



The BEES Beacon

BEES

BOCES Educators of Eastern Suffolk

Union Strong



Volume 33 Issue 2

February 2020

AFT Local 3037/NYSUT Local 22-220

From the Lighthouse in the East to the Lighthouse in the West

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JIM BECK ~ PRESIDENT



You Are The Union

Greetings from 2020 my Sisters and Brothers. I never thought I'd be writing that number when I started over 32 years ago; how time flies. Be that as it may, we start this new year as usual, hitting the ground running. Much is happening on both the state and national stage that will affect our local. The biggest issue is the new State Budget. As of this writing, the Executive Budget eliminates BOCES Aid in future years by folding it into Foundation Aid Funding. This is problematic because the Foundation Aid program is currently owed more than \$3.4 billion dollars.

At the same time, the Executive Budget is proposing a 58.7 percent increase for Charter School Facilities Aid at a time when Public School Aid is limited to just 2 percent. The Executive Budget does not provide any critical reforms to make charter management operations more transparent or accountable to taxpayers and the public. This is a rigged system that continues to allow our public school system to starve while charters syphon public funds and pick and choose which students to serve.

With regards to mandate relief the budget again proposes to allow districts, BOCES and private schools to petition the SED for flexibility in complying with certain special education requirements. This raises concerns about the potential erosion of services to the students we serve.

On a positive note, there have been proposed union protections to combat against the Janus decision. These proposals establish some basic protections for employees and their unions from the negative effects of the 2018 Supreme Court Janus decision.

On the Social Justice front NY will ban the "Pink Tax", gender based pricing that results in higher prices for women, amending and embracing the Equal Rights Amendment and ending NY's ban on gestational Surrogacy.

The budget also seeks to legalize and decriminalize recreational marijuana use.

DOESN'T PLAY WELL WITH OTHERS



JIM BECK ~ PRESIDENT



You Are The Union

On the local front, the Agency continues to hire staff whenever possible. Substitute service continues to have a difficult time finding enough subs. This is a problem throughout the state.

There has been a major turnover in the Agency's HR department and our Executive Board has met and started working with the new faces there. We are optimistic that we will continue to develop good working relationships with administration and will continue to move forward for the benefit of our members. It is my feeling that we are in a good place.

This year will also decide who will be President of the United States for the next four years. NYSUT has not endorsed and candidate as of yet. As usual I am very narrow minded when it comes to giving my support. I don't ask what party, I ask who will support my members (my union). Who will continue to protect those contracts and rights that enable all of us to enjoy a middle class lifestyle and a comfortable retirement with a guaranteed pension. The candidate that does that, gets my support. For those that would seek to harm us and our members, I say "do your worst". I spit in your eye if you would hurt the people I represent and I will do my best to make sure you don't get a chance to hurt us anymore. I don't know who I'll be supporting yet. Stay tuned.

I attended my first AFT Regional Conference at Saratoga Springs last week. I made some very good connections and brought back a great deal of information for us to process and distribute. AFT benefits are very good and we will be sending out information about many of these, especially the free ones. I will be attending the Long Island President's Council meeting at Gurneys and will keep you posted on those issues important to Long Island and the politics of it all. Lisa Mongiello will also be representing us at the annual Longwood Breakfast.

We continue to work hard at representing our members in all matters great and small. It's one of the things we do best. Thank you all for sticking with the union. Try to convince those very few who have not joined to come back and experience all of the great benefits that come from union membership and the solidarity and support that we join together to enjoy.

Unity and strength.

Jim

ASHA MAZZA-SHAW ~ EXECUTIVE VICE PRESIDENT



Being a BEE has Benefits

Happy 2020 to all our BEES members! I hope the start of the new year has filled you with renewed energy and positivity for good things to come. I would like to thank our building representatives for the hard work they have put in so far this school year. As an Executive Board, we rely on your building representatives to bring information to you and from you; they are a vital link between us, and they are working hard to meet your needs alongside us. I would also like to encourage any member who might be interested in taking on a role within the union to think about becoming a building representative. September of 2020 will be an election month for new building representatives, and we are always in need of good members to join the ranks. There are going to be more changes to the Executive Board in the coming years as well, and I would welcome any current or future building representatives to think about whether you might be a good fit for some of the entry-level board positions. We must plan for the future of our union as well as protect the benefits we have negotiated in the past.

The State Education Department is always coming up with bright ideas, and the SOCE is no exception. Hopefully, those of you affected by this change are aware of what you need to do. In short, teachers who hold a k-12 special education teaching certificate who are teaching at a secondary level will need to apply for the SOCE (Statement of Continued Eligibility) through their TEACH account <http://www.highered.nysed.gov/tcert/teach/home.html>

In order to qualify for the SOCE, teachers holding the k-12 certification must have taught 3 years in a content area (does not need to be consecutive). These teachers also need to complete some workshops and be fingerprinted if they were not in the past. You can find more details on the SOCE Requirements here - <http://www.highered.nysed.gov/tcert/certificate/special-education-teacher-soce.html>

In order to make this process as easy as possible, the Executive Board has worked with the agency to set up informational meetings for affected members. NYSUT has also been offering some of the necessary workshops at their offices for little or no cost to NYSUT members during non-working hours (benefits of union membership).

Continuing with Blue contract membership information, I would like to remind all members that when thinking about professional advancements, you must apply for pre-approval from the appropriate director. Each column for advancement is 15 credits and 9 of each 15 credit block must be graduate-level coursework related to your certification and assignment. The pre-approval must be given prior to the coursework; they will not be post-dated. Please read the Employee Handbook and the forms which are located on Edocs on the employee portal.

ASHA MAZZA-SHAW ~ EXECUTIVE VICE PRESIDENT



Being a BEE has Benefits

For all members, when submitting any paperwork to HR or administration, please **ALWAYS** make and keep a copy for yourself. Keep a file in your desk at home that you can reference if needed. There are many cases of "lost" paperwork that cost members docked days or cause other issues that could be avoided if members had just made a copy. When you are filling out the paperwork for anything, please remember that this is a professional action and should be legible and neat. This is especially important for No Charge Worker's Comp. and Incident Report paperwork. When you are writing these documents, please take your time and make sure you include accurate details. The account should be fact based, not opinion based. This could make the difference between your No Charge Comp. time being approved or denied.

We are aware that there are still many vacancies within the agency. Members of the Executive Board have continued to bring this forward to HR and upper administration to troubleshoot. The agency is continuing to hire to all positions, the difficulty being there are not many qualified applicants for the positions. It is an issue we will continue to address.

In closing, I would like all our members to take a look at our helpful links page included in this issue. As a union member, you have access to several member benefits through our local, the BEES, through the state union, NYSUT and through the national union, AFT. Your union dues provide many opportunities for discounted legal plans, affordable life insurance, free college courses, discounted car insurance, college grants and scholarships, and so much more! Please check out the links and read the articles, there is so much great information and many great opportunities. Thank you for sticking with the BEES!

In solidarity,

Asha



I LOVE MY UNION

AL RIOS ~ EXECUTIVE VICE PRESIDENT



Stand Up and Be Counted

Happy mid-year to all our BEES members! Can you believe we are halfway through the school year? I hope all our members had a happy and healthy holiday season and you all had a chance to relax and re-energize for the second half of the year.

The first half of the year had many new opportunities for our members to meet each other, as well as the executive board and building reps. Our meet and greet happy hour at Sonoma Grill was successful with more than 30 members stopping by. Members were able to enjoy a drink and some appetizers all while having the opportunity to ask questions, fill out enrollment forms, and socialize with other members as well as our building reps. & executive board. Thank you to all who took the time to stop by and join us.

We also offered our members an amazing opportunity to purchase discounted tickets to Disney on Ice at the Nassau Coliseum. It was a great show to bring the whole family to, it had amazing skaters, acrobats and of course the Disney magic of music. We were able to obtain the tickets at a highly discounted price and get some great seats. Thank you to the 70+ members who took advantage of this opportunity; we will look into more events like this in the coming months.

Lastly, I would like to remind our members about the 2020 Census and its importance in making sure New York gets its fair share of the billions of federal funds that will be distributed over the next ten years. Yes, that is right, *billions of dollars!* Every ten years since 1790, the Constitution requires our country to count every person living in the United States. The 2020 population numbers will shape how political power and federal tax dollars are shared in the U.S. These numbers are used to determine the number of congressional seats and electoral college votes each state gets (fewer seats means less say in federal policy making) as well as *distribution of funds for public schools*, hospitals, roads, public transportation, health care for veterans, children and families, as well as access to food, housing and medicine for senior citizens. As you can see the 2020 census is critical in ensuring equity, fairness and justice for New York State.

AL RIOS ~ EXECUTIVE VICE PRESIDENT



Stand Up and Be Counted

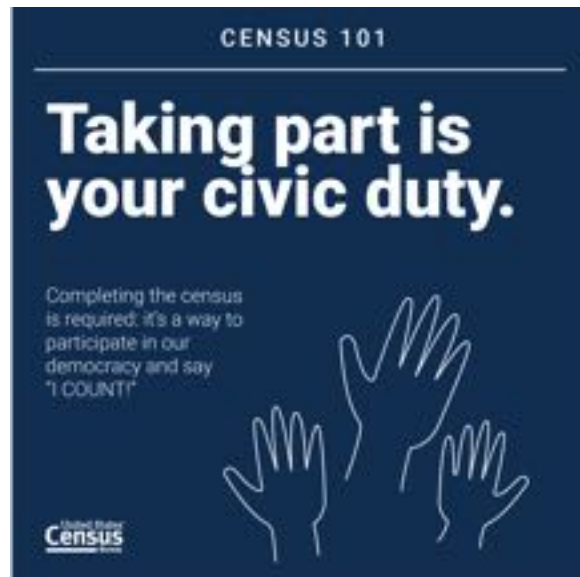
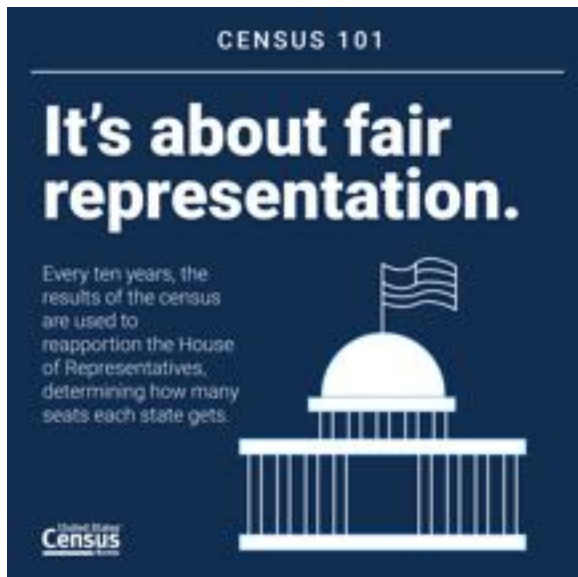
The 2020 Census will be the first ever census with the option for households in the U.S. to respond online, by phone or by mail. It is estimated that an 85 % response rate for Long Island would bring in approx. 100 million dollars while a 95% response rate would bring in well over 650 million dollars. It is critical that we spread the word and educate our members and our community that each and every person needs to stand up and be counted, so we get our fair share of federal tax dollars. For more information and other frequently asked questions you can check out the NYSUT link: <https://nysutcounts.org/> You can also use the following link for census related activities and lessons you can implement in the classroom. <https://nysutcounts.org/resources-for-educators>

There are also job opportunities for the 2020 census. The government is offering temporary work with competitive wages that are paid weekly, authorized expenses, such as mileage are reimbursed for employees doing field work. For more information you can check out the following link.

<https://recruitment.2020census.gov/ats/careersite/census.aspx?site=1&c=census>

Have a wonderful second half of the year and I look forward to seeing you all at another BEES organized event.

Al





Let NYSUT Member Benefits assist with all your financial needs throughout your life

- Unbiased financial advice with our endorsed Financial Counseling Program
- Full-service program and 403(b) option available
- Access to our online Student Loan Center & Financial Planning Center



Expert legal assistance with our Legal Service Plan

- Low annual cost of just \$85 (\$55 for retirees)
Save \$5 with Payroll & Pension Deduction
- Unlimited toll-free legal advice
- Free Simple Will, Power of Attorney, Health Care Proxy & Living Will
- Two, free, hour-long consultations with a plan attorney



To learn more about these Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org, call **800-626-8101** or scan the above QR codes.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan/Feb '20

RAY STENBERG ~ FIRST VICE PRESIDENT



BEE Informed

Here we are at the end of January and still no snow days. If you recall, we didn't have any last year either. As much as I don't like the snow, I do enjoy a day off here or there as a result of inclement weather. We will see what happens.

As we enter a new decade, we do so with a sense of cautious optimism. The Governor is presenting his statewide budget to the Legislature. As we know, this will most likely have to be changed by the Legislature to ensure that public education is adequately funded. However, under Governor Cuomo's proposed 20-21 budget, Long Island schools may see an almost \$87 million dollar increase in state aid. This would result in a combined operating aid of more than \$3 billion dollars to the 124 public school districts on Long Island. As the BEES representative to NYSUT's Committee of 100, I will be up in Albany on March 2-3 to join the Long Island delegation in lobbying the members of the NY State Legislature to provide public schools on Long Island with the funding we need to get the job done. Through these and other efforts, we continue to work at making our public schools among the best in the nation.

On the national front, there are many issues and political differences that continue to cause friction across the country. Those who want to destroy us continue to gain traction in their efforts to undermine public education. Last week, the Supreme Court heard the case of Espinoza versus Montana Department of Revenue. This is a case that could be disastrous for both public education and religious liberty. The issue in this case is whether vouchers and tax credits for religious schools can be mandated, even in the 38 states that have constitutions requiring public money be spent on public schools. The Supreme Court could overturn 200 years of precedent and upend the separation of church and state.



RAY STENBERG ~ FIRST VICE PRESIDENT



BEE Informed

The right wing backed case is challenging the law in Montana that prevents the state from funding religious schools. Just like the Janus case from two years ago, this case is banking on the Supreme Court's conservative majority to advance a right wing agenda. In the Janus case, it was a successful assault on labor, here it is an assault on public education. The outcome of this case could result in money being funneled from public education to private religious education. This is just another attempt to destroy us. We will have to wait several months to see the outcome of this potentially harmful decision.

BOCES Advocacy Day is scheduled for February 26th. For the first time ever, we had to deny some members from participating because of the "first come, first served" rule. I thank all of those who volunteered and will put those who didn't get to go on the top of the list for next year. Once again, we appreciate all of our members who are "sticking with the union" because they know that there is power in numbers and that we can achieve our goals if we stay together to support our agendas. In closing, let's pray for a snow day or two so that we can have an unexpected day home to relax by ourselves or with loved ones.

Ray



PATTI RICHARDS ~ AREA V.P. FOR SPECIAL EDUCATION



We Are Listening

Where has this year gone? It seems like just yesterday we were welcoming our students back in September with the promise of a wonderful school year, and now we just ushered in the new year with all new possibilities. I wish you all a very happy 2020 and thank you for all you do.

Our job is not an easy one, and each day we are called upon to do more and more. Your union is aware of the monumental responsibilities placed upon you each day. January is especially difficult as we start to prepare for the next school year. We are writing IEP's, report cards, attending CSE's, team meetings, staffings, and of course doing our regular job, teaching! Some of you are working in a class with vacancies, so you and your team may be having to do extra work too. I was talking to a member and she said to me, I feel like no one is listening, I feel overwhelmed, but I know I am not alone.

Our union representatives are working hard every day for all our members. As we were told in a memo, the Human Resources department has had many staff changes. It is our intention to have meetings with the new personnel to discuss the various concerns of our members and ways we can fix them. With these ongoing discussions, we are hopeful for positive solutions. Please remember how important it is to have a voice and to have a seat at the table. We are fortunate that we work for an agency that is open to hear what our members have to say.

If at anytime you have questions or concerns, please remember to follow the chain of command. First, reach out to your building representative, they will then reach out to the appropriate union executive board member if needed. We will always do our best to give you an answer promptly.

Patti

AMANDA PICA ~ AREA V.P. FOR PARA EDUCATORS



We Support You

Happy New Year!! I hope everyone enjoyed the break and spent some time with family and friends. It's hard to believe we are halfway through this school year. As the agency grows and new members join our union it is imperative that we keep all members up to date with important information. Encouraging members to utilize their resources is key. Our contract and Professional Practice agreements with the agency will help you answer most of your questions. Everyone should also be attending their building union meetings. This will help keep you informed of the most current information. As a member of BEES we are also fortunate enough to receive benefits from AFT (American Federation of Teachers.) Below is some important information and links to help you get the most out of your membership. If you are looking to further your career within the agency I strongly recommend looking into the free college courses that are offered through AFT. Please reach out if you need more assistance. I hope you all continue to have a wonderful start to a new year.

warm regards,

Amanda

AFT benefits continued on pages 12-13





AFT + MEMBER BENEFITS

As an AFT member, you belong to a community of colleagues—with benefits that go beyond the workplace. AFT + Member Benefits brings you the purchasing power of the AFT's 1.7 million members. With a union, you don't have to go it alone on or off the job—or in making financial decisions big and small. Need a great deal on your next new car? A competitive mortgage rate? A choice of no-fee credit cards? A great wireless plan? AFT + can help. Our AFT + Member Benefits program is just one more way that joining the AFT gives us the strength of many in every part of our lives.



AFT + Member Benefits at a Glance

Accidental Death and Dismemberment Insurance	www.aft.org/ADD	800-238-1133, ext. 8643
AFT Advantage	www.aft.org/benefits , click on Shopping	For first-time visitors, go to www.aft.org/members for access
AFT Robert G. Porter Scholarships	www.aft.org/scholarships	
Amalgamated Bank Mortgage	www.amalgamatedbank.com/AFT	800-701-8409
AT&T Wireless Discount	www.unionplus.org/AFTatt	code: 7172343
Auto Buying/TrueCar	www.unionplus.org/autobuying	
Budget Truck Rental	www.unionplus.org/budgettruck	code: 56000127763 800-561-1157
Car Rental	www.unionplus.org/AFTcarrentals	
Avis		800-698-5685, code: B723700
Budget		800-455-2848, code: V816100
Dollar		800-800-4000, code: 3042238
Hertz		800-654-2200, code: 205666
Payless		800-729-5377, code: A071900
Thrifty		800-847-4389, code: 3042238
ConsumerReports.org	www.unionplus.org/consumereports	
Credit and Budget Counseling	www.unionplus.org/crediccounseling	877-833-1745
Credit Cards	www.aftcard.com	800-522-4000
Dansko Footwear	www.aft.org/members , click on the Dansko link	
DinnerTime	www.aft.org/dinnertime	code: AFT
Disability Income*	www.aftbenefits.org/disability	888-423-8700
Emergency Assistance Plus	www.aftbenefits.org/EAPPlus	855-781-9063
Everyday Discounts (formerly Entertainment Discounts)	www.unionplus.org/entertainment	
Flowers & Gift Baskets	www.unionplus.org/flowers	888-667-7779
Free College	www.unionplus.org/freecollege	888-590-9009
Health Savings	www.unionplus.org/healthsavings	

* New York State United Teachers members have similar programs through NYSUT Member Benefits Trust. To obtain more information about these plans, members can call 800-626-8121.

AFT + Member Benefits at a Glance

Hotels	www.aft.org/hotels	877-670-7088, code: 8000000297
Identity Theft Protection	aft.cidprotect.net	
Legal Services*	www.unionplus.org/legal	
Long-Term Care Insurance*	www.aftbenefits.org/ltc	800-616-8759
Magazines	www.buymags.com/AFT	800-877-7238
MetLife Auto & Home Insurance*	www.metlife.com/AFT	877-238-9638
Money Transfer	www.unionplus.org/moneytransfer	
Motor Club	www.unionplus.org/motorclub	800-454-8722
No-Cost Term Life for New Members	www.aftbenefits.org/freeterm	888-423-8700
Personal Loans	www.unionplus.org/loans	855-578-8704
Pet Health Insurance*	www.unionplus.org/AFTpets	877-358-3944
Powell's Bookstore	www.aft.org/benefits , click link under <i>Shopping</i>	
Professional Moving Discounts	www.unionplus.org/movingvars	888-642-6814 (Allied Van Lines) 888-813-9595 (North American Van Lines)
Real Estate Program	www.unionplus.org/realestate	800-284-9756
Retiree Health Insurance	www.unionplus.org/medicare	888-680-4770
Rosetta Stone	www.aft.org/rosettastone	code: AFT
Save My Home Hotline	www.unionplus.org/sevemyhome	866-490-5361
Senior Term Life*	www.aftbenefits.org/senior	888-423-8700
Share My Lesson	www.sharemylesson.com	
Student Debt Clinics	www.aft.org/debtclinic ; www.forgivemystudentdebt.org	To request a debt clinic, email: debtclinic@aft.org
Term Life*	www.aftbenefits.org/term	888-423-8700
Union Plus Mortgage Company	www.aft.org/benefits/mortgage	855-864-6653
Union Plus Scholarships	www.aft.org/scholarships	
Universal Life*	www.aftbenefits.org/universal	888-423-8700
Vacation Tours	www.rolette.com/unionsave	844-868-2685, code: UNIONSAVE

* New York State United Teachers members have similar programs through NYSUT Member Benefits Trust. To obtain more information about these plans, members can call 800-626-8101.

DISCLOSURES

The AFT has numerous endorsed programs listed in this brochure for which it receives expense reimbursements. All payments to the AFT are used solely to defray the costs of administering the AFT + Member Benefits programs and, where appropriate, enhance them.

QUESTIONS

AFT + Member Benefits

800-238-1133, ext. 8643

aftplus@aft.org

www.twitter.com/AFTMembBen

Many of the AFT's benefits are provided through Union Plus. The programs listed in this brochure are current as of Sept. 2018. Visit aft.org/benefits for new programs and enhancements.



Communication is Key

Happy New Year to all and I hope everyone had a chance to relax and enjoy some down time with family and friends over the winter break. Good Luck with your IEP writing, I know it can be a stressful time with trying to meet all the deadlines while continuing to follow your daily schedule. We are at the mid-year point at this time and I know many members are sitting in a new office, some very excited and some still trying to get their bearings. Thank you again for being so flexible, like we always tend to be. Moves are not easy but from what I am hearing the building space is in many cases both healthier and more appropriate for our students and staff. As a service providing agency we often have to adjust and transform as our student's needs and programmatic needs change, which we do with the highest level of professionalism.

A few current issues at hand: I have been dealing with Human Resources and your needs such as, mileage pay, accurate calculation of a retirement date, accurate answers and completion of paperwork should you need to be out on leave, and so on. Please continue to reach out to your building reps. if you have any concerns regarding HR. The HR office has undergone some major shifts recently and as a union, we are looking forward to forming new working relationships within the agency.

We have been able to assist many members with getting the answers they need, so again, please contact us if you need assistance or just need something clarified. I also urge you to be your own advocate, know your contract and handbook and seek answers by reading through them. I personally have an ESBOCES file and keep all my important papers there since many are mailed to my home and not just emailed to me.

KRISTIN ERICSON-ABRUZZESE ~ AREA VP. FOR SAS/ITINERANTS



Communication is Key

Another issue upper administration has been very strict about is getting the pre-approval for taking courses for professional advancement. There is a rumor going around that you do not need pre-approval when completing the courses for your masters, this is not true. While you do have to complete your masters, if you want to use those courses also for professional advancement you need pre-approval. Lastly, I recently attended a meeting where projections for next year's enrollment of students looks very good with increases across the board; this is always good news for job stability.

Itinerants and related service providers please don't forget to send a copy of your new license when you renew it to Jean Christensen at 201 Human Resources so you can collect on your stipend as per the contract. If they do not have your most current license on file you **WILL NOT** receive this benefit, **NO EXCEPTIONS** will be made. Also, don't forget to send in an updated schedule since we are starting a new quarter.

The next related service and itinerant meeting will be April 29, 2020 at 3:30 at the Union Office.

Thank you for all your help and support you can reach me at [SHS@Pat-Med H.S.](mailto:SHS@Pat-Med.H.S) 218-5411 or by email at beesvpitin@gmail.com

Kristin



**KEEP
CALM
AND GO TO THE NEXT
UNION
MEETING**

ROSARIA BROESLER ~ AREA V.P. FOR ACADEMY/SEE



Leading by Example

I was meeting with a group of new CTE Interns recently and we were speaking about the expectations for their new roles in industry. When we touched on the topic "Work Ethic" I remembered writing an article about my Dad shortly after he passed away two years ago. I decided to share it again as I feel the topic can never be emphasized to our students enough.

Lessons from my Dad

My Dad was 87 when he passed away. Joe Catania left a legacy of hard work and strong character. He loved fishing and gardening, was a successful businessman and was totally devoted to his loving family. A young boy growing up in war-torn Sicily, he was the oldest of five children. He carried all the responsibility of his dad, who was away serving with the Merchant Marine. His stories of struggle and poverty were worthy of a documentary for that time period. At fourteen, he left home to join the Merchant Marine and was completely on his own. Arriving in America, my Dad made his way into adulthood working on farms in upstate New York, where he discovered his love for the earth and farming. Dad started out as a painter's helper and eventually started his own painting business, which grew to be successful and would support his family for many years to come.

When you lose someone you love, you reflect on the memories they leave behind and the things they taught you. What stands out the most for me is the work ethic my Dad taught me, simply by example. He was dedicated to his customers, often putting in long hours, never leaving a job until it was finished to perfection. My Dad was self-disciplined, honest, trustworthy, very respected and loved by his customers. He rose with the sun six days a week, and on Sundays worked at our house keeping it sparkling and beautiful. We all had our chores and learned to be reliable and accountable, traits that stayed with us throughout our lives.

ROSARIA BROESLER, AREA V.P. FOR ACADEMY/SCIE



Leading by Example

As CTE Educators, we carry the responsibility of instilling in our students not only technical knowledge but work ethic; otherwise known as “soft skills” or work readiness. Not every student has a positive role model in their lives, and they look to us for examples of the behavioral competencies that they need to become successful employees, business owners and entrepreneurs. Great educators inspire and lead by example. As we are committed to serving our students, we have an obligation to carry out our own professional code of ethics.

So much of what our students turn out to be is a reflection not of what we pour into them, but of what they see in us. It’s not the vocabulary lesson our students will remember most, but the everyday things that revealed what we were really made of--how we handled frustration, whether we were on time to class and kept our promises, how we treated each student with respect and whether we did our work with a smile or a frown. Our students come away with their own memories of us and how we reacted to them seeking our approval, how we insisted on quality work and gave them sincere praise for a job well done. Students will remember how enthusiastic we were about our job, if we were professional in the ways we acted and looked and if we provided selfless service to them. Whether we realize it or not, we are very powerful influencers of behavior. Teaching a student technical skills is simple compared to teaching work ethic and building character simultaneously. We are instilling in them a set of behaviors that are the foundations to their employability and ultimately to their success.

I am thankful to have had a great role model in my life and am proud of the educator I have become. My memories of my Dad may fade but my work ethic is set in stone, thanks to the Dad who showed me what hard work and the rewards that came from it meant. Thanks to my Dad, I will always work hard for a day’s pay and pray that my students remember me as a truly dedicated professional who always went the extra mile just like my Dad.

Rosaria



NICK DEBLANCO ~ MEMBER BENEFITS OFFICER



It Benefits You to Know

The New Year has arrived, and I wish you happiness and success. As the New Year begins, we should take stock of things that need attention. I am not talking about New Year's resolutions at all, I am 0 for 3 at this moment.

Union representation has negotiated some very appealing benefits on their members' behalf. The benefits package we enjoy as B.E.E.S members is robust. It has a monetary value of course, however more importantly, it has a psychological value. You feel protected, comforted and safe. I, for one, am very thankful for that; I hope you feel the same.

Some things to consider for 2020

When filling in forms, checks, and legal documents, please use the complete 2020 in the date line. Using only 20 as the year leaves us open to someone inserting "19" after the 20 and altering the date from 2020 to 2019. This could potentially have legal effects.

The dental insurance benefits have changed. Members will be receiving an updated benefits profile for dental. The yearly allowance in terms of payout has increased. The new information booklet shows how to reduce out of pocket costs in an easy to read breakdown; keep it handy.

Now is the time to design a Flexible Spending account. Flex spending accounts allow you to put aside tax-free money to pay for certain healthcare and child care related expenses. The catch is (and there is always a catch) any leftover money in the account at the end of the year is forfeited. Families with consistent medical expenses or emerging families should take advantage of this strategy for tax reduction up to the new limit of \$2,750.00 for medical and \$5,000.00 for dependant care. As the New Year begins, save your receipts for medical, health care and child care related expenses, and then make an educated guess as to what your expenses will be in 2021. Set that estimated amount aside for expenses and then you can get an idea of what will be deducted pre-tax from each paycheck into your Flex account. Since the amount is deducted pre tax, it also lowers your taxable income.

Speaking of saving, increasing the contribution to your retirement account by \$10.00, \$20.00 or \$50.00 per pay period will have a profound effect on your retirement savings over time. You have to be in it to win it.

For N.Y.S.U.T members who use the Abenity discount app or program, it has been replaced. Lookout for an email with the new provider of discount information.

In 2020 :
Stay involved,
Stay informed,
And stay strong.

NICK

Contact: Beescbo@gmail.com

LISA MONGIELLO ~ MEMBERSHIP SECRETARY



More Than Membership

This school year is flying by! As we hit the halfway mark, I not only want to thank you for being a union member, but share some of the value of union membership with you. As a union member, you have the benefits of collective bargaining used when negotiating contract benefits like salaries, benefits and other terms and conditions of employment. We have strength in our numbers, and each member allows us to have greater strength in our negotiations.

I encourage all of you to take a look at the many benefits that come with your membership. If you need your NYSUT member number, please contact me at mongiellobeeunion@gmail.com so I can help you! There are great discounts for services, education, and other great offers that your membership allows you to have access to on NYSUT.org!

On December 13th and 14th, I had the opportunity to attend the NYSUT BOCES Leadership Conference in Albany. Representatives from BOCES locations across NY, including our Long Island neighbors from Western Suffolk BOCES and Nassau BOCES, worked together to discuss many important topics. It was filled with great information regarding the upcoming Blue Ribbon Commission sessions that will shape new graduation requirements, SOCE subject area certification changes and how to help our affected members navigate them, and so much more. My participation allowed me to continue to see the importance in strength of union membership and how we have the ability to benefit our members, students and the schools.

We continue to pilot online enrollment for our new members, and I have worked through some challenges, but am hopeful that it will make the process easier for our members to enroll and gain access to all of the benefits our union has to offer. I take great pride in the opportunity to be an executive board member for our union. We have a great team that truly cares about our members, students, and all of the issues that affect them. Behind the scenes, your building representatives and board members are doing an incredible job, and it is an honor to work with each of them. Thank you for sticking with our union!

Lastly, if you have a change of name or address, please send an email to mongiellobeeunion@gmail.com, so I can update it for you!

Lisa



Helpful Links - Follow Me!

<http://www.beesbeacon.org>

<https://memberbenefits.nysut.org>

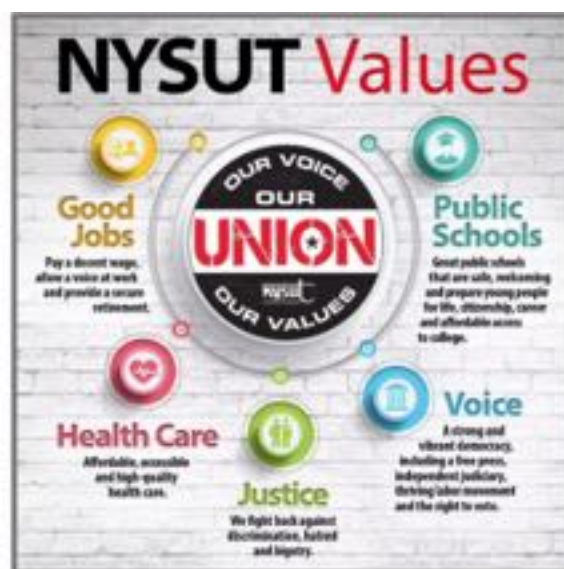
<https://www.aft.org/member-benefits>

<https://www.ny.gov/programs/2020-census>

<http://www.nysed.gov>

<http://www.highered.nysed.gov/tcert/teach/>

Follow us on
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Join our text
blast - text the
word BEES to
the number
33222

KEITH FLYNN ~ GRIEVANCE OFFICER



Can You Grieve It?

Happy New Year! Now that the holiday season is in the rearview mirror, I hope you had the opportunity to recharge your batteries as we get ready for the Annual Review season. At the same time, I hope you were spared from the pesky flu that is spreading with fury.

As of January 2020, there is not much to report on the grievance front. I do want to quickly highlight a few key points. A grievance is a direct violation of the language in our contract. Also, it's time sensitive and needs to be reported within 30 days. Remember, any BEES member can file a grievance. Please report the incident to your building representative, and then they will speak with the Area Vice President. Then, we can work together to determine if we can move forward with a grievance.

UNITY, and I am not talking about Queen Latifah's song from the 90's... Unity within the BEES unit is extremely important, as well as participating in your local building meetings. We need to continue our support for each bargaining unit and stay organized. The strength of our union is in the numbers we have, not only locally, but throughout N.Y.S. We continue to encourage our newer BEES members to attend their building meetings and share their voice.

From my experience, our members have a lot of good questions, and by attending those meetings, we are able to share our voice and work together.

There have been a lot of conversations this year about creating general membership events for members to come to and participate. Since we are such a large union, it is difficult for everyone to know each other, but it doesn't mean we can't attempt to become stronger and more unified. Please look at the beesbeacon.org to see what is going on within our union.

Lastly, I wanted to say thank you to our members. Your continued support will help us have a strong voice.

Keith

**UNITED
WE BARGAIN
DIVIDED
WE BEG**

DANIELLE IRBA ~ SOCIAL CHAIRPERSON



Let's BEE Social

Hi Everyone,

As the year flies by, I'd like to take a moment to remind you of some important information and upcoming events.

- * Patchogue Theater has five shows coming up this winter that we can purchase discounted tickets for. Please check out the flyer posted on the BEES website. <http://www.beesbeacon.org/>.
- * For the first time, we are planning to have a BEES family fun day at the Long Island Ducks stadium on May 16, 2020. There will be some fun giveaways and a cool opportunity for any children of BEES Members to join the Duck's players on the field for the National Anthem. We will end the night with an amazing fireworks display! This is sure to be an amazing night for all. More information will be available soon.
- * The Honorarium is coming up on Wednesday, June 10, 2020. We are working behind the scenes to make it an amazing night and honor our dedicated coworkers. Rain or shine, it will be a great time!

The loss of a loved one is an emotional time, and one of the worst things we may go through in life. It is with that thought that we would like to reach out to our families in need in a timely manner. There are guidelines for sending out cards or a small token to the family of a member. In the past I have gotten several requests that I was not able to send out in a timely manner because the guidelines below were not adhered to. Please make sure that you include all of the information listed below so that we may pay our respects to the families in their time of need. Thank you.

Guidelines for welfare:

A bereavement card will be sent in the event of a member's spouse, parent, child, or sibling's death. In the case of a member passing, special circumstances will then apply. The procedure for a sympathy card to be sent is as follows: Members should contact their building representative as soon as they believe a member meets the above guidelines and a bereavement card should be sent. The building representative should contact me via email at daniellesocialchairbees@gmail.com with the member's name, address as well as the name and relation to the deceased. In the event it is a member that has passed, I still need their name, address and a home or cell number of a member of their family so that we can acknowledge their service with us in a special way.

If you need more information, see your building rep, check out our BEES website or feel free to send me an email.

My email address is: daniellesocialchairbees@gmail.com

Danielle

TERRY KALB ~ RETIREE CHAIRPERSON



Welcome Retirees

Hello to our Retirees!

Please consider joining me!

Terry Kalb
*BATs, NYSUT Retiree
Chapter President*

Wilma de Soto
*BATs, The Quality of
Work Life Team*

Marian Killian
*BAT, Retired
Teacher*

#NPE2020PHILLY

NPE Action
National Conference
**PANEL
DISCUSSION**

**Retiree Teachers:
Untapped Potential
for Activism**

**Neighborhood Public Schools:
The Heart of Our Communities.**

Philadelphia, PA March 28-29, 2020

To register: npeaction.org/2020-conference/

Thank you for sticking with our union!
Terry Kalb
BEES Retiree Chapter President
RC22 NYSUT Retiree Delegate

terrykalb@yahoo.com

SAVE THE DATE

Join your fellow BEEES members in celebrating this year's retirees at the



BEEES Honorarium

DINNER • MUSIC • DANCING

WEDNESDAY, JUNE 10, 2020

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BRANFORD MARSALIS
FEBRUARY 27 8PM

AN EVENING WITH
BRANFORD MARSALIS
THURSDAY, FEBRUARY 27 • 8PM

THE HIT MEN
FRIDAY, APRIL 3 8PM

THE HIT MEN
SUNDAY, MARCH 29 • 7PM

KREEPS WITH KIDS
FRIDAY, APRIL 3 8PM

KREEPS WITH KIDS
COMEDY TOUR

THE BEATLES
White Album
LIVE
05.09.20

THE BEATLES
WHITE ALBUM LIVE
SATURDAY, MAY 9 • 8PM

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Proud Members of NYSUT, AFT and AFL-CIO