

# **2018 AFT Local 604 Presidents/Treasurers Workshop, 9:30-11:30 a.m.**

August 7<sup>th</sup>: LaSalle-Peru Office, 1821 Fourth Street, Peru

August 8<sup>th</sup>: Kankakee Public Library, 201 East Merchant, Kankakee

August 9<sup>th</sup>: AFT Local 604 Office, 1520 North Rock Run Dr., Crest Hill





# Agenda

- ▶ Welcome
- ▶ The Janus Decision
- ▶ What would losing your union look like?
- ▶ Benefits of membership
- ▶ Tips for Presidents
- ▶ New employee engagement
- ▶ Duty to represent non-members, role as exclusive bargaining agent
- ▶ 10-minute Union Meetings
- ▶ Elections—how can your members help?
- ▶ Local treasurer's report



# Welcome!

- ▶ Introductions
  - ▶ Name
  - ▶ Council
  - ▶ Role
- ▶ Consider your journey
- ▶ Acknowledgement of the importance of the work of our worksite leaders



# The Janus Decision

- ▶ Under Janus, fees (fair share) cannot be collected from an employee non-member(s) without their affirmative consent. AKA: Loss of Fair Share
- ▶ The *Janus* decision does not impact collection of union dues from union members or any **preexisting arrangements** regarding these dues. Employee union members' existing choices as to membership cards, payroll deductions, and other agreements must be honored.
- ▶ Nothing in *Janus* changes the validity of existing union member employees' prior authorization of dues deductions or requires existing union members to reaffirm their prior authorization.
- ▶ Issues that are and may occur: district compliance, maintaining the member database.



# The Janus Decision

- ▶ Groups that might try to contact members and the district.

**@mypaymysay.com**

**@illinoispolicy.org**

**@libertyjusticecenter.org**

- ▶ The above need to be added to your District Email “*Black List*”
  - ▶ If you have not yet done so, please contact your employer about spamming the above domains!



# The Janus Decision Membership Resignations

► Processing Drop Inquiries

Table 1: Proper Drop Notice	Old Card	New Card
Number of Signatures	One	Two
Can <b>resign</b> membership at any time?	Yes Any request to resign membership or revoke dues will impact both at the same time	Yes
May <b>revoke</b> dues authorization at any time?		No
Resignation and Revocation requirements	Depends on card language or possibly local/council constitution. If none, requires in writing to union but email maybe acceptable in certain circumstance.	In writing mailed to the Local via USPS
Revocation window	None unless specified by constitution	August 1-August 31
Effective date of revocation	Immediately upon receipt of revocation	Sept 1



# The Janus Decision Non-Members

- ▶ Drop Procedure:
- ▶ If proper notice has been served the Council President or designee will be asked to meet with the non-member to fill out the Non-Member Informed Consent Form (see handout)

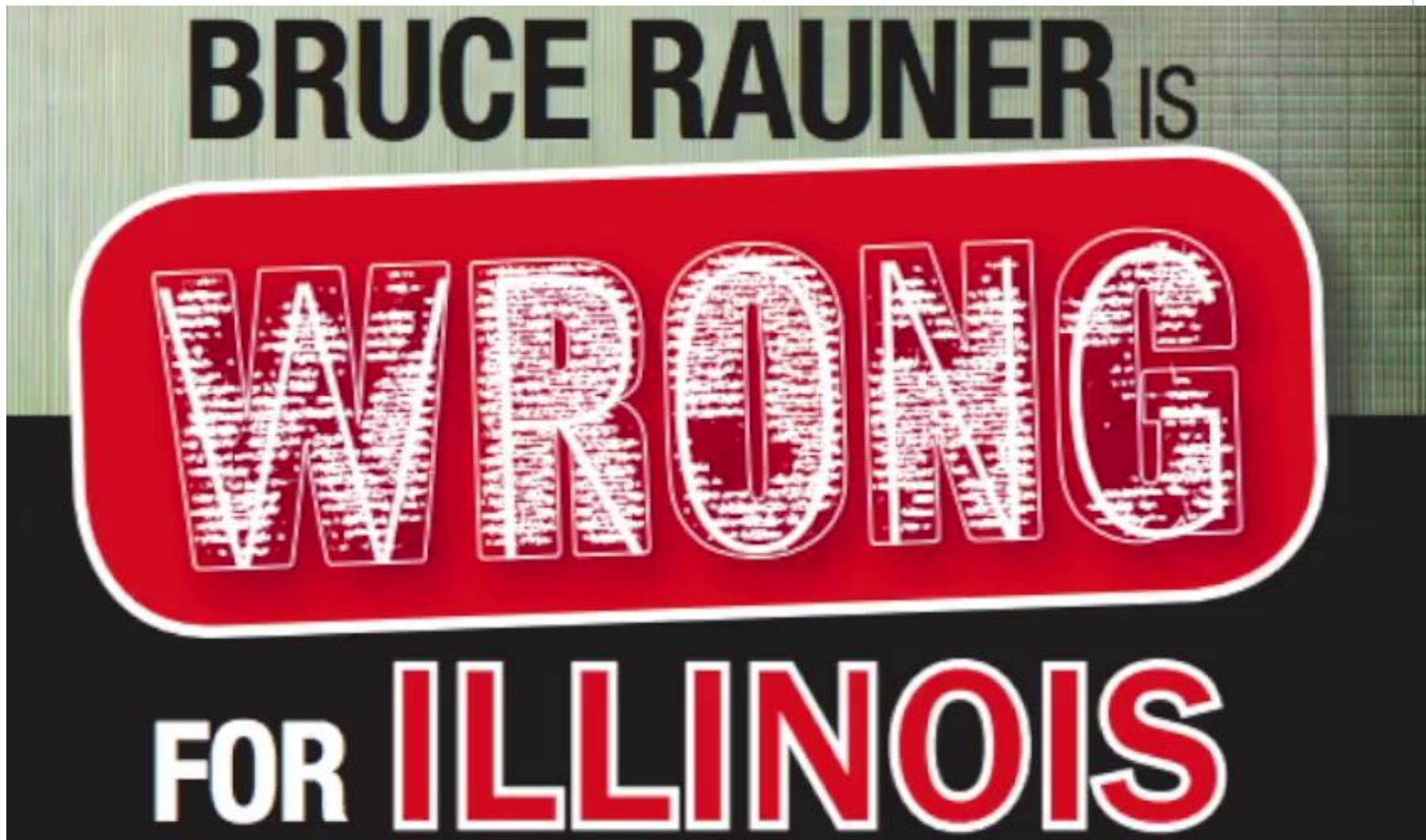
## Illinois Federation of Teachers Nonmember Informed Consent Form

*Please initial each item to indicate that you read and understand that by declining or resigning membership in the IFT/AFT, you will not receive any of the following benefits of membership:*

- I will not belong to an organization that is the collective voice for students, public schools, and school employees.
- I will not be able to vote on contract ratification, election of officers, or any other union matter.
- I will not have a voice in or be able to participate in any local union meetings.
- I will not be allowed to provide input into negotiations of my contract. I will not be able to serve on a local bargaining team
- I will not be eligible to attend IFT/AFT training on bargaining, legal issues, grievance processing, leadership development, etc.
- I will not be eligible to access union-sponsored or subsidized Professional Development (PD) on professional issues (teacher evaluation, special education, trauma-informed practices, licensures, etc) provided by my local union, IFT, or AFT.
- My dependents will not be eligible to apply for or receive any scholarship provided by the local union, the IFT, the AFT, or the AFL-CIO.
- I will not be eligible for free college tuition for me or my family through AFT.
- I will not receive \$1 million employment liability insurance. If I am sued for events in the workplace, I



What would losing your union look like?







# What would losing your union look like?

- ▶ Loss of contractual benefits
- ▶ Loss of representation
- ▶ Loss of security
- ▶ Loss of voice in the workplace
- ▶ Loss of collective power



# Benefits of membership



American Federation of Teachers  
Local 604  
AFT/IFT, AFL-CIO



## What are the Benefits of Membership?

- Members belong to an organization that is the collective voice for public schools, school employees, and students.
- Members have a voice in or can participate in any local union meetings and social events.
- Members can vote on contract ratification, election of officers, or any other union matter.
- Members can serve on a local bargaining team.
- Members can provide input into negotiations of my contract.
- Members are eligible to attend IFT/AFT training on special education, employment law, bargaining, legal issues, common core, evaluation, grievance processing, leadership development, etc.
- Members can hold union office at the state, local, or national association level.
- Members can be appointed to IFT Executive Board committees, task forces, and constituency



# Benefits of membership

- ▶ **Financial**
  - ▶ Numerous discounts
  - ▶ Free college tuition
  - ▶ Scholarships
  - ▶ Legal services



# Benefits of membership

- ▶ Insurance
  - ▶ \$1,000,000 occupational liability insurance
  - ▶ \$5,000 upfront money in criminal charges
  - ▶ \$30,000 accidental death & dismemberment
- ▶ Mortgage/Home Services



# Benefits of membership

- ▶ **Strong, Collective Voice**
  - ▶ National Level
  - ▶ State Level
  - ▶ Local Level
  - ▶ Council Level



# Benefits of membership

## ▶ Examples of IFT legislative accomplishments:

### SB 2838 (Bertino-Tarrant/ Manley)

The original bill forced community colleges to jointly offer dual credit to students completing coursework under the Illinois Articulation initiative.

After a lengthy negotiation, a bill was crafted that:

- Provides for partnership agreements between community colleges and school districts regarding dual credit.
- **Proactively stops outsourcing of dual credit to out-of-state universities**
- Provides for data on the number of students accessing dual credit opportunities and the number of faculty that are qualified (or not) at both the high school and community college level; and
- For a period of 4 years after the effective date of the law, allows high school teachers with a master's degree plus 9 hours in the content area or a bachelor's degree and 18 hours in the content area or is enrolled in a master's program in that content area. The program sunsets.



# Benefits of membership

## ▶ Examples of IFT legislative accomplishments:

### HB 5588 (Crespo/Lightford)

As introduced, changed references in State laws from the old version of the federal Elementary and Secondary Education Act, No Child Left Behind to the new version, the Every Student Succeeds Act (ESSA). Additionally, makes changes necessary to implement accountability changes included in the State Plan created as a requirement of the ESSA..

At the urging of IFT, legislative intent was added that assessments should be rooted in classroom content and best practices, that assessments should be used as an opportunity to demonstrate learning and feedback, and that assessments used for accountability; And language was added that gave the Illinois Balanced Accountability Measures Committee (IBAM) made-up of education stakeholders additional checking power over ISBE decisions around accountability and the ESSA State Plan.

HB 4235 (Pritchard) would have prohibited school districts from waiving the out-of-district tuition fees for their employees and teachers who live out of district but want their children to attend school in the district where they teach or work. The change would also have excluded local unions and districts from bargaining the issue and exacerbated the teacher shortage in downstate Illinois. The legislation failed on a vote of [37-60-6](#).



# Tips for Presidents

- ▶ Don't try to do it all yourself!
  - ▶ Divide up the work
  - ▶ Recruit members to be active
- ▶ Keep your executive board informed
- ▶ Effect of 3% TRS retirement limit--\$12-16 cost for every dollar over
- ▶ Listen to your members!
  - ▶ Value all input and work to together to resolve different ideas
- ▶ Recruit a strong member in each building to connect with each new hire
- ▶ Know your contract and identify things to highlight for new hires
- ▶ Building Rep Handbook
- ▶ Be represented at Local 604 Senate Meetings
  - ▶ August 15, October 17, December 12 (5:00 p.m.), February 20, May 1





# New employee engagement

## ▶ **Benefits**

- ▶ 3 most important things in your contract
- ▶ What if they were gone?

## ▶ **Accomplishments**

- ▶ Supporting members
- ▶ Human rights, charities, community issues

## ▶ **Goals**

- ▶ Important work for this year and the future
- ▶ Strength through unity



# New employee engagement

- ▶ Signing them up
  - ▶ Membership
  - ▶ Dues agreement
- ▶ Copies of cards to district
- ▶ Emphasize reasons to be a member / importance of the union



# New employee engagement

What if someone refuses to be a member?

## ▶ Free Rider

- ▶ Ostracize them (+)
- ▶ Punish them (+)
- ▶ Don't waste resources (+)
- ▶ May side with management (-)
- ▶ Contagious—recruit others to quit/not join (-)
- ▶ Lost forever (-)

## ▶ Potential Member

- ▶ Member resentment (-)
- ▶ Time consuming (-)
- ▶ May never join (-)
- ▶ Welcome their ideas (+)
- ▶ Financial strength (+)
- ▶ Promote unity (+)



# Representing non-members

- ▶ Being the “exclusive bargaining agent”
- ▶ The duty of fair representation
  - ▶ Consider merit of claim, likelihood of success, cost of pursuing claim & benefit to membership as a whole
- ▶ Non-contractual issues not covered for non-members
  - ▶ Tenured teacher termination hearings
  - ▶ DCFS investigations
  - ▶ Educator licensure issues
- ▶ Fees for non-members—illegal



# 10-minute union meetings

Members too busy to stay for a union meeting?

**Try a Ten Minute Meeting!**





# 10-minute union meetings

## The Agenda

- ▶ **Current issues update (2 minutes)**
  - ✓ Briefly review major topics discussed at last executive committee meeting.
- ▶ **Our hot issue (4 minutes)**
  - ✓ Identify a current issue. Ask for ideas from members to take back to the next executive committee meeting.
- ▶ **What's on your mind? (3 minutes)**
  - ✓ Review a current issue that concerns members in this workplace.
- ▶ **A success or problem story (1 minute)**
  - ✓ Identify a success and thank members for their efforts, or identify a problem and request help in dealing with this.



# 10-minute union meetings

## The goals:

- ▶ Accustom members to meeting on a regular basis.
- ▶ Appreciate members' time by keeping it short and to the point.
- ▶ Develop a rhythm, members know what to expect.
- ▶ Get the communication going between executive committee and members!
- ▶ Get feedback from your members - what are you doing right? What needs work?



# Elections—how can your members help?

- ▶ **Priorities**
  - ▶ Elect a new Governor
  - ▶ Elect pro-labor candidates wherever possible
- ▶ **REV = Register, Educate, Vote!**
  - ▶ Registration is August 8<sup>th</sup> through Election Day
  - ▶ Member survey: 70% want IFT to endorse, 83% likely to vote for IFT endorsed candidates
  - ▶ Download the IFT app! (search “Illinois Federation of Teachers”)
- ▶ **Reach your own members**
  - ▶ Cell phone numbers (phone tree), home emails, social media
- ▶ **Organized efforts**
  - ▶ Phones, walks, postcards
  - ▶ Create a day of action for your Council
  - ▶ Other ideas?





# Local Treasurer's Report

- ▶ Treasurer's Duties
- ▶ Certification to Educational Employer
- ▶ Audit
- ▶ 990 Filing
- ▶ Taxes/Reports
- ▶ Questions?



## In conclusion...

- ▶ Feeling overwhelmed? Remember—
  - ▶ You're not in this alone!
- ▶ Remember your resources:
  - ▶ Other worksite leaders, members
  - ▶ Local 604 staff
  - ▶ Local 604 website: [www.aftlocal604.org](http://www.aftlocal604.org)