financial Secretary Jon Pazol, met to review potential amendments. There were 18 proposed changes this year with the committee meeting to ensure there was cohesiveness between proposed changes and the total document. The local officers and staff also met to provide assistance on appropriate wording. The draft amendments were then shared with the WSTU House of Representatives which made the final recommendation before being sent to the convention delegates for their review one month prior to the convention.

The 571 Convention Committee chaired by Vice-president Katy Padberg, also met in preparation so that the convention business could be conducted as planned. Committee members made sure the delegates were registered the day of the convention. Robert's Rules of Order are used to provide a framework for the adopted convention rules of conduct and its proceedings. The number of delegates must be certified so that business can be conducted to make changes in the local's Constitution and By-laws. And, since the proceedings are so important, a Parliamentarian, an expert in Robert's Rules of Order, is present to provide assistance to the local officers both before and during the convention.

The newly revised document is being updated and will be available in electronic form for all members to review in late spring. In order to obtain a copy of the Local 571 Constitution and By-laws, please make the request to your council president.

Although the Local's Constitution and By-laws have just been amended, we are always mindful that the document can be improved and are already planning for the next convention. Many Local 571 members have helped to make the Local 571 Constitution and By-laws a timely, working document. The local officers appreciate everyone's efforts and thank them for participating in the 2016 West Suburban Teachers Union Convention.

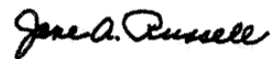
Supreme Court Decision? (cont.)

In the *Friedrichs* case, the lower court ruling of the U.S. Court of Appeals for the Ninth Circuit was upheld. The deadlock vote occurred after the recent death of Justice Antonin Scalia, whose vote most likely would have overturned the 1977 *Abood v. Detroit Board of Education*, a decision that became the basis for public-employee contracts. For states with agency fee (fair share) laws, there are no changes. The Union's right to collect fair share remains intact.

If the *Friedrichs* case is to be reheard, a rehearing request was to be filed up to 25 days following the March 29, 2016 ruling. But there is some confusion now if the case can be heard a second time because of the equally divided decision. If the court decides not to rehear this case, a different case involving the agency fee question would have to work its way through the lower courts and possibly reach the U.S. Supreme Court with a full bench. The timing depends on whether a ninth justice is appointed before or after the 2016 presidential election.

It should now be obvious that the U.S. Supreme Court can directly affect public sector unions and their members. We may have won this battle, but the war on labor unions will continue by the right wing organizations seeking to win by judicial decree what they have been unable to win by the democratic process.

In unity,



Local 571 President

Cathy's Corner

Selected books about education and labor will be reviewed each month by various members. Cathy Pope, Rosemont Council President and Local 571 Secretary, would like your suggestions on what education/labor books you might be reading and want to share with others. Please send your suggestions to 571editor@gmail.com.



Tough Liberal: Albert Shanker and the Battles Over Schools, Unions, Race and Democracy by Richard D. Kahlenberg



On May 9, 1916, the American Federation of Teachers was founded in Chicago. 100 years later as we celebrate, we can't pass up the story of one of the major forces in our rich history, Albert Shanker. The name of the book is *Tough, Liberal: Albert Shanker and the Battles Over Schools, Unions, Race, and Democracy*. It was written by Richard D. Kahlenberg. Aside from his many accomplishments in the areas noted in the title, I found that after over 20 years as President of the American Federation of Teachers, he was instrumental in changing the perception of teachers by having them recognized as professionals. This book tells his story, showing how his politics, including issues beyond education, represented a road not taken by many liberals. He had many opinions about issues such as national standards and charter schools, which are a big part of our education policy today. Pick it up, read and learn from one of the masters.

Retiree News

MAY HAPPENINGS

5/4—Presentation & Luncheon: “Fraud Watch Network Developed by AARP”

5/19—Retirees Council meeting and election of officers

5/25—Luncheon & Show: *Hazel*—Drury Lane Theatre Oak Brook



Become a Master Teacher in Illinois

The Illinois State Board of Education announced the opening of the 2016 Spring Window for the Illinois **\$1900** NBPTS Candidate Subsidy on February 16, 2016. The National Board Resource Center at Illinois State University will process applications for eligible Illinois teachers and counselors. Funding has been made available for 500 candidates.

The NBPTS certification process takes from one to three years to complete. Throughout this period, candidates:

- * Analyze and reflect on student learning, based on small and large group work with students, which is supported by video recordings of classroom teaching.
- * Analyze and reflect on student learning using student work samples.
- * Document accomplishments of working with families, the community, colleagues and the profession and show evidence of how that work impacts student learning.
- * Respond to online assessment exercises that demonstrate subject-matter expertise.

Important Information:

Revisions to the Certification Process - Certification has been revised to make the process more flexible and efficient for teachers, to incorporate the latest research, and to reduce the cost.

Crosswalk Illinois Education Initiatives and National Board (NBPTS) - ISBE education initiatives align to National Board Five Core Propositions.

National Board Certification is the only avenue to become a Master Teacher in Illinois.

NOTE: The Illinois National Board Subsidy application closes on May 3, 2016.

For additional information visit: <http://www.nbrc.illinoisstate.edu/>



Morton Council Teachers **Winners of the “The Biggest Loser”**

Roberto and Luis Hernandez were both winners at “The Biggest Loser” finale on NBC. Roberto lost 160 pounds and won the grand prize. His twin brother Luis, lost the largest percentage of weight among the eliminated contestants, 45.13%, and was the ‘at home’ winner. It’s the second time that twins have won on the show.

Congratulations on a job well done!!

Photos courtesy of: Chris Haston/NBC



GREAT LAKES ULI is a four-day training and leadership development program to be held **June 26-30, 2016**, at **Lake Lawn Resort in Delavan, Wisconsin**.

It is co-sponsored by the Illinois Federation of Teachers and the American Federation of Teachers. The courses are designed to enhance local capacity for all AFT constituency groups (Healthcare, PSRP, Public Employees, Higher Education, and Teachers).

Its purpose is to provide hands-on learning of union skills, to acquaint you with AFT and IFT issues, and to give you a chance to exchange information with your union brothers and sisters in a relaxed, casual setting with wonderful resort amenities.

The program is designed with the needs of the Great Lakes region in mind, therefore members from the Great Lakes region will be given priority in registering for courses.

The program is open to any AFT member.



2016 COURSE OFFERING:

- **UNION LEADERSHIP SKILLS**
- **EFFECTIVE GRIEVANCE ADMINISTRATION - Part 1**
- **INTRODUCTION TO NEGOTIATIONS**
- **COMMUNICATING OUR UNION MESSAGE TO OTHERS**

Questions? Contact Your Council President!

For additional information visit:

<https://www.ift-aft.org/professional-development/union-leadership-institute/great-lakes>

Did You Know?

Earth Day—Friday—April 22

Earth Day is a day that is intended to inspire awareness and appreciation for the Earth's natural environment. Earth Day was founded by United States Senator Gaylord Nelson as an environmental teach-in first held on April 22, 1970. In December 1970, Congress authorized the creation of a new federal agency to tackle environmental issues, the U.S. Environmental Protection Agency (EPA).



Administrative Professionals Week—April 24-30 Administrative Professionals Day—Wednesday—April 27

Administrative Professionals Day and Administrative Professionals Week are widely observed in many workplaces in the United States and other countries around the world. Many employers and supervisors arrange events to show their appreciation of the work carried out by administrative professionals, to highlight their importance to the organization and to enhance their work-related skills.

Take Your Daughters/Sons to Work Day—Thursday—April 28

Acting on research that showed adolescent girls received less attention than boys, this day was initiated in 1993 by the Ms. Foundation for Women. The intention was to give girls additional direct attention and an insight into work opportunities available to them. It's popularity quickly sparked interest by the boys, who soon felt left out and were required to go to school for the day, while the girls "got the day off." As a result, the day has turned into "Take Your Son or Daughter to Work Day" in many areas. While this takes away from the original intent to give more attention to adolescent girls, it has become a valuable and popular career day opportunity for girls and boys alike.



What's Missing from the Messenger?



Is there something innovative or exciting happening at your school? If so, we want to hear from you! Email your news to Robin Hancock at: 571editor@gmail.com

We're on the Web!!!
www.wstu571.org

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