

THE UNITED NEWSLETTER



LOCAL 15-175 NYSUT LOCAL 3072 AFT

February 2016

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From The Desk of the President

Good Day My Fellow Members,

Much has happened since my last Union President's Letter. One area I'd like to comment on is a very important and timely lawsuit, which some of you may already be aware of.

The lawsuit between "Friedrichs vs. California Teachers Association" was heard by the US Supreme Court. This lawsuit is one of many attacks on Unions' ability to bargain for its members. It was feared that from the oral arguments the US Supreme Court could have overturned a 30-year precedent that forced non-union members to pay their fair share toward union representation.

In the 1970's, the US Supreme Court had affirmed that if a public employee did not wish to join the local union, they would be compelled to pay "agency fees". Those fees would be the cost of representation in the collective bargaining process, but did not include monies that would be used for political action.

If the current Friedrichs decision was overruled, then this would allow a "free-rider" to enjoy union

representation with no cost incurred by those individuals. The impact would likely be a weakened and less unified membership unit.

However, the dynamics of the US Supreme Court have changed. Due to the untimely death of US Supreme Court Justice Scalia, any decisions this term would not include his opinion or vote. That will leave the Court equally divided on this issue. The result is that the lower court decision that affirmed the Union's right to collect agency fees will continue for the foreseeable future.

A link to more information about "Friedrichs vs. California Teachers Association" <http://www.scotusblog.com/case-files/cases/friedrichs-v-california-teachers-association>

Let me assure you that our entire Executive Board and myself work hard to support you, our Members, each and every day. We are constantly monitoring, addressing, and taking appropriate actions on important and urgent issues, whether they are unique to our BOCES campus and/or to the New York State education system.

Our mission is to protect and safeguard you, our Members.

In solidarity, Doug Andreotti



Know Your Contract

ABSENCES



AESOP:

All absences are entered into AESOP, at least 1 hour before the start time of the absence.

- Conference/Meetings are only entered into AESOP.
- Sick Leave is only entered into AESOP, including Sick Family Illness.

WinCapWeb:

All personal leave requests are entered into WinCap Web as well as blood donations and absences relating to screenings.

WinCap Web does not have a time limit which would prohibit you from entering an absence. Absences are entered into WinCap Web in increments of .25, .50, .75, and 1.00.

When an employee enters a Leave Request in WinCap Web it is entered at a level 9. The employee should contact their Supervisor to let him/her know a Leave Request was entered. Once the Supervisor approves the request it becomes a level 6. HR would then approve the request, as long as the time is available to take and meets the terms of the USA contract, to a level 1. If your request is not a level 1, please contact your Supervisor or HR to discuss before you take the time off.

All in all, it is very important that HR is contacted if an employee is going to be out for an extended period.



***REMINDER:**

As a courtesy to your Supervisor, when you are absent for any reason, Bereavement included, let your Building Principal or Front Office know of your whereabouts.



Welfare Fund Important Information

United Staff Association Welfare Fund Legal Services Plan Annual Report

The Trustees of the Westchester Putnam Teachers Legal Services Plan (WPTLSP) met on Wednesday, October 21, 2015. The WPTLSP is the vehicle through which prepaid legal services are provided to the members of the USA bargaining unit and to those retirees who have elected to continue the benefit with the other retiree benefits provided through the USA Welfare Fund. The WPTLSP is a consortium of nine local benefit funds and is overseen by a Board of Trustees, who are representatives of each fund.

On an annual basis, the panel attorneys provide a report on the utilization of the benefit to the trustees. For the 2014-2015 year (year ending August 31) the total number of contacts by USA members was 397 (telephone consults are included in this number). The utilization for the USA members is significantly increased from last year's 161 contacts.

Of the many benefits available through the plan, the following were the most utilized by the USA members: General Consultations (in person and telephone)-used by 110 members (54 by phone), Health Care Proxy and Living Will-used by 136 members, Last Will and Testaments-used by 66 members, Powers of Attorney-used by 66 members, Real Estate Transactions-used by 9 members, Consumer Rights-used by 3 members, Matrimonial Proceedings-used by 6 members, and Legal Defense was used by 1 member. Services available but not used included Estate Administration and Bankruptcy. Please consult your Legal Benefit Booklet for a complete description of these and the other benefits. This information was shared with the trustees of the Westchester Putnam Teachers Legal Services Fund at this meeting. Legal benefits are provided by the law firm of Mirkin & Gordon, PC.

An attorney from the law firm visits BOCES on a monthly basis, the first Monday of every month at the Projects Building on campus and appointments can be made at other times. Call (914)-997-1576 to schedule an appointment. The Legal Fund website is: www.teacherslegalfund.com

PPACA (Patient Protection Affordable Care Act) and reporting obligations were discussed at length. These obligations would result in a significant financial burden for Welfare Funds, depleting assets needed to pay member benefits.



Welfare Fund Important Information:

USA Welfare Fund: Legal Services Benefit

The Westchester Putnam Teachers Legal Services Fund provides a Legal Services Plan Benefit to all members of the United Staff Association Welfare Fund. The attorneys are available for consultation on the first Monday of each month during the school year and by appointment during the summer months. The plan includes, but is not limited to, preparation of Wills, Health Care Proxies, Living Wills, Powers of Attorney, and representation in Real Estate Transactions. Certain legal benefits are extended to parents and/or parent-in-laws of covered members.

If you need to update/create a Will, if your parents need to update/create a Will, if you are buying/selling a home, etc.....please take advantage of this benefit by calling the attorney today to schedule an appointment. Consultations and select legal services (e.g. Simple Wills, Document Review, Identify Theft Protection Benefit, Living Will/Health Care Proxy) are at no charge to members with very low fees for other services (e.g. Simple Personal Bankruptcy - \$75.00, Change of Name - \$45.00, representation in Real Estate Transactions for primary residence - \$60.00, Uncontested Divorce - \$60.00, Uncontested Legal Separation - \$45.00-\$75.00) .

The Legal Fund Booklet is available on-line at www.teacherslegalfund.com

**To schedule an appointment with a legal service plan lawyer,
call (914) 997-1576.**



Welfare Fund Important Information:

United Staff Association Welfare Fund

C/O Daniel H. Cook Associates, Inc.
253 West 35th Street, 12th Floor
New York, NY 10001
914 – 250-0700

Important Notice

From: Board of Trustees
United Staff Association Welfare Fund
To: All Participants
RE: Dual Coverage – Primary Payers
Date: July 2015

If you are covered by two dental plans

When you are covered by two dental plans, this is called "dual coverage." This does not "double" your coverage. However, it may reduce your out-of-pocket costs.

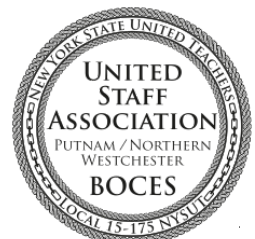
Dual coverage works the same way whether you and your spouse are both covered by the United Staff Association Welfare Fund Dental Plan or by the USAWF Dental Plan and another insurance company. If you are the patient, the USAWF will **always** be your **primary payer**. You will then submit the explanation of benefits from USAWF to your secondary carrier for coordination of benefits. Please see below for a further explanation regarding your dependent children, if covered under the family dental plan.

Which plan pays first

The plans set forth rules to determine which plan pays first, ("primary") and which plan pays afterwards ("secondary"). The general rule is that the plan that covers you as an enrollee is the primary plan and the plan which covers you as a dependent is the secondary plan.

For your children's coverage, generally the primary insurance company is determined by the birthday rule (i.e., coverage of the parent whose birthday —month and day, not year — comes first in the year is considered to be your children's primary coverage). A divorce agreement or other court ruling may supersede the birthday rule.

Dual coverage saves money for you and your group by sharing the total cost of dental benefits between two carriers. The Board of Trustees of the United Staff Association Welfare Fund continues to contain costs and make improvements to your dental plan.



Welfare Fund Important Information

United Staff Association Information for June Retirees RETIREES OPTION PLAN USA Welfare Fund



Welfare Fund Benefits which are otherwise available to active members may be continued into retirement for those individuals who have been a member of the United Staff Association, Local 3072 prior to retirement and who continue to maintain their membership as a retiree, and who remit the self-pay cost of continuing Welfare Fund benefits, to the Fund, on a timely basis.

Life Insurance and Long Term Disability Insurance are not available under the retirees' option plan.

Legal Fund benefits may be continued as an additional elective.

- You must maintain your USA membership as a retiree to be eligible for Welfare Fund benefits in retirement.
- USA membership is \$15.00 annually: for questions regarding USA membership in retirement, please contact Sharlene Bass, Treasurer of USA, at her BOCES email: sbass@pnwboces.org. You should receive a notice in December 2016 for your 2017 membership dues.
- USA Welfare Fund self-pay cost is \$45.00 per month for INDIVIDUAL dental benefits (dental/optical/variable) and \$146.00 per month for FAMILY DENTAL in retirement. You can pay however you like; at least 6 months contribution is preferred; however, you can pay each month or once a year.
- To continue the Legal Fund benefit in retirement, the cost is \$90 annually.

Upon receiving notification from BOCES of your retirement, Daniel H. Cook (the Welfare Fund Administrator) will send you a Retirees Option Letter. The letter should be returned to Cook ASAP. You may not receive this letter until late August- depending on the notification from BOCES about your retirement. The monthly contributions are payable to our Fund Administrator.

The Retiree Liaison for WELFARE FUND questions/concerns is Janine deGrouchy-Hraska. Janine is available by phone or email: (845) 735-4683; pnwboceswelfarefund@gmail.com.

If you would like to receive general retiree information or news, please email retired member, Winnie McCarthy, at wam48@aol.com and she will add you to her contact list. The United Staff Association is interested in hearing about your experiences in retirement to post in The United Newsletter. Send your news to Wynnies McCarthy at wam48@aol.com or call her at (914) 245-8353.



Retiree News and Information

Retiree News...

Eileen Bogdanoff: I will be spending March in Flagler Florida visiting relatives and enjoying the sunshine. I am busy running my high school class' 50th reunion to be held July 2016 in Westbury LI.

I am busy at the local Senior Center here in VA where I run a book club, teach genealogy and chair the social committee.

Elizabeth Bowler and hubby Peter Plunkett are enjoying our second winter season in Naples Florida. We are surrounded by family (8 of my cousins live here) and friends. Loving the warm weather, the museums, zoo, botanical gardens, bike rides, restaurants, shopping and most of all the beautiful Gulf beaches. Fernando Gomez visited while he was on February school break, and we'll soon be meeting with Susan Micolo and husband, Anthony, who live in Venice, Florida.



Cooperstown honors NYSUT members at May 28 Hall of Fame Classic

This Memorial Day weekend the National Baseball Hall of Fame will celebrate NYSUT members with a [special two-for-one ticket offer](#) for the annual Hall of Fame Classic.

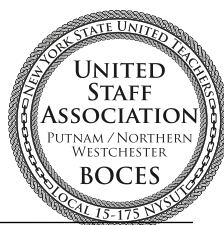
NYSUT members will receive recognition at the Classic -- the annual legends game at historic Doubleday Field. The game will be held Saturday, May 28, with Hall of Famers and recently retired big leaguers participating in a celebration of the national pastime at the home of baseball.

Tickets for the 2016 Hall of Fame Classic will go on sale at 9 a.m. EST Monday, March 7, at baseballhall.org or by calling 1-877-726-9028.



**If you have news to share,
please send it:**

Wynnie McCarthy, wam48@aol.com or
36 Cheshire Lane Yorktown, NY 10598.



Union Representatives

Putnam/Northern Westchester BOCES
Yorktown Heights, NY 10598
914-607-6736

Executive Board:

President	Doug Andreotti
1st Vice President	Elisa Longo
2nd Vice President	Stephanie Buckhout
Secretary	Judy Gillet
Treasurer	Sharlene Bass
Membership Chairperson	Stacey Chiarella
Grievance Chairperson	Carolyn Schneider
Negotiations Chairpersons	Al Cotoia/Larry Marino
Program Rep Chairperson	Magaly Almonte

Program Representatives

Administrator	Representative
Jim Bellucci	Lisa Tobin
Michael Sowul	Lynn Ammann
Steve Lowery	Marie Russo
Fredericka Butler	Nate Ball
Bob Kelderhouse/Sowul	Danielle Iammatteo ^(CLASS Transitions)
Bob Kelderhouse/Pinesbridge	Lisa Giacomini-Essell
Bob Kelderhouse/Pinesbridge	Deirdre Toolan
Lisa Hammel	Margo Schepart

United Staff Association Welfare Fund

c/o Daniel H. Cook Associates
253 West 35th Street, 12th Floor
New York, New York 10001

Chairperson:	Dawn Galvin
Secretary:	Nancy Finsmith
Treasurer:	Doreen Trani
Trustees:	Maria Pontbriand Jenn Guiffre Doug Andreotti
Retiree Liaison:	Janine deGrouchy-Hraska Janine is available by phone/email: (845) 735-4683 pnwboceswelfarefund@gmail.com
Consultant:	Flo Laicher
Administrator:	Daniel Cook Associates (914) 250-0700 FAX (212) 714-1455 www.dhcook.com

Upcoming Meetings

Upcoming Executive Board Meetings

Tuesday, March 1, 2016

3:00 P.M.

Pinesbridge Conference Room

Upcoming General Membership Meeting

May 2016
Date To Be Determined



A Bouquet from Us:

Congratulations to...

Jesse Steiner on the birth of his daughter.

Susan Chenoweth on the birth of her son.

In our thoughts...

Marie Russo for the passing of her sister.



Send items for A Bouquet from Us to
Karen Carey at kcarey@pnwboces.org



To schedule an appointment
with the lawyers at
Mirkin & Gordon, Members
should call (914)997-1576.

IMPORTANT:

Carolyn Schneider is the Grievance Chairperson.
She can be reached at cschneider@pnwboces.org or
(914) 248-2764 (ext. 764).

We are on the Web!

Visit us at: <http://ny.aft.org/pnwb/>

Thanks to all:

Thank you to everyone who contributes to this Newsletter by submitting articles, important information, bouquets, or helping with the printing and/or distribution throughout the school year.

Please send retiree news for the Newsletter to Wynn McCarty, wam48@aol.com or
36 Cheshire Lane Yorktown, NY 10598. We want to reach out to more retirees.

Please send Newsletter worthy information to
Meredith Markolovic (Tech) at mmarkolovic@pnwboces.org.

