Senator Tammy Duckworth Visits LCFT to discuss the Janus Ruling

by Kelly Regnier, 504 WORD Editor

On August 6, 2018, the Lake County Federation of Teachers played host to US Senator Tammy Duckworth, who joined a roundtable discussion with representative Unions of the Northeastern Illinois Federation of Labor. The roundtable discussion focused on the impact of the Janus decision by the US Supreme Court.

Senator Duckworth is a long-time supporter of Unions and Workers’ Rights. Duckworth’s official response to the Janus case was, “As income inequality rises and middle-class wages lag behind, we need to do everything we can to make it easier for working Americans to join a union and negotiate for fair wages and a better workplace. Unfortunately, this decision by the Supreme Court will do the opposite, overturning decades of precedent to make it harder for unions to effectively protect and support working people trying to achieve their own American Dream. I’m disappointed that the Court sided with the anti-union activists and well-funded corporations who want to chip away at workers’ rights, but I will continue to stand up to those who want to lower wages, roll back workplace protections and restrict entry into America’s middle class.”

Senator Duckworth and other members of the panel discussed the impact of the decision, but also discussed ways in which Unions and Members can maintain their strength and unity in light of such attacks.

IFT Field Service Director Matt Beverly was also on the panel as a representative of LCFT. He also spoke passionately about the impact of this decision on LCFT and how our Councils and Members can maintain their rights within the workplace. He and the other panel members reminded those in attendance that first and foremost our unity is our strength.
Standing Together

Once again our Union is being tested. Thanks to the anti-labor ruling, known as Janus, which was decided this summer by the US Supreme Court, a few nearsighted individuals may cast away their membership for the benefit of saving a few dollars. But what are the actual costs? The hope of malicious, anti-worker influences is that this “option” will tempt our members to abandon their Union affiliation and in doing so weaken our numbers so that we eventually give up and go away. But, our crew has been tested many times before and by forces much stronger than the ones who brought us this most recent provocation. The ill-will demonstrated by the pro-Janus contingent will not stop a movement owned by so many hard-working and determined individuals who have already proven their mettle over the course of many years.

Each one of us has enjoyed the collective gains of our past Union efforts, those accomplished by us and those reached by the many who have led before us. We have continued to expand on these gains because of the enduring strength of our unity. Many of you know of the recent strikes that were attended to with great passion and enthusiasm by a heartwarming majority of the members. Our wages, working conditions and benefits across Lake County have greatly improved as a direct result of your efforts during these stressful times. In addition, we’ve made countless other gains at the bargaining table supported by our unity and shared convictions. Some wrongful dismissals have been thwarted as a result of this undeniable force. If you or anyone you know have been wrongfully attacked, then you understand how easily your livelihood and profession can be threatened.

Whether working on the behalf of one unfairly wronged or maligned individual, or for the group as a whole, the Union has become indispensable in our workplace. We exist as the bulwark for democracy in our profession. We are at a point where we must continue to remain solidly committed to our cause and move confidently and righteously toward our futures. We have proven that we have what it takes to continue advancing the gains we’ve made for both ourselves and for those we educate.

“Time has proven that Our Union is not a luxury, not an item easily cut out of a budget when one chooses to cut costs, but a necessity that we must preserve today and on into the future.”

--Mike McGue, LCFT President

Time has proven that Our Union is not a luxury, not an item easily cut out of a budget when one chooses to cut costs, but a necessity that we must preserve today and on into the future. This latest challenge creates one more opportunity for all of us to reflect on where we have been and where we hope to go. The Janus decision provides this pause for all of us to imagine our profession without the assistance of our Union and where we would likely be without the advocacy for our shared goals.

see PRESIDENT, page 3
Retirees Council News

by Carolyn Scaccia, 
Retirees Council President

Welcome back to another school year where we don't have to put up bulletin boards, sit through faculty meetings and write lesson plans!

We will be having our welcome luncheon for our newest members on October 16. Please mark your calendars and RSVP by October 9 to the Union Hall (847-623-7725) so we can let the caterer know how many lunches we will need. Our annual Taste of 504 where we all bring a dish to share and the recipe for it will be on December 6, 2018.

This is an election year for our council. All members are eligible to run for office. Nominations must be made in writing between September 1 and October 1. The election is by secret ballot. Ballots are mailed in the October Newsletter and must be returned no later than November 10. Results will be published in the December 504 Word.

The officers (including Executive Board Delegates) shall serve for two years beginning January 1 in odd numbered years.

Have a colorful fall!

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The choice to carry on in the spirit of all of our brothers and sisters, both past and present, becomes unmistakable.

As we begin another school year and become caught up in our passion for all of our very important work, please take the time to remind those that are new to our profession that a great deal of effort and sacrifice has commenced before their arrival. By helping them to understand these hard-fought gains we will all rise together. We all can be proud of standing together, today, and for many years to come.

In Unity,

Michael T. McGue, President,
Lake County Federation of Teachers
Libertyville/Vernon Hills Federation of Teachers ratifies 1-Year Deal
by Matt Beverly, IFT Field Service Director

The Libertyville and Vernon Hills High School Federation of Teachers ratified at the beginning of this school year a 1-year deal virtually extending the old 2014-2018 agreement with only a handful of changes.

The new 2018-2019 contract includes preserving the existing salary schedule with teachers moving one step in the new school year with no money added to the base. All other monetary items remained the same.

Multiple union security enhancements were agreed to as well, including changes to voluntary dues check, union access to information, FOIA notification and union access to new employees at orientation.

Workday language was also extensively bargained to allow for a later start, while maintaining the same total hours worked each day from the prior collective bargaining agreement, a change that required shortening class periods by several minutes each. PLC (Professional Learning Community) language was also enhanced, contractually securing past practice protections and limits, while preserving the teacher-directed nature of professional development.

Finally, changes were made regarding seniority, evaluations and layoff and recall, mainly, though not exclusively, to align more clearly with PERA and Senate Bill 7 (School Code 24-11, 24-12). The council will be starting up right away this fall to begin negotiations on a successor agreement for 2019 and beyond.

Big Hollow Teachers Ratify Five-Year Agreement
by Michelle Standridge, IFT Field Service Director

The Big Hollow Federation of Teachers reached a five-year Agreement and subsequently held a ratification meeting on June 1st, just before the close of the school year, to approve the deal slated to begin in 2018-2019. In past years, the District faced some financial difficulties, but with a new Superintendent at the helm since that time and a more stable financial outlook, this contract negotiations brought about an Agreement that attempts to recognize the sacrifices that Union members made when the District faced those obstacles. The Union and Administration/Board worked together to reach a compromise that both parties felt was fair, recognized the need for structural change for teacher compensation, and acknowledged the hard work and dedication of employees that weathered the challenges and remained committed to Big Hollow. The contract also included added benefits and both new and modified language in addition to the increases in compensation.

Some provisions in the new contract include updated early release language and evaluation language, as well as secured, equitable preparation time. Teachers will see an increase in tuition
reimbursement as well as an added National Board monetary award and improved health insurance benefit. Additional language was added that addressed the placement of new hires.

The old salary schedule yielded varying increases throughout which made it complicated to understand and difficult for both individual members and the district to budget, so the parties revamped the salary schedule to develop one that is “indexed.” The beginning teacher’s salary (BA, Step 1) drives the schedule, and all vertical increases (steps) are equal as are as all horizontal increases (lane movements). All steps are 3% and all lanes are 5%, and then as the beginning salary increases, so does the overall value of the schedule. It is a very fair way to construct a salary schedule, and it allows teachers and the district to plan for the future. Additionally, implementation of this new schedule enables teachers to “regain” their previously lost steps, so teachers that remained with the District during its financial hardship will advance the same number of steps they were frozen. All told, increases in year 1 averaged 8.45%, and increases in the subsequent four years will be 3%, 4.5%, 4%, and 4%. Longevity increases for the five years will be 6%, 4%, and 3% for the remaining three years, and those entering the retirement pipeline will still be eligible for four, 6% increases during their final four years of service. The Agreement runs through 2023.

On the Union’s bargaining team were Council Co-Presidents Dawn Lucas and Kira DeNovo, Michelle Connolly, Valerie Reil, Janine Vasica, and IFT Field Service Director Michelle Standridge.

Prairie Crossing Council Ratifies Salary Reopener for 2018-19

by Michelle Standridge, IFT Field Service Director

At the close of last school year, Prairie Crossing Council ratified provisions for a salary reopener, securing increases and other benefits for the last year in their four-year contract. Members will receive a BRI (Base Rate Increase) of 7% for the 2018-19 school year. Members will maintain their monthly health and dental insurance stipends as well as a longevity bonus program. On the Union’s bargaining team were Council President, Robb Freeman, Vice President, Chris Hershiser, Katy Barnett, and IFT Field Service Director, Michelle Standridge.

Do You Have Questions About Negotiations for Your Council?

If you have questions about when your contract will be up for negotiations, there are a couple of ways you can check. You can visit www.lcft.org and log in as a member. When you are there, you will have access to your contract and any extensions that your council has negotiated. The expiration date of your contract will be present on the cover.

You can also ask your council leaders for negotiation updates. They will likely know the timetable for any upcoming negotiations.

As always, if you want to get involved, see your council leaders for information about upcoming Union Leadership Institutes!
REGISTRATION FORM
LCFT LOCAL 504 – 2018 FALL
PROFESSIONAL DEVELOPMENT COURSES

(Please Print Clearly)
Name: ____________________________ Home Phone: ____________________

Home Address: ____________________________

City: ____________________________ State: _____ Zip: ____________

Personal E-mail: ____________________________ (School District): ______________

IEIN Number: ____________________________

Select courses you will attend:

FALL  DAILY ATTENDANCE IS REQUIRED

☐ FOUNDATIONS OF EFFECTIVE TEACHING I:
  Tuesdays and Thursdays (4:00 p.m. – 7:00 p.m.) 30 PDU’s 30 hours
  September 11 through October 11

☐ ENGLISH LANGUAGE LEARNERS 101
  Tuesdays and Thursdays (4:00 p.m. – 7:00 p.m.) 15 PDU’s 15 hours
  October 16 through October 30

☐ STRATEGIES FOR STUDENT SUCCESS (PART I)
  Tuesdays and Thursdays (4:00 p.m. – 7:00 p.m.) 30 PDU’s 30 hours
  November 1 – through December 4

Number of courses selected: x Cost per course: $50 = $ ____________

CHECKS AND REGISTRATION FORM MUST BE IN THE UNION HALL TWO WEEKS PRIOR
TO THE START OF THE CLASS. PLEASE DON’T JEOPARDIZE THE CLASS BY
REGISTERING LATE. ALL CLASSES ARE HELD IN THE UNION HALL.

Enclose check or money order (no cash) made payable to: AFT Local 504

Return form with non-refundable payment to: Lake County Federation of Teachers, Local 504
248 Ambrogio Drive
Gurnee, IL 60031

September 2018
ER&D Report

by William Kostomiris,
ER&D Coordinator for
LCFT

To date, this summer has been another successful one. We offered eight classes, which was more than any other summers. This was quite an accomplishment. Our Local does a wonderful job helping our teachers get graduate credits and credits for recertification. I am very proud of our excellent instructors and the many classes offered to our staff and teachers.

This fall and early winter, we will be offering some of our most popular classes. The first class for the fall is one that is highly recommended for new teachers as well as for those that can use a brushing up on some ideas for starting the school year off right.

Remember for those who have never taken a class, the cost is only $50 dollars per class which rewards you with two hours of graduate credit for those councils that award those credits as well as 30 credits for recertification. We do have shorter classes that reward half the amount of hours and credits. If your council does not reward credits, talk to me about it and perhaps we can get it included in your next contract. Otherwise you can get graduate credits from Governor’s State University for a substantial cost.

Have youMoved?
Changed your Name?
Changed your Email?

If so, please contact the LCFT Office so we can keep you up to date!

phone: 847-623-7725
email: seberle@iift-aft.org

Are you following LCFT?

on the web:
www.lcft.org

on Facebook:
Lake County Federation of Teachers

on Twitter:
@LCFT504

Explore
Share My Lesson's
most popular resources
—for free!
As always, the delegates are charged with offering guidance to the organization. This is accomplished through the discussion and debate of constitutional amendments, by-laws updates, and resolutions. There are many AFT committees which spend a great deal of time drawing up these resolutions, which are put forth in committee meetings at convention. Each committee then brings their three to five most important resolutions to be debated on the convention floor. The rest of the resolutions are discussed by AFT’s Executive Council. Predictably, hot-button issues included workers’ rights, human rights, immigration, and protecting students both in and out of our classrooms. A special order of business also denounced the US President’s nomination of Justice Kavanaugh for the US Supreme Court vacancy.

Finally, the delegates elected the members who will lead AFT for the next two years. President Randi Weingarten, Secretary-Treasurer Loretta Johnson, and Executive Vice-President Mary Cathryn Ricker were all reelected. IFT President Dan Montgomery and CTU President Karen Lewis were reelected to the AFT Executive Council.

LCFT was represented by Deborah Lawson, Camille Price, Alan Thomas, Ken Wolin, and Kelly Regnier.