

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

Union Messenger

"A Union of Professionals"

WSTU September

9/13—Deadline for registration for the Managing Anti-Social Behavior Workshop
 9/14—Deadline for registration for the What Teachers and School Personnel Should Know About Immigration Rights Workshop
 9/18—What Teachers and School Personnel Should Know About Immigration Rights - 4:30 pm. —Westmont
 9/18—571 EB Meeting —Westmont - 6:30 pm.
 9/19 & 9/21—Managing Anti-Social Behavior Workshop - 4:30 pm. —Westmont
 9/27—Deadline for registration for the Instructional Strategies That Work Workshop
 10/3 & 10/5—Instructional Strategies That Work Workshop - 4:30 pm. —Westmont

Union Messenger

Jane Russell, President
 Rachel Esposito, 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
 Julie Masterton, Office Secretary
 Andrew Bendelow,
 571 Web Administrator
 Robin Hancock,
 571 Union Messenger Editor



Inside This Issue:

Dealing with Fake News	2
Know Your Weingarten Rights	3
IFT Endorsement Process	4
Summer Around the Local	4-5
Accidental Death Insurance	6
Prof. Dev. Evening Workshops	7
WSTU Pre-Meeting Workshops	8
Official Elections Notice	8

Not the Back to School Blog I Wanted to Write

Posted on August 17, 2017

by Melissa Cropper, President of the Ohio Federation of Teachers (OFT)

"No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite."
 — Nelson Mandela, *Long Walk to Freedom*

This is not the back-to-school blog I wanted to write. After more than 2,000 miles on the road last week meeting with presidents of OFT locals, and with more visits scheduled in the next two weeks, I wanted to share with you plans our members have for the upcoming school year. I wanted to tell you about how I intend to observe classrooms throughout the year to see firsthand the creativity and expertise our educators bring to the learning process. I wanted to bring you a message of hope. This past weekend's incident in Charlottesville, Va., compels me to write a different narrative.

I was fortunate to have been brought up in a home where hate was not ever a consideration. I never thought about color or that I should treat someone differently simply because that person did not look like me, believe like me or love like me. Granted, in my small town, I did not have a lot of exposure to diversity, but as I grew into an adult, the values instilled in me led me to "do unto others as I would have them do

unto me" regardless of how they looked or chose to worship.

At my age, you would think that I have seen and heard it all; however, I am still stunned by the level of hatred that exists in our country. I am fortunate that I have never personally been a victim of it, yet I hurt and fear for those I love as well as for all the millions of people I have never met who are victims of hate every day.

I know that many of you are like me. You are stunned, shocked, and angry. I hope that we never stop feeling that way – that we never become immune to hate. But these emotions and reactions we feel are not enough. We have to act in some way. In these situations, I always go back to who I am – who we are. We are educators. So we teach.

Our federal and state governments mandate what we must teach at school – those things that are tested and by which our schools and teachers are judged. Our society and our conscience demand that we do much more.

To read Melissa's complete blog go to: goo.gl/j4T2mJ

To read the AFT Statement on White Supremacist Demonstrations in Charlottesville, go to: [//www.aft.org/search/site/charlottesville](http://www.aft.org/search/site/charlottesville)

To read Share My Lesson Plans on Charlottesville go to: [//sharemylesson.com/CharlottesvilleCurriculum](http://sharemylesson.com/CharlottesvilleCurriculum)

Dealing with Fake News

by Bonnie Saracco

While dispersing a lot of it himself, Donald Trump has co-opted the term “fake news,” but fake news is indeed rampant, and we need to be able to identify it and help our students deal with it. This summer at **AFT TEACH** in Washington D.C., a session was presented titled “How Teachers Can Spot Fake News and Train Students to be Educated Consumers.”

Jessi McCarthy, Education Director of Washington D.C.’s *Newseum*, gave an overview. She said that fake news goes way back in history, and that it ranges from slightly sensationalized stories, intended to be distracting or to get clicks, to totally made-up lies. There is also a distinction between “flawed news” (journalists make mistakes) and fake news (intentional lies). In the United States, the first amendment makes it very difficult to fight any kind of inaccurate news, giving it as much “breathing room” as possible. And plagiarism exacerbates the problem, causing fake news to be passed around.

The acronym **ESCAPE** can help us evaluate the veracity of news.

- E**-where is the **evidence**?
- S**-can we trust the **source**?
- C**-what is the **context**?
- A**-what are the attempts to appeal to a particular **audience**?
- P**-for what **purpose** is this news written and distributed?
- E**-what does the story’s **execution** reflect on its trustworthiness?



Ms. McCarthy referenced snopes.com and factcheck.org as quick ways to check facts.

Kristen Hartman, Manager of Business Development of National Public Radio (NPR), also gave a presentation about evaluating news. NPR is meticulous about accuracy, and every NPR reporter is given the “NPR accuracy checklist” of things that must be double-or triple-checked before a story is reported. They are: ages (always do the math), dates, spelling (readers and listeners remember spelling errors and then forget the story), historical facts, locations, names of institutions, numbers (always do the math), personal names, pronunciations, quotes (must be accurate and attributed), superlatives (avoid them), titles, and web addresses and phone numbers (test them before reporting them). Because journalists are human and still make mistakes, NPR has an explicit procedure for reporting mistakes, including contacting senior managers about serious ones. NPR has a website, ethics.npr.org, which recounts why it has made the decisions it has to air certain stories.

Finally, Victoria Pasquantonio, Education Editor of the **PBS News Hour**, shared a project developed by public televisions to help our students become news literate. This project has established student reporting labs in 100 schools, offers student-made video, and has a curriculum available. Contact www.pbs.org/newshour/extra for details.

All of these resources can help our students become better critical thinkers and writers.

12th Annual Legislative Breakfast

Plans are underway for the 2017 West Suburban Teachers Union Local 571 Legislative Breakfast on

Saturday, October 21, 2017.

This event will take place at Hilton Oak Brook Hills Resort.

Please mark your calendars and plan to attend!



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.

IFT Endorsement Process by Julie McShane

The Illinois Federation of Teachers (IFT) process for endorsing political candidates is rigorous, and is not taken lightly by the members of its Political Action Committee (PAC). This is named COPE, an acronym for Committee on Political Education. The process begins with research of candidates' backgrounds and discussions of the candidates' voting records on issues important to IFT members. This is to ensure that the candidates represent our members' best interests along with an unwavering commitment to public education.

Regional PAC Meetings begin in early January, and a Statewide PAC Meeting is held later in the month. The members interview candidates to learn their views and voting records on education-related issues. When members meet, they discuss candidates' voting records and their stances on issues. Their goal is to endorse candidates who have voted in favor of the IFT on educational related issues at least 75% of the time. PAC members track which candidates to endorse, or they may not endorse any candidate if their voting record is not strongly aligned with the IFT legislative platform. The Executive Board Meeting takes place at the end of January. The purpose of their meeting is to look at PAC recommendations and decide which candidates to formally endorse for the primary election.

After the primary election takes place in the spring, these three meetings (Regional PAC meetings, a Statewide PAC Meeting, and an IFT Executive Board Meeting) are held again at the end of June and early July to determine whom to endorse for the general election. Once the endorsement decisions are made, COPE may donate money to the campaigns of candidates running for state-level offices. However, COPE is prohibited from giving money to candidates for national offices.

As you can see, IFT's endorsement process is very thorough, and the decision to support candidates who best represent IFT members is taken very seriously. The stakes of the upcoming 2018 elections couldn't be higher, since we currently have a governor who refuses to compromise and is opposed to the interests of educators, students, and organized labor. Please help advocate for our profession by attending upcoming Local 571 meetings, fundraisers, the Legislative Breakfast, and other IFT related political events.

Summer Around the Local

It was busy! We honored retirees and scholarship winners. We attended professional development classes and workshops. We talked to local area legislators in a more casual atmosphere.

The "quote of the night" came from William McNary who spoke at the Sen. Don Harmon event. Thanks to Nicole Gamez, Cicero Council for sharing it.

McNary says:

*There are 3 kinds of people:
People that MAKE THINGS HAPPEN.
People that WATCH THINGS HAPPEN.
And people who DON'T KNOW WHAT'S HAPPENING.*

Which person are you?

WSTU members attended the Senator Don Harmon and the Democratic Party of Oak Park event at Fitzgerald's in Berwyn.



Pictured are: Nicole Gamez (Cicero), Julie McShane (Lyons), Tom Smith (571), Robert K. (new-found friend), Olga Vazquez (Cicero) and Mary Ann Putyra (Cicero)

Summer Around the Local

571 members attended AFT TEACH in Washington DC in July.



Pictured at the beginning general session are (l->r): Julie McShane (Lyons), Katy Padberg (Elmhurst), Bonnie Saracco (Retiree) and Cathy Pope (Rosemont). President Jane Russell also attended and captured the enthusiasm of the attendees in this photo.

Local 571 Summer Professional Development included the course, Managing Anti-Social Behavior with instructor Maureen Kaufman (Retiree).



Members completing the course are (back row l->r) Cathy Pope (Rosemont), Mary Ann Baudler (Cicero), Sabrina Taraszka (Cicero), Stephanie Tucker (Franklin Park Teachers), Magdalena Kolek (Franklin Park Teachers). (Front row l->r), Maureen Kaufman, Jerilyn Krsek (Retiree), Raphael Olague (Morton) and Local 571 President, Jane Russell. Not pictured is Gabrielle Beaupre (Franklin Park Teachers).

Local 571 House of Representatives delegate retirees were honored at the final meeting in May. Retirees received a certificate and attended the scholarship and retiree reception following the meeting. 2017 House of Representatives retirees included (all pictured with WSTU President, Jane Russell):

Retirees



Clotilde Frankiewicz, Proviso Teachers



Cheryl Freiburger, Elmhurst Teachers



Carol Mascow, Franklin Park Teachers



Sandy Poole, Indian Springs Teachers

Scholarship Winners

Mary Wheeler scholarship winner, **Amy Bowles**, was recognized at the May Local 571 House of Representatives meeting.



Pictured are (l->r), Chris Schulz, 571 Scholarship Committee Chair, father Tom Bowles, Amy, mom Michele from Elmhurst Teachers Council and 571 President, Jane Russell.

Blair Ripley pictured with her mother, Lisa Hoelscher from Leyden Council, won the Chicago Federation of Labor William A. Lee scholarship.



Samantha Hendrickson, daughter of Scott Hendrickson from Proviso Teachers Council received the Chicago Federation of Labor William A Lee scholarship.



Pictured with Samantha are Bob Reiter (left), CFL Secretary Treasurer, and Jane Russell, 571 President, next to Jorge Ramirez (right), CFL President.

Accidental Death & Dismemberment Benefit

New for all Local 571 Union Members

The American Federation of Teachers (AFT) has arranged for all active, working members* in good standing to have a \$5,000 accidental death and dismemberment (AD&D) insurance policy from The Union Labor Life Insurance Company. The AD&D benefit is included in your Union membership, so you're already covered.

Whether an accident resulting in a covered injury or loss of life happens at work or away, this AD&D insurance coverage pays you or your beneficiary a cash benefit within 90 days.

As one of the valuable benefits of AFT membership, the AFT has paid for this coverage for ALL eligible members of the AFT.

**Retired members and members who pay a fee for representation but are not full members are not eligible for this benefit.*

AFT members who spend their lives working to provide stability for their families should have extra protection if a work-related accident occurs. That's why the policy provides extra benefits for workplace accidents.

Standard benefit:

- Coverage for both on-the-job and off-the-job accidents
- Coverage extends to accidents occurring anywhere in the world
- \$5,000 benefit is paid to member's beneficiary for accidental loss of life
- Full or partial benefit for accidental loss of hand, foot, sight, speech or hearing

This policy has eligibility criteria, limitations and terms under which the policy may be continued in force or discontinued.

Double benefit:

Injury or death occurring at the workplace

Travel to and from work is excluded from this double benefit.

About the Union Labor Life Insurance Company

Unforeseen accidents are exactly why The Union Labor Life Insurance Company (Union Labor Life) was founded. Union families needed protection against loss, and Union Labor Life stepped in to deliver the solution. Since offering its first life insurance product to Union members in 1927, it has been developing products that protect the financial stability and safety of the American worker. Today, Union Labor Life offers AD&D insurance along with other products that

Additional Information:

- This standard new \$5,000 AD&D benefit is 100% paid by the American Federation of Teachers.
- Coverage terminates on the date the person is no longer an active working member in good standing in the American Federation of Teachers, AFL-CIO or if the coverage terminates for a reason outlined in the policy.
- The \$5,000 benefit under the American Federation of Teachers' AD&D policy is effective 8/1/2017 and is underwritten and issued by The Union Labor Life Insurance Company. This policy has exclusions, limitations, and terms under which the policy may be continued in force or discontinued.
- For complete details on coverage, please visit www.aft.org/add.

Labor Day is Monday, September 4

BUY UNION PRODUCTS

This Labor Day, make sure to purchase union-made products. From Vienna Beef hot dogs made here in Chicago to Tyson Chicken, Frito Lay snacks, Budweiser Bud Light and Weber grills. Show your support for union men and women by picking the right products to serve your friends and family. To find out more about union-made products go to:

<http://www.chicagolabor.org/union-resources/union-made-bbq>



Professional Development Evening Workshops

The following workshops will be held at Local 571, 500 Oakmont Lane, Westmont, Illinois. A light dinner will be served at 4:30 p.m. followed by the workshop from 5:00 to 8:00 p.m. Three (3) PD credits will be awarded per three-hour session. There is no cost to Union members. Members who sign up to attend but do not without giving 571 at least 24 hours advance notice will be charged \$15 for the cost of the meal!

Managing Anti-Social Behavior

School has started. Your classroom management plan is in place. However, there is that small percentage of students who continue to display anti-social behavior. These anti-social behaviors can occur in the classroom, on the bus, during lunch, hallways, playgrounds, etc. This workshop will discuss the root of the behavior problems, ways to document this behavior, and techniques to use with these students.

**Tuesday, September 19, 2017, and
Thursday, September 21, 2017**

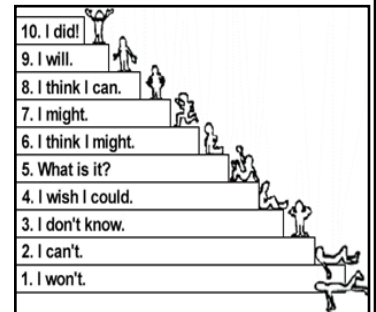
Contact Judy Jennings at 630-468-4098 or jjennings@ift-aft.org by Wednesday, September 13, if you wish to attend this workshop. Six (6) PD credits will be awarded if both sessions are attended.

Instructional Strategies That Work

This workshop will offer a buffet of instructional strategies that can be used in the classroom. Included in these strategies will be LINCS, Class-wide Peer Tutoring, Socratic Seminar, and a variety of rubrics. Precise, highly useful instructional tools are those that most effectively serve teachers in their quest for helping all learners achieve their highest levels of performance.

**Tuesday, October 3, 2017, and
Thursday, October 5, 2017**

Contact Judy Jennings at 630-468-4098 or jjennings@ift-aft.org by Wednesday, September 27, if you wish to attend this workshop. Six (6) PD credits will be awarded if both sessions are attended.



UNION MEMBERSHIP

All Local 571 members are:

- Members of their Council (such as, Argo-Summit Council, Cicero Council, Proviso HS Teachers Council, Rosemont Council, Retirees Council, etc.)
- Members of the West Suburban Teachers Union, Local 571
- Members of the Illinois Federation of Teachers (IFT)
- Members of the American Federation of Teachers (AFT)
- Members of the AFL-CIO

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. Members who sign up to attend but do not without giving 571 at least 24 hours advance notice will be charged \$15 for the cost of the meal!

Please contact Judy Jennings by phone at 630-468-4098 or e-mail at jjennings@ift-aft.org by the deadline dates listed in the table.

<i>Date of Workshop</i>	<i>Workshop</i>	<i>Deadline for Reservations</i>
9/18/2017	What Teachers and School Personnel Should Know About Immigration Rights	9/14/2017
10/16/2017	AFT Plus Benefits for You and Your Members	10/12/2017
11/13/2017	Wisely Using Social Media In and Out of the Classroom	11/9/2017
1/8/2018	Making the Best Choice in 403(b)s	1/4/2018
2/5/2018	Impact of Student Growth on Teacher Evaluation: A Sharing Session on What Your Council Has Learned	2/1/2018
3/12/2018	Student Debt Loan Forgiveness	3/8/2018

Official Elections Notice Nominations are open to all Local 571 members.

American Federation of Teachers (AFT) Convention Delegates

Nominations are now being accepted for delegates to the American Federation of Teachers Convention that will convene in Pittsburgh, PA, on July 13-16, 2018. All Local 571 members are eligible to be nominated as delegates to this convention. There can be up to forty-five (45) delegates, including the ten (10) Officers which include Area Trustees, who became delegates by virtue of being elected to office. Ballots will be counted, and candidates will be ranked by the number of ballots received. Allowing for the ten (10) Officers, the thirty-five (35) candidates with the most votes will be declared delegates. The remaining candidates will be declared alternate delegates; and should any delegate(s) notify the Local of an inability to fulfill the duties of delegate, these alternate delegates will be selected in rank order of votes received to serve in place of the delegate who is unable to serve. Delegates who attend the convention will be reimbursed for expenses up to \$1,120/delegate. Nominations must be printed or typed (name and Council) and received in the Local 571 office on or before February 5, 2018. Nominees will receive a written or electronic acknowledgement 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.

Retired members' ballots will be mailed via U.S. Postal Service to their homes.

Local 571 Executive Board Area Trustees

Nominations are now being accepted for Local 571 Executive Board Area Trustees. The Executive Board of Local 571 shall consist of the Officers of Local 571 which include four (4) Area Trustees, at least one of whom is a PSRP member, and the Local 571 Council Presidents who serve as Trustees. All Local 571 members are eligible to be nominated as Local 571 Area Trustees. The term of office is two (2) years beginning July 1, 2018, 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 12, 2018. Nominees will receive a written or electronic acknowledgement 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. Interested individuals may request further information about the duties of the office by contacting Local 571. Retired members' ballots will be mailed via U.S. Postal Service to their homes.

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

West Suburban Teachers Union Local 571
500 Oakmont Lane
P.O. Box 390
Westmont, IL 60559-0390
Phone: 630-468-4098 Fax: 630-468-4088
E-mail: jjennings@ift-aft.org