

Portland Federation of School Professionals

(FORMERLY PFTCE—PORTLAND FEDERATION OF TEACHERS AND CLASSIFIED EMPLOYEES)

“A Union of Professionals... Working with Children”

PFSP • 1919 - 2013 • 94 YEARS STRONG!

PFSP LOCAL 111 • AFT • AFT-OREGON • AFL-CIO • CHARTERED 1919

October/November
2013

The

PFSP

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SPEAKING MY MIND

Very cautiously optimistic....

Ah...All Hallows' Eve nears. Foggy, damp mornings. Spooky, moonlit nights. Howling, cold winds. Dark, haunting skies. Ghoulishly costumed children. Corn candy overload. Halloween...my favorite time of year!

Those who know me too well, have, no doubt, experienced my superstitious nature on occasion. I come from a long line of bonafide, salt-throwing ladder-avoiders. As a small child, I was introduced to a number of odd—to others—family superstitions, which are forever more imbedded in my psyche. My star-wishing, well meaning relatives, including my dear grandmother, sweet mother, and adoring aunts (bless their souls!), taught me the importance of honoring these family beliefs, and I have striven to expose my own children to my convictions, somewhat unsuccessfully. In fact, demands to follow my superstitious directives are usually met with shrieks of laughter from my sons....and, yet, seldom do they truly ignore my warnings! Perhaps, deep down, they know, mother is right...*an empty wallet must never be gifted!*

So—why I am sharing this closely held personal trait with you? Because I'm about to share some very good news with you, but, being a bit wary of tempting fate, particularly in the month of bewitching, I'm apprehensive to do so, fearful that I might "jinx" the goodness right out of it!

I caution you—read no further, unless you've knocked on wood and have your fingers crossed...

►2014 Health Care Contributions:

Last month, I informed you that the PFSP/DCU/ATU H&W Reserve will be covering the cost of YOUR health care contribution for the months of November and December, giving you a "Rate Holiday" for two months! Now, I have MORE good health care news to share...

PFSP Healthcare rates will **DROP** in 2014! While I can't share any specific amounts this

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PFSP PRESIDENT
BELINDA@PFSP111.ORG



early, we do know that we will see a decrease to the employee paid contribution beginning January 31, 2014. We're thrilled with this good news!

Open Enrollment will occur between mid-November and mid-December, but we will inform you of the new costs as soon as they are finalized.

And, more good news...

►Additional Funding for PFSP Positions

For years, the PPS Classified workforce has been targeted for reductions every spring, leaving our schools without the support needed to be successful! The PFSP Classified Employee count has dropped by over 200 in the past five years. Even this last spring, when hopes were high that layoffs would be few, we still lost nearly 20 employees.

Now, for the first time in five years, FTE is being dispersed to schools for increasing Classified positions! As I write this, sixty-eight .5 FTE positions are being filled in our K-8 schools, primarily by adding or increasing hours for EAs and secretaries. And, in our high schools, Career Center Coordinators will have their hours increased to full time!

This news has been the frosting on our pumpkin muffins! We couldn't be more delighted!

►“STRIKE” Down Those Rumors:

As is to be expected, amid the District's bargaining and mediation with PAT, rumors of a teacher's strike are running rampant. Many of you are asking how this might affect your jobs, as well as wondering what your duties and obligations are in the event of an actual strike.

At this point, the District and PAT are in "mediation" for a minimum of fifteen days (or longer), until a settlement is reached, or an impasse is declared. Within seven days of impasse declaration, both parties must submit their "final offer." A 30 day "cooling off" period follows the final publication of the "final offers". During this 30 day period, a strike vote can be taken, and if passed, PAT must give ten days notice of their intent to strike, but must wait

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for the 30 day "cooling off" period to end. They must specify the first day that the strike is to begin.

If PAT does strike, buildings will NOT be closed.

Non-PAT employees will be required to cross the picket lines, and attend to daily duties.

Refusal to cross a picket line would be considered an illegal strike by non-PAT staff. As PFSP represented workers, you will continue to work, and be paid.

PAT may choose to hold "Informational Picketing" (non-strike) campaigns, in which you may certainly participate, but simply not during your work hours. If you recall, PFTCE (PFSP) used this bargaining strategy several years ago, picketing before and after work hours at BESC and neighborhood schools. Many of our PAT brothers and sisters joined in these efforts, and I'm certain they would welcome your support, as well.

If a PAT strike is announced, we will make certain that you are informed well in advance of the strike date.

► **PFSP Union Meeting:**

We will be holding our November Union Meeting on Wednesday, November 6th, from 5:30-7:30 at the BESC. For more information, please see the notice below.

► **Bubble, Bubble, Toil and Trouble...**

By now, you may have read that the PERS "Bubble" retirement period will begin early this year, on December 1st, allowing employees to retire before changes to PERS take place on January 1st.



If you are planning to retire and work under the "bubble", now is the time to review the PERS Bubble Retirement Q&A located at <http://www.pps.k12.or.us/departments/hr/2764.htm>, then complete and print the *Employee Resignation* form. Both you and your supervisor must sign, and be sure to fax, PONY, or scan and email the form to **PPS Human Resources** by the deadlines stated in the Q&A's.

If you have any questions, please contact **Terri Burton** in Benefits at 503-916-3046.

► **And, finally...**

Our friends at the Travel Desk, who disperse the PFSP Career Development Funds for educational purposes, would like us to remind you that iPads offered as part of a class registration fee cannot be paid for using Career Development Funds. Participants must purchase the iPads using their personal funds.

Happy Halloween, everyone!

(Signature)



What's my new step and salary?

by **Michelle Batten, Field Rep**

We've received lots of calls and emails from members who are confused about their salary and step placement under the new Contract. This is especially true for Paraeducators, who were merged into one pay scale (the previous "Paraeducator 1" payscale). The example below may help you figure out your new rate and placement:

- Your placement was Step 7 on the previous "Paraeducator 2" payscale, earning \$17.65 per hour.
- Under the new Contract, your placement is Step 6 on the merged "Paraeducator" pay scale, and you received a 1.0% COLA (cost-of-living) increase to be reflected in your October 31 paycheck.
- Effective October 16 you will receive a step and are now at Step 7 on the new Paraeducator scale for \$18.43 per hour. This increase will be reflected in your November 29 paycheck.

- Next July 1, 2014, you will receive another 1% COLA and Step – to Step 8 for \$19.23 per hour.
- If you work 7 hours per day for 190 days, that's a total increase of \$2,100 over two years!

For those members who work .5 or more and are already at the top of their salary scale, you will receive a 1.5% longevity bonus on your November 29 paycheck.

The new Contract has been proofed and awaits printing. Under the new language, 500 copies will be printed and I will make sure that each building, worksite leader, and new employee receives a copy. It will also be posted to the PPS and PFSP websites.

I hope this example helps you! Please feel free to email or call with any additional questions!

(Signature)

PFSP Union Meeting

**Wednesday, November 6th, 5:30 pm - 7:30 pm,
at BESC, in the Board Room**

**JOIN US FOR AN EVENING OF ENLIGHTENING GUEST
SPEAKERS, AND WONDERFUL NEWS TO SHARE !!**

Jan Long, our Health and Welfare Mercer consultant, will speak to us about health care exchanges, the Affordable Care Act, and what's on the health care horizon.

Shannon Walker from Sunrise Dental will present affordable dental care options

Vickie Burns of Labor's Community Service Agency will introduce us to the Presents from Partners Toy Drive &

Susan Miller, AFT Benefits, will provide us with member Benefit information



Toys and donations can be dropped off at, or PONYed to, the PFSP Offices,

or delivered to the following locations:

Labor's Community Service Agency
9955 SE Washington, Suite 211
Portland, Oregon 97216

IBEW & United Workers Federal Credit Union
9955 SE Washington, Suite 101
Portland, Oregon 97216

All Sunrise Dental locations
in Oregon and SW Washington



**Announcing the 2013
Presents from Partners**

Holiday Toy Drive

Help bring holiday delight to Children of out-of-work families by dropping off new, unwrapped toys, OR a cash donation, to one of the sites listed on this flyer. Toys will be distributed in December at a festive, labor-sponsored Celebration for working families who have been affected by unemployment and temporary hardship.

Donating unions are invited to hang their banner at the event!

**Toy Drop Off Deadline:
December 10**

*Presents from Partners is a program of Labor's Community Service Agency, Inc.
in partnership with the Northwest Oregon Labor Council, AFL-CIO*



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15%***

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Another Union Plus benefit exclusively for union members!

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We know you work hard for your money. That's why we've created 40 programs to help you get more out of life. Your AT&T benefits include:

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- Members qualify for SPECIAL OFFERS on AT&T cell phones and accessories.

AT&T is the ONLY national unionized wireless service company that's proud to be union.*

*Credit approval and three-year service agreement required. Offers cannot be combined with any other discount. The Union Plus AT&T discount is not available for AT&T mobile lines or for family share plans and Unity plans. Data services: Only the SDB data plan and the shared minutes and data for AT&T Mobile share plans are discounted. All other individual data plans, data plans on secondary lines, and text plans are not discounted. Other conditions and restrictions apply.

UnionPlus.org/AFTatt

Are You Planning to Retire This Year?

If you are looking forward to retirement this school year, PERS will let you know whether or not your accumulated PPS Sick Leave hours will be used in determining your monthly PERS benefit.

If they will not, please consider donating those unused hours to the PFSP Sick Leave Bank, to be used by those who are facing a life threatening or critical health issue.

Please contact kathy@pfsp111.org for more information.

MARK YOUR CALENDARS...



Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
OCTOBER 2013						
6	7	8	9	10	11	12
					State Inservice Day (Schools Closed)	
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
				Halloween!		

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
NOVEMBER 2013						
	3	4	5	6	7	8
Move Clocks BACK!			PFSP Union Mtg			
	11	12	13	14	15	16
Veteran's Day District CLOSED						
17	18	19	20	21	22	23
		District PERS 1-year retiree MTG Marshall Campus 4:00-6:00 pm				
24	25	26	27	28	29	30
		190s, 200s, 210s OFF WORK	Thanksgiving	Schools and Offices CLOSED	H&W Rate Holiday !!	