

CHALLENGE

M E A - N E A L O C A L 1

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www.lamMEA.org/Local1

June 2010

BARGAINING...

Enough is never enough for the other side!

Once upon a time, in the land of Bargainvillea, the sweet scent of negotiated settlements wafted gently on the air. The warm sun shone brightly on agreements that increased salaries and provided good insurance. The citizens were pleased to get a pay increase, no matter how small or split or deferred, and though willing to look at adjustments to their insurance plan that would cost them money out of pocket, they felt happy and blessed to be sufficiently respected by their employers.

But one day, clouds of economic doom scudded across the sky. Bargainvillea revenues were sadly lacking, and the politicians deemed the problem could be solved—or at least mitigated—if those public school workers would just give up their “rich” salaries and benefits. Both the Demurs and the Retros—parties to this travesty—agreed that creating a better tax revenue structure for the land was political suicide. Cutting the budget to the marrow and taking more and more from the education of children was the only way to go.

Now to reality: the politicians dither, and the state allows tax loopholes that cost the state treasury millions of dollars. Somebody must take the hit to make the budget work: state workers and public school employees are an easy target.

Bargaining in the current climate has been not just bad, but the worst we have seen. In districts where there is a real effort to work collaboratively to reach a bargained agreement, both sides are hard pressed to know what the next piece of legislation from the state will be. Just what will be the state aid payment? Will there be another pro-ration? Will the 20j districts get back their money, or is it lost forever? Will there be a new retirement bill (there now is) and how will the temporary increase in the percentage factor be paid (all of the districts will absorb the increase). In districts where the boards of education have allowed attorney firms to do the bargaining, a new phenomenon has emerged. Punitive and opportunistic, the attitude is take-it-or-leave-it. A horrendously regressive and concessionary salary and benefit package is thrown on the table, and that is it. There is no longer anything that resembles negotiations because the law firm that is now speaking for the district refuses to move from



Warren Woods: Hazen Ragland, Scott Humphrey & Joe Vukich (President) – Bargaining Team Members

March on Lansing

June 24, 2010

Contact Local 1 Office -1-800-830-4950

Anchor Bay ❖ Armada ❖ Center Line ❖ Chippewa Valley ❖ Clintondale ❖ Fraser ❖ Grosse Pointe ❖ Harper Woods
Lakeview ❖ L'Anse Creuse ❖ Mt. Clemens ❖ New Haven ❖ Richmond ❖ Romeo ❖ South Lake ❖ Warren Woods

the last table position. At some point with this scenario, the district asks for mediation, does a few token sessions, and then files for fact finding. Fact finding takes time, but once the hearing is over and the fact finder has rendered a recommendation, the parties have another 60 days to reach a settlement. If they don't, the district can impose its last "best" offer - read that the odious proposal that has been sitting on the table. Who wins in this situation? The attorney whose firm has taken thousands of dollars from a district that claims it simply can't afford the personnel and programs necessary for the education of its students.

At each table where bargaining is taking place, we are working as hard as possible to reach a settlement. We have been talking for months, and the frustration level is high. At this point, Grosse Pointe teachers, after long and arduous bargaining, have agreed to a four-year settlement. The four years are inclusive of this current year. The three support units in Grosse Pointe do not have contracts and will be bargaining. Clintondale, Center Line, Fraser, Harper Woods, Mt. Clemens, Richmond, Romeo, and South Lake are all without contracts and have been bargaining all this year. Richmond has a fact finding scheduled. Fraser and South Lake districts have petitioned for fact finding, and the attorney at the table in Romeo announced that the district would be petitioning for fact finding there, even though the parties were only at their second mediation session. Romeo secretaries and paraprofessionals have been bargaining for three years now, and they have seen some of their numbers replaced by employees of a private company (and, yes, they are fighting that). The Mt. Clemens secretaries are also without a contract. For many of the support units, the specter of privatization is constantly used as a threat to force incredible concessions.

It is ugly out there.
Don't you think that it is time to say,



MAY SCHOOL BOARD ELECTIONS

The school board recommendations made in Local 1 districts were quite successful! Seven of the eight recommendations were elected

- Anchor Bay - Incumbent Mike LeFevé
- L'Anse Creuse - Incumbent Don Hubler
- Mt. Clemens - Incumbent Laura Kropp & David McFadden
- Richmond - Incumbents-Brian Henke, Margaret Teltow & Traci Bartell

Electing school board members isn't always a guarantee of the school board or members listening to everything the teachers' union or members say, but consider the alternative. We at Local 1 have been successful in these campaigns and in keeping in close contact with our school board members all year long.

2009-2010 PAC SUCCESSES!

For the first year ever, over half of the Local 1 members contributed to PAC! At the May 15, MEA PAC meeting in Lansing the following awards were given to Local1/6-E Coordinating Council:

CRYSTAL APPLE AWARD (80%-100%PAC ENROLLMENT)

Lakeview-ESP 100%

HONORABLE MENTION (79%-60%PAC ENROLLMENT)

Center Line EA
Chippewa Valley EA
Armada EA
Clintondale EA
Fraser EA
Lakeview EA
Mt. Clemens EA
Anchor Bay EA
Romeo EA

MISD TEACHERS OF THE YEAR 2010

*** County-wide award**

Walt Andriaschko-Chippewa Valley HS
Charles Archer-Warren Woods MS
Steve Berg-Richards Middle School-Fraser
Ann Carrico-Jefferson Middle School-Lakeview
Stephen Claerr-Mt. Clemens HS
Dianna Collier-Harmon Elementary-Lakeview
Carla DeBord-New Haven Elementary
Janeen Denbaas-Clintondale HS
* Amanda Goedge-Ojibwa Elementary-Chippewa
Valley -Elem. Teacher Of Year
* Jason Hundey-Armada HS-HS Teacher of the
Year
Heather King-New Haven MS
Jodi Lombard-Mark Twain Elementary-Fraser
Ronald Medley-Anchor Bay MS-East
David Mroue-South Lake MS
Katherine Pace-Krause Elementary-Armada
Debbie Paliczuk-Briarwood Elementary-Warren
Woods
Berndatte Penick-Clintondale MS
Suzane Petrous-Algonquin MS-Chippewa Valley
Brad Porter-Anchor Bay HS
Angela Pricipato-South Lake HS
Kris Prociassi- McGlennen Elementary-Clintondale
Geraldine Rainey-King Academy-Mt. Clemens
Melissa Rissman-Mt. Clemens Jr. High
Heide Ross-Avalon Elementary-South Lake
Mary Saffron-Fraser HS
Jim Schneider-Lakeview HS
Kelly Strackbein-Sugarbush Elementary-Anchor
Bay



Chippewa Valley Wyandott MS
Derek, 6th Grade



Chippewa Valley Shawnee
Elementary
Julia & her dad

ART IN THE OFFICE 2009-2010

**24 art teachers in 11 districts provided over
400 pieces of art to be displayed at Local 1!**

Nancy Rinke (Anchor Bay High School) Anchor Bay;
David Latosz (Dean A. Naldrett Elementary) Anchor Bay;
Joshua Khon (Armada Middle School) Armada;
Jan Lee (Krause Elementary) Armada;
Daina Blackstone (Center Line Middle School) Center Line;
Collen Romanchuk (Shawnee Elementary) Chippewa Valley;
Kevin Norris (Disney Elementary) Fraser;
Kevin Norris (Disney Elementary) Fraser;
Becki Babcock (Eisenhower and Edison Elementary) Fraser;
Christine Gibbons (Twain and Edison Elementary) Fraser;
Kristi Scaglione (Beacon Elementary) Harper Woods;
Jeanine Krapfl (Chesterfield Elementary) L'Anse Creuse;
Nora Noraian (L'Anse Creuse High School) L'Anse Creuse;
Susan Capizzo (L'Anse Creuse High School) L'Anse Creuse;
Janet Prange (L'Anse Creuse High School) L'Anse Creuse;
Michael Hintze (Panko Center) L'Anse Creuse;
Joseph Butts (New Haven High School) New Haven;
Tina Syversen-Cole (Richmond High School) Richmond;
Renee VanTorre (Powell Middle School) Romeo;
Kimberly Simon (Romeo High School) Romeo;
Adam Kerschenheiter (Romeo Middle School) Romeo;
Kathleen Kurkowski (Washington Elementary) Romeo;
Diana Baldensperger (Briarwood Elementary) Warren Woods;
Katie Duffy (Warren Woods Middle School) Warren Woods

Retirees (as of publication):

ARMADA: Linda Chilcote, Karen Harmon, Christine Podowski, Karen Current, Alyn Geno, Candace Hartson, Sue Zebelian

WARREN WOODS: Joyce Alley, Occupational Therapist, Middle School; Marcia Romanik, 4th Grade Teacher, Briarwood

L'ANSE CREUSE: Bonnie Baranowski (Teacher), Karen Benoit (Teacher), Robert Brisson (Teacher), Susan Capizzo (Teacher), Thomas Cook (Teacher), Philip Cunningham (Teacher), Margaret Ferguson (Teacher), Julie Ferrario (Teacher), Ann Fishman (Teacher), Judith Grix (Preschool Teacher), Gayle Hamlin (Teacher), Janet Helzer (Clerical), Lynda Henderson (Teacher), Linda Herhuth (Teacher), Kathleen Hilton (Teacher), Susan Joseph (Teacher), George Kuhn (Teacher), Karen Lafata (Teacher), Dianna LaRosa (Teacher), Nancy Locricchio (Clerk), Martha Louisell (Teacher), Rosemary Marroso (Secretary), Jeannine Maxson (Teacher), Catherine McWatt (Teacher), Virginia Moore (Teacher), Victoria Munroe (Secretary), Nora Noraian (Teacher), Farrell Palazzolo (Teacher), Diane Rapaich (Teacher), Gerhard Rauch (Teacher), Patricia Ritter (Teacher), John Robinson (Teacher), Lynn Siegel (Teacher), Arthur Tobey (Teacher), Nancy Turnbull (Teacher), Sharon Van Tuyl (Teacher), Susan VanDerMass (Teacher), Cherie Walters (Teacher)

CHIPPEWA VALLEY: Adele Agosta, Dale Archibald, Lynette Baumann, Deborah Begin, Joachim Bellomo, Deborah Bloome, Karen Burke, Lee Anne Bury, John Callaghan, Mary Anne Callaghan, Annette Caruso, Susan Catanese, Patricia Centurione, Kathleen Chrenka, Carolyn Clark, Jessan Connolly, Ruth Curtice, Mary Jane Dawson, Vera Dike, Alice Flack, David Fluegge, Cynthia Freeman, Lori Fulton, Kathleen Gaynor, Patricia Gelders, Richard Greenway, James Habarth, Shirley Hathaway, Randy Jarmaga, Robert Kane, Patrick Kenny, Janet Kolenda, Ron Lacross, Lloyd Lassister, Sandra Lohmeier, Susan Madden, William Mazmanian, Michael Mcconnell, John Mcquestion, Camille Milose, Janice Nosakowski, Joanne Paul, Rex Phelps, Kathleen Przybysz, Rosanne Rapoportliner, Janice Reed, William Rice, **Cathy Richter**, Maria Russo, Marie Saputo, Marie Saverino, Lisa Schoeberlein, Jill Simmon, Martin Sonders, Susan Sonders-Nabor, Paula Stouter, Rosemary Stuehmer, Diane Tamburo, Linda Tatum, Marguerite Teschke, Nancy Tisci, Audrey Trevathan, Victoria Tringal, Joanne Vrana, John Wachter, Chris Waldecker, David

Walker, Jacqueline Wilborn, Michael Winfield, Henry Winokur, Keith Yenior, Susan Young, Christina Zanni, Kimberly Zimmerman

HARPER WOODS: Vicki Kindl

MOUNT CLEMENS: Elisabeth Bercaw, Roland Vriesenga, Jan Stanley, Michele Brown, Cheryl Hauler, Carol Hacker, Martha Delargey

SOUTH LAKE: Jeanne Grabner, Denise Cardaris, Rick Gehringer, Alice Phelps

Songs

the year has brought to mind:

ANCHOR BAY: Chumbawaba's "Tubtumping"- "We get knocked down. But we get up again. You're never gonna keep us down."

ARMADA: "Don't Let the Sun Go Down On Us"

CENTER LINE: David Bowie's "Changes"

CLINTONDALE: David Bowie - "Under Pressure"

FRASER: "Stuck in the Middle With You" ("Clowns to the left of me, jokers to the right!")

GROSSE POINTE OFFICE: "Right Place, Wrong Time" by Dr. John; "I'm All Right" by Kenny Loggins and "We Don't Need No Education" by Pink Floyd

HARPER WOODS: "R.E.S.P.E.C.T."

L'ANSE CREUSE: Don't Get Fooled Again

LAKEVIEW: Erick Hutchinson's "OK, It's alright with me!"

MOUNT CLEMENS: Rolling Stones- "I Can't Get No) Satisfaction"

NEW HAVEN: "A Change is Gonna Come"

RICHMOND: "Battle Hymn of the Republic"

ROMEO: "Hit Me With Your Best Shot"

SOUTH LAKE: (REM) "The End Of The World As We Know It (I Feel Fine)"

WARREN WOODS: "Come Together" by the Beatles

DID YOU KNOW

Half of the Local 1 units received Apple Awards for PAC collections; and nearly half of the MEA awards came to Local 1 units!



MEA-NEA Local 1 Presidents 2010

Local 1 (Presidents) Leadership

- ANCHOR BAY EA: Ginger Shepherd (2009)
- ARMADA EA: Jan Lee (2006)
- CENTER LINE EA: Ron Howery (2009)
- CHIPPEWA VALLEY EA: Maryanne Levine (2005)
- CLINTONDALE EA: Ken Austin (1994)
- FRASER EA: Paula Herbart (2009)
- HARPER WOODS EA: Pat Schore (2009)
- LAKEVIEW EA: Ben Haberek (2009)
- L'ANSE CREUSE EA: Michele Curtis (2000)
- MOUNT CLEMENS EA: Kevin Marvin (2009)
- NEW HAVEN EA: Marci Gerlach (2001)
- RICHMOND EA: Tina Syversen-Cole (1994)
- ROMEO EA: John Rutledge (2006)
- SOUTH LAKE EA: Tim Allen (2009)
- WARREN WOODS EA: Joe Vukich (2009)

News Around the Council

(What was accomplished – What we face!)

ARMADA (108) We finally settled this contract!
GROSSE POINTE EA (593) & ESPA (137) 6-E CC members continue to serve kids in more ways than can be counted. A few have even done the most basic service that can be provided: keep kids alive!

Jesse Bardato, Classroom Assistant
Tami Slanck Teacher

In Grosse Pointe, in December, classroom assistant, Jesse Bardato and teacher, Tami Slanck, saved a student by lifting her from the bottom of the pool and performing CPR until she began to breathe. Grosse Pointe Assistant Superintendent for Human Resources, Tom Harwood, said “Jesse’s quick thinking and intense interventions to assist this student is highly commendable and incredible beyond words. I truly appreciate his assistance and his skills in saving this girl’s life and giving her the medical attention she needed. It is a story that warrants public recognition and acknowledgement

of the wonderful gift that Jesse has given this student.”

WARREN WOODS (213) The WWEA welcomed two new members to the executive board: President Joe Vukich and Vice President Todd Bloch. Like all districts in Local 1, the 2009-2010 year was a challenging one for the WWEA. However, it was a very successful and productive year. Highlights include having a WWEA car in the Warren Woods Homecoming parade for the first time, improving communication to all members, sponsoring a WWEA Feather Bowling Party, raising PAC participation by 10%, and having a great turnout for the "Enough is Enough" rally.

SOUTH LAKE (149) One of our teachers Lindsay Knippenberg went to Antarctica for 6 weeks to study bacteria in glaciers with Polartec. She was one of 20 picked from a pool of 10,000 applicants. She is also taking a leave of absence for the 2010-2011 year, after receiving an Einstein Fellowship and will be working in Washington DC.

GROSSE POINTE OFFICE (62) Great efforts were made to work with the other units on coalition building and ESP networking within the 6-E CC. Our group is working without a contract, still bargaining and working hard to protect our contract. Our group will have 9 members laid off, another 21 members will be reduced, bumped or displaced due to the cuts in our unit.

ANCHOR BAY (342) The annual scholarship basketball game raised over \$11,000 between faculty and seniors held on May 20.

Todd Green: Anchor Bay Boys’ Varsity Basketball Coach
1st Grade Teacher at Maconce Elementary

Todd Green and his assistant coach, Chad Gira, are credited with saving the life of one their basketball players when he fell ill during a team practice. Todd and Chad performed CPR and artificial resuscitation until EMS personnel arrived. The student was taken to Children’s Hospital where it was discovered he had an enlarged heart. He is expected to make a complete recovery, but without the quick and expert treatment by Todd and Chad, the student would not have survived.

CENTER LINE (169) Event of the Year: Closing of Miller Elementary

CHIPPEWA VALLEY (818) Word of the Year: Uncertainty-There was uncertainty about finances, lay-offs, retirements, cut programs, and services

Event of the Year: We were able to negotiate a voluntary resignation incentive program which took away much of the uncertainty.

“As of 5/26/10 Chippewa Valley will be losing 74 teachers. The experience, commitment, and

dedication of these teachers will be a true loss to the District and its students. Their support, commitment, and dedication to our Association and to me personally will be an even bigger loss. As I look at the individuals retiring I remember the times when we walked a picket line together, worked on elections, wore black for several consecutive weeks, and wore blue. I thank each of you for your part in the Chippewa Valley Education Association! You will be sorely missed! I also need to give a special thanks to my friend and Vice-President and PACC Co-Chair, Karen Burke. She has worked tirelessly for the last five years to serve this organization. Without her dedication, advice, knowledge, and calming presence this would have been a much more difficult transition for me.

For all of you, I hope that your retirement brings you wonderful things!"

FRASER (295) Accomplishment: Three crisis chairs and teacher commitment to being involved

HARPER WOODS (69) We are proud to be in a school district where administration and school board thinks it can run with 43% of the teaching staff.

L'ANSE CREUSE (631) Accomplishment; There is a contract with a raise and the accretion of Riverside Academy.

NEW HAVEN (79) Event of the year: Sharing services with L'Anse Creuse

MOUNT CLEMENS (140) Best Accomplishment: PAC enrollment from 24% to 57%. We have 11 people retiring. We had four layoffs for the 2010-2011 school year. But, with the number of retirements, we anticipate getting those people back and a few from the current layoff list. We are still bargaining a contract that expired August 2008.

RICHMOND (90) Best Accomplishment-We elected 3 school board members.

ROMEO (299) Event of the Year: New superintendent/victory with school board election First and foremost we elected all 3 candidates to the school board

CLINTONDALE (146)

The annual grand raffle, once again was a success. The students are always the winners.

LAKEVIEW (191)

Our biggest events: Getting a contract ratified in October and our community musical, "Charlie and the Chocolate Factory," which raised \$10,000 for student summer enrichment scholarships.



State Representative Sarah Roberts with (rear) Maryanne Levine (Chippewa Valley President) and Mary Jo Szlaga (PAC New Haven), (seated) Jack & Joellyn Ellis MEA-Retired Reg. 6



Warren Woods PAC Chair Diana Irons & past Local 1 Presidents Gary Cynowa and Rich Deneweth at Detroit Jefferson Jackson Dinner



MEA Retired Eleanor Tocco with UniServ Rick Flynn and County Commissioner David Flynn



Anchor Bay President (R) Ginger Shepherd & PAC Chair Deb Root

STAY INFORMED! KEEP IN TOUCH !

Find Local 1 on the web:
www.lamMEA.org/Local

DID YOU KNOW?



Mount Clemens President Kevin Marvin with Michele Brown, Virgie Lee Crawley and Vice President



At RA Rally in Lansing: L'Anse Creuse President Michele Curtis (Local 1 VP Bargaining), Secretary Beth Broder (Local 1 Secretary) and RA Dave Mason



Local 1 President Mike LaBluhn with State Representative Fred Miller



Clintondale EA PAC Chair Rachel McCollum



Bargaining Conference (Detroit) Pat Zens (GPAAEOP) Enjoying her first People Mover ride!

- There are nearly 4000 teachers in Local 1 and over 5300 EA & ESP members in the Coordinating Council 6-E
- The largest teacher unit is Chippewa Valley with over 800 members.
- The smallest teacher unit is Harper Woods with 69 members.
- Local 1 was created in 1978.
- The first officers in 1978 were President Gary Cynowa (L'Anse Creuse); Vice Presidents Jan Gage (Armada) & Jan Greene (Grosse Pointe); Secretary Helen Keihler (New Haven), and Treasurer Donna Frede (South Lake).
- Sue Hoard, Local 1's most senior UniSev Director, has been a Local 1 UniServ Director since 1994.
- MEA Executive Director, Lu Battaglieri, was Fraser EA president, Local 1 president, and MEA president.
- More Local 1 presidents have been from Fraser than any other district (Rick Flynn & Lu Battaglieri).
- Romeo Community Schools has six townships and one village in its school district.
- Armada finishes its school year on June 8, the earliest in Local 1.
- Rick Flynn has been Fraser EA president, Local 1 president, and UniServ Director.

MEA Members

A chance to win prizes!

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and sign up for MEA Votes for the
latest news



6-E ESP dinner: (L to R) Patricia Palmer (Fraser Para), Tim Cardy (GP Plant), Geraldine Mader (Fraser Para), Cheryl Owsen (GPAEOP), President Sheryl Hogan (GPAEOP), Diane Keller (GP ESPA) & President Kim Van Gorder (GP ESPA)



(May Enough is Enough Rally) Lakeview EA President Ben Haberek



Richmond Financial Presentation: (L to R) Jane Cassady, UniServ, John Schleder, President Tina Syversen-Cole and MEA Financial Analyst Arch Lewis



(May Enough is Enough Rally) Chippewa Valley Henry Winokur



Center Line RA John Duffy



(L to R) Sheryl Hogan GPAEOP President (6-E VP ESP); GP Para Mary Casinelli & President Kim VanGorder; Sue Vogel & Pat Zens (GPAEOP)



MEA President (C) Iris Salters with Fraser EA LMC Regina Cable (L) & President Paula Herbart



Harper Woods Kristi Scaglione (PAC) and President Pat Schore



Anchor Bay RA Delegate David Kirsten



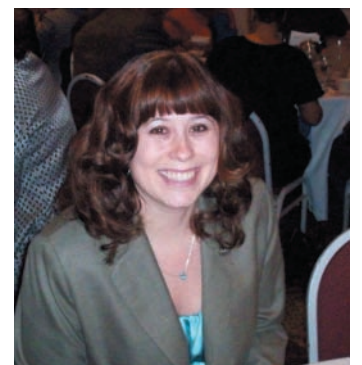
Bonnie (Grosse Pointe EA) and Jon Middeldorf (Anchor Bay EA) at Lansing Rally during MEA RA



(May Enough is Enough Rally) South Lake tee shirts say it all!



Romeo EA President John Rutledge & PAC Chair Ryann Lenard



State Representative (Warren Woods EA-L) Jennifer Haase of Richmond