

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

Union Messenger

"A Union of Professionals"

WSTU September

- 9/8—Worksite Leader Training Workshop -
Module 1 - 4:30 p.m. - Westmont
- 9/9—Reservation Deadline for 571 Legislative
Breakfast
- 9/14—Registration Deadline for Electing Sup-
portive School Board Members Workshop
- 9/15—Worksite Leader Training Workshop -
Module 2 - 4:30 p.m. - Westmont
- 9/19—Electing Support School Board Members in
April 2017 Workshop - 4:30 p.m.
- 9/19—571 EB Mtg.—Westmont - 6:30 p.m.
- 9/22—Worksite Leader Training Workshop -
Module 3 - 4:30 p.m. - Westmont
- 9/24—571's Legislative Breakfast
- 9/29—Worksite Leader Training Workshop -
Module 4 - 4:30 p.m. - Westmont

Union Messenger

Jane Russell, President
Katy Padberg, Vice President
Sandra Erickson, Treasurer
Cathleen Pope, Secretary
Jonathan Pazol, Financial Secretary
Brett Blair, Legal Defense Secretary
Julie McShane, COPE/PAC Chairperson
Tom Smith, IFT Field Service Director
Arnavaz Mistry-Mujthaba, IFT Field
Service Director
Judy Jennings, Office Manager
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571 Web Administrator
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Committed, Powerful, Engaged

Society asks a lot of educators. The union also asks a lot of its members. The two are inextricably tied together. Our students, our families, our communities need our help. How do we, as IFT education members, respond when asked, "If not you, then who?" and "If not now, then when?"



This is an especially busy time of the year and will be through the end of 2016. Much is happening and we need to be involved. The passage of the federal law, Every Student Succeeds Act, in December of 2015, will affect all of us, hopefully unlike No Child Left Behind did, for fifteen long grueling years of oppression for our students and their learning. We have an opportunity to get the implementation of ESSA right, but your expert input is needed. There is not much time as a final draft of the ESSA state accountability report is due to be sent to the

Illinois State Board of Education by the end of the year. Go to www.ift-aft.org/ESSA to help be part of the change.

Labor 2016, all labor groups guided by the Illinois AFL-CIO, are working together on federal, state and legislative races. I probably don't need to describe the lack of significant work in either Congress or the Illinois legislature in the last year. We have to be sure that the candidates who support education, labor unions, and indeed the middle class, are elected/re-elected. Tens of millions of dollars are being used against many of our staunchest supporters. We don't have millions of dollars, but we have hundreds of thousands of Illinois union members. Please volunteer your time in any of these campaigns. Contact your council officers for additional information on how you can be an activist in the Labor 2016 campaign.

When asked, "If not you, then who?" Will your response be, "Yes, I will give a couple of hours of my time to volunteer."

When asked, "If not now, then when?" Will your response be, "I will choose to help as soon as I can, and sometime before the end of 2016."

The officers and staff hope you all have a great 2016-17 school year. We look forward to working with you.

Thank you in advance for all you have done and all you commit to do.

In unity,

Jane A. Russell
Local 571 President

“YOU did that!”... Margaret Haley and the Chicago Birth of AFT

By Bonnie Saracco

Minnesota Senator Amy Klobuchar’s speech was one of the many highlights of the American Federation of Teachers 2016 Convention. Commemorating AFT’s 100th anniversary, she reminded us of many proud episodes in our history. After each one, she reminded us, **“YOU did that!”** We can learn these stories to experience the pride that we should rightly feel as members. I was fortunate to learn some of this history at the convention.

AFT began 100 years ago in Chicago with the work of Margaret Haley. This incredible woman was only sixteen and had little more than an elementary education when she began teaching in Packingtown, a deplorable Chicago neighborhood in back-of-the-yards. School conditions were prisonlike. Up to 60 students were packed into each dilapidated classroom. Teachers’ salaries were about the same as those of people who washed cars.

Chicago teachers were incredibly powerless.

Eighty-five percent of them were women, and therefore could not even vote. But when well-connected corporations were given a pass on paying their taxes with the result that the teachers were not given a promised \$50 a year raise, Haley organized her colleagues and founded the Chicago Teachers Federation.

She prepared a lawsuit against the corporations by teaching herself law and finance. She often got access to needed information by “playing dumb” when talking to powerful men who discounted her brains and ability. Eventually the case against the corporations went to court, and the Chicago Teachers Federation won. Although it didn’t result in much improvement in their salaries, they gained publicity and credibility. Even John Dewey wrote an article titled “Why Teachers Need Unions.”

Haley then proposed and brought about the radical move of the Chicago Federation of Teachers joining the Chicago Federation of Labor, a powerful organiza-

tion which represented half of Chicago’s workers. This gave the Chicago Federation of Teachers real legitimacy, and the teachers’ union movement expanded quickly. **Soon it became the American Federation of Teachers, which grew from eight to 174 locals in two years.**

The early AFT fought many of the same battles that we have today. They fought against the American Book Company’s monopoly on curriculum; we fight Pearson. They fought the unhealthy influence on



schools by Rockefeller and Carnegie; we fight the powerful influence of backers of for-profit charter schools.

Unfortunately, it would take decades for Haley’s work to come to real fruition. Chicago businessman Jacob Loeb was able to get the Loeb Rule enacted, making it illegal for teachers to join unions. Many teachers were fired, including Haley’s sister Emily. AFT had reached its first huge pushback, and many locals were forced to disband.

Today we all benefit from the courage of Margaret Haley. Almost 100 years later, the Illinois General Assembly tried to make it impossible for Chicago teachers to strike by requiring a 75% agreement on any strike vote. Faced with incredible disrespect, 95% of the Chicago Teachers Union members voted to strike. The vote took place in the Auditorium Theater, the exact space where Margaret Haley began her organizing.

Randi Weingarten has said, “We need to find the Margaret Haley in all of us.” **As we support AFT and fight for students, remember Margaret Haley, and that “YOU did that.”**

An Invitation To All Local 571 Members

Join us for the West Suburban Teachers Union, Local 571's Eleventh Annual Legislative Breakfast at the Hilton Oak Brook Hills Resort and Conference Center, The Marquis, 3500 Midwest Road, Oak Brook, Illinois, on Saturday, September 24, 2016, from 9:00 a.m. until noon. Registration will begin at 8:00 a.m.

- A plated breakfast will be served.
 - There will be a "town hall" format as well as an opportunity to meet and greet the legislators who are participating. Invited legislators will be seated at tables with Local 571 members and will answer questions posed by members about issues affecting public education and Illinois workers and their families.
 - A gift-card raffle will take place. (Proceeds will go to WSTU scholarships and COPE.)
 - Members who wish to attend this year's legislative breakfast can write questions they would like to pose to the legislators who are participating, and send them to Jane Russell via e-mail at jrusell@ift-aft.org or regular U.S. Postal Service at Local 571, 500 Oakmont Lane, Westmont, IL 60559. You may also hand-deliver them to Jane at the aforementioned address or fax them to 630-468-4088 by Wednesday, September 7.
 - Interested individuals should contact their council presidents by September 7 in order to attend. Seating is limited.
- The following legislators have been invited:
 - U.S. Congress (Senate)**
 - Dick Durbin
 - Tammy Duckworth
 - Illinois Senators**
 - Kimberly Lightford
 - Martin Sandoval
 - Steven Landek
 - Bill Cunningham
 - Mike Connelly
 - Tom Cullerton
 - Chris Nybo
 - Laura Murphy
 - Don Harmon
 - Christine Radogno
 - Illinois House of Representatives**
 - Chris Welch
 - LaShawn Ford
 - Silvana Tabares
 - Mike Zalewski
 - Elizabeth Hernandez
 - Kelly Burke
 - Christine Winger
 - Debra Conroy
 - Patricia Bellock
 - Peter Breen
 - Camille Lilly
 - David Olsen
 - Jim Durkin
 - State Officers**
 - Susanna Mendoza (Comptroller candidate)

West Suburban Teachers Union Pre-Meeting Workshops

The following pre-meeting workshops were requested by our members and are open to all Local 571 members. Each one will begin at 4:30 p.m. and end at 6:00 p.m. There is no charge, and a light dinner will be served. Some of the workshops award professional development units. Please contact Judy Jennings by phone at 630-468-4098 or e-mail at jjennings@ift-aft.org by the deadlines listed in the table.

<i>Date of Workshop</i>	<i>Workshop</i>	<i>Deadline for Reservations</i>
9/19/2016	Electing Supportive School Board Members in April 2017	9/14/2016
10/17/2016	Differentiation for the General Education Classroom	10/12/2016
11/14/2016	Wisely Using Social Media In and Out of the Classroom	11/9/2016
1/9/2017	Bullying in the Workplace	1/4/2017
2/13/2017	Impact of Student Growth on Teacher Evaluation	2/8/2017
3/13/2017	Student Debt Loan Forgiveness	3/8/2017

2016 AFT Convention—100 Years in the Making

The weather was quite warm, even for Minneapolis, Minnesota, where the July 17-21, 2016 AFT Convention was held. This was the 100th Anniversary celebration, “*Honoring Our Past and Inspiring Our Future*.” There were plenty of speakers, including presidential candidate Hillary Clinton, business conducted, resolutions debated and passed, committee meetings, community events and even some fun. Delegates could participate in an AFT delegate reception, an IFT and CTU reception at a local “watering hole,” award receptions, some sightseeing and maybe even a major league baseball game. Delegates came away inspired and with a renewed sense of union.

On the second day of the convention, Local 571 delegates donned their royal blue t-shirts to show 571 unity within the IFT.

Three Local 571 delegates acted as AFT Sergeant-at-arms for all convention sessions at the Minneapolis Convention Center.



Sergeant at arms—Pictured are (l>r): Miriam and Yuri Anleu and Esmerelda Bonk.

For the first time ever, all 23 Local 571 Councils, as well as the Local, received the 24th anniversary AFT Pride of the Union Award for membership growth. AFT President Randi Weingarten presented the award to 571 President Jane Russell and Treasurer Sandy Erickson at the awards reception and ceremony.



Pictured are (l>r): Jane Russell, Randi Weingarten and Sandy Erickson.

A reminder of Local 571's history was shown in the display of significant events on the AFT's timeline.

Did you know this fact about a council of Local 571?

The AFT Women's Rights Committee breakfast was held on the last morning of the convention where the Living the Legacy Awards were presented. The award serves as an ongoing recognition of the accomplishments and contributions of female

members who serve as role models in the AFT. Local 571 had three deserving award winners.

Participants reacted to the convention in many ways. These are just some of the thoughts of the delegates:

Bernadette Gillette explained, “As a first-time delegate, I experienced so much more than I had imagined. I knew I would learn about the process and mechanics of the AFT Convention, but what amazed me were the speakers and true brotherly love amongst the attendees. The speakers were intelligent, articulate and informative in a way that expressed their lives and feelings. People were always so kind and friendly. It was a true feeling of unity among sisters and brothers.”

Emily Ishida said, “As a first time delegate, I had no idea what to expect from the convention, or whether it would be worth a week of my summer. The PSRP divisional meeting proved that the issues in my school district are shared across the nation—which could be taken as good or bad. Elmhurst is not the only place declaring that PSRPs deserve respect and work shouldn't hurt! Other highlights--hearing Sen. Al Franken, marching with Black Lives Matter, learning about the 100-year history of the AFT, and singing “Solidarity Forever”--though I think we need an updated verse that better addresses educators.”



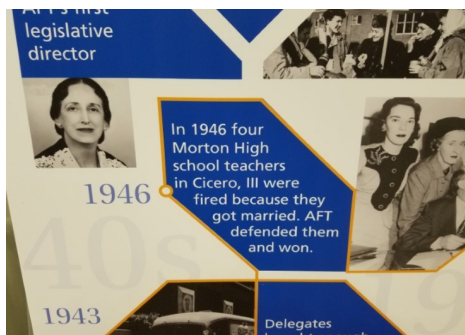
Pictured are Cathy Pope (left) and Bonnie Saracco (middle), both 30-year award recipients and Dee Pospishil on the right who received the 40-year award.



Bernadette Gillette on right along with Nicole Gamez on left, flanked AFT President Randi Weingarten and AFT Secretary-Treasurer Loretta Johnson



In her 571 ‘blues’, Emily Ishida (left) was proud to walk in the Black Lives Matter march along with Arnavaz Mistry-Mujthaba, Chris Schulz and Tom Smith.



2016 AFT Convention—100 Years in the Making (cont. d)

Sharon Stone liked a tweet by Julie Blaha, Secretary-Treasurer, Minnesota AFL-CIO, “I am done being defined by someone else’s story of me and us. “Thank you @mcricker for giving voice to the dignity of our work!” A tweet from Dr. Loretta Johnson, AFT-Secretary-Treasurer, also caught Sharon’s eye. “If you see me in a fight with a bear, help the bear!”



Rachel Esposito (left) and Sharon Stone (right) wait along with other Cicero members, for the convention to come to order.

Marcia Watson’s favorite quote which spoke to her was from our next President of the United States Mrs. Hillary Clinton who stated, “We need to respect the law, and we need to be respected by the law.”



Marcia Watson (right) and Ida Chester take a needed from break from the convention happenings.

Nicole Gamez had several favorite quotes from the convention floor as she felt it was a rewarding and inspiring five days in Minneapolis. Nicole went on to say, “It represents teaching perfectly as it is a profession passed down honorably from generation to generation as teaching tends to be a family affair with Mary Cathryn’s father by her side on stage.

This is why it’s a perfect and powerful quote to celebrate 100 years of the AFT!” And finally, Nicole agrees that “No matter how uncomfortable politics may make you, POLITICS and UNIONISM go hand-in-hand. Rightly so, the more you strengthen unions, the more you strengthen the middle class.”



Nicole Gamez shows what it takes to be an AFT Leader.

AFT Executive Vice-president, Mary Cathryn Ricker talked about the teaching profession and our union, saying, “Professionalism is our union’s DNA.”

Some concise hashtags whittle down the 5 days of convention into a few words:

[#imwitherher#aft100#aft16](#)

[#importanceoflifelongeducation](#)

[#unionstrong](#)

[#childrenarecountingonyou](#)

[#ReTHINKTrump PLEASE](#)

[#fundingforeducationCANNOTstop](#)

[#CultureofCommunity](#)

[#Beheard](#)

The following forty-one West Suburban Teachers Union members represented Local 571 as delegates:

Jane Russell
Katherine Padberg
Cathleen Pope
Sandra Erickson
Christine Schulz
Miriam Anleu
Yuri Anleu
Robert Bartlett
Esmeralda Bonk
Michelle Bowles
Gary Brigel
Tina Caruso
Ida Chester
Rachel Esposito
Elodia Estrada
Nicole Gamez
Amanda Genge
Bernadette Gillette
Emily Ishida
Joy Lawicki Joyce

Alice Kautsky
Anthony LaCivita
Beatriz Maa
Ramon Maa
Carlin Martinez
Phyllis Meade
Arnavaz Mistry-Mujthaba
Delores Popishil
Mary Ann Putyra
Edward Raddatz
Maria Rivera
Bonnie Saracco
Andrea Schramm
Tom Smith
Lee Stephens
Sharon Stone
Olga Vazquez
Karen Walsh
Marcia Watson
Mary Kay Weir
Margaret Wunschel



Read more about the 2016 AFT Convention in our September issue including thoughts from retiree delegate Joy Lawicki Joyce.

KNOW YOUR WEINGARTEN RIGHTS

by Tom Smith and Arnavaz Mistry-Mujthaba

Periodically, employees may be required to meet with a representative of the Administration regarding disciplinary issues. Starting in the 1970s the National Labor Relations Board (NLRB), Illinois Education Labor Relations Board (IELRB), and the U.S. Supreme Court have issued decisions supporting what is known as an employee's "Weingarten Rights." Any time you find yourself facing a meeting with any agent of the Administration and reasonably believe this meeting could result in disciplinary action against you, these rights apply. It is not necessary that the Collective Bargaining Agreement (CBA) include these rights for you to be protected; however, the CBA may include broader rights than the statute provides, so it is important to know your CBA.

1. Any time you are called to a meeting with your Administration, you should know the nature of the meeting beforehand. If the person calling this meeting does not volunteer this information, ask.
2. If you reasonably believe the nature of the meeting is disciplinary, respectfully request that a Union representative be present. Interrupt this meeting, if necessary.
3. The Administration now faces three options:
 - a. Stop the questioning until the Union representative arrives,
 - b. Cancel the meeting, or
 - c. Give you the choice of ending the meeting or continuing without representation.
4. Do not continue the meeting without Union representation.
5. If the Administration insists that the meeting continue without representation, an unfair labor practice has been committed. You have the option of keeping silent or leaving the meeting. Inform the Union at once and memorialize in writing management's denial of your Weingarten rights.

When you meet with the Administration and the Union representative, the Administration must afford you certain privileges.

1. The Administration must inform the Union representative of the subject of the meeting.
2. The Union representative must be given adequate opportunity for the representative to take you aside for a consultation before the meeting.
3. During the meeting, the representative has the right to interrupt to clarify confusing questions or to end intimidation.
4. The Union may give you advice on how to answer any question.
5. The Union may add information at the end of the meeting to support your position.

The biggest mistake employees make is to meet without the Union being present. Your Union leadership will provide you with a Weingarten rights card. Please keep this card handy, take it with you into a meeting, refer to the back if necessary, and do not hesitate to contact a Union representative. Always remember that exercising these rights and securing appropriate Union representation rest solely with you. The Administration is under no obligation to read you your Weingarten Rights. You must initiate these rights to enjoy the protections which are yours by law.

YOUR RIGHTS AS A UNION MEMBER

As a Union member you are entitled to a number of benefits. One such benefit is the right to have Union representation and/or assistance in resolving disputes that arise out of the work place. This benefit is summarized below.

- You have the right to legal assistance in controversies that arise from incidents occurring in conjunction with your job. The Union determines the level of legal support that will be provided.
- You have the right to file a grievance over violations of the Collective Bargaining Agreement (CBA) by your employer.
- You have the right to Union assistance in processing and resolving any grievance over a violation of the CBA.
- You have the right to appeal any denial of Union assistance in exercising the aforementioned rights to the Local 571 Executive Board.
- You have the right to appeal a denial of assistance by the 571 Executive Board to the Local 571 House of Representatives.

If you have any concerns or questions regarding these rights or the implementation thereof, please call the Local 571 office at 630-468-4098.

Summer Around the Local

DuPage Democrats Golf Outing

Local 571 was well represented by retirees at the June 13th annual outing at St. Andrews Golf and Country Club in West Chicago.



The golf foursome was (l>r): Kamille Krupka, Sandy Erickson, Alice Kautsky, and Fran Petterson.

4th Annual Back to School Health Fair

Students of all ages received free health and dental exams, free haircuts, food, entertainment and school supplies at Proviso West High School in Hillside on July 30. The community event hosted by State Representative of the 7th District, Chris Welch, drew parents and grandparents along with their children and grandchildren of all ages. Families with students in high school received a back pack and those in grades 3-8 received a box of school supplies.

Local President Jane Russell provided tickets for the boxes of school supplies that were donated by the West Suburban Teachers Union.



Presidents and Treasurers Annual Workshop

The Presidents and Treasurers from each Local 571 Council enjoyed dinner, gifts and pertinent information to help them better manage their duties during the 2016-17 school year on August 8 in Westmont.



Elmhurst PSRP Council Treasurer Mary Manion, left, and Council President Emily Ishida on the right, participated in the joint session about member engagement and Labor 2016 campaign and election work.

Call for Nominations for the Local 571 Officers' Election in 2017

Nominations are now being accepted for the following Local 571 Officers: a President, a Vice-President, a Secretary, a Treasurer, a Legal Defense Secretary, and a Financial Secretary. The term of office is two (2) years beginning July 1, 2017, and by virtue of their election, they shall be elected also as delegates to the AFT and IFT Conventions. Nominations must be printed or typed (name and Council) and received in the Local 571 office on or before March 13, 2017. Nominees will receive a written or electronic acknowledgment of receipt. Voting will take place in each Council of the West Suburban Teachers Union Local 571 via secret ballot. Council leaders will notify members of the date(s) and location(s) that voting will take place. Retirees' ballots will be mailed to 571 retiree members. Interested individuals may request further information about the duties of the office by contacting Local 571.

Making Memories and Staying Connected



Celebrate Labor Day with union member-only savings from AFT+.

Savings on just about everything from gift baskets to gift certificates. Discounted tickets to movies, plays, sporting events and theme parks. Great deals on car rentals, travel and more.

Stay connected with 15% off the monthly service charge of qualified AT&T wireless plans through Union Plus*.

UnionPlus.org/AFTDiscounts



*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details.

MMFD-08-03-16

2016 Election and Registration Deadlines

GENERAL ELECTION

November 8, 2016

Last Day to Register to Vote

October 11, 2016

Grace Period Registration and Voting

First Day

October 12, 2016

Last Day

November 8, 2016

Early Voting for Election

First Day

September 29, 2016

Last Day

November 7, 2016



Monday, September 5 is
Labor Day



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

Submit Your News

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

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