Winter/Spring 2020
Welcome to the Pittsfield Public Schools!

The Pittsfield Federation of School Employees are a union of 350+ Bus Drivers and Attendants, Cafeteria Workers, Clerical/Secretarial Employees, Custodians, Paraprofessionals, and Registered Behavior Technicians (RBTs) committed to the promise of quality public education for all the children of Pittsfield. We are a "Union of Professionals", and we are committed to each other!

As a union, we work hard to serve our students, the City of Pittsfield, and our members. We fight for public schools that are clean, safe, welcoming places for teaching and learning, and we fight to ensure that teachers and school support staff are well-prepared, are supported, have manageable class sizes and workloads, and have time to collaborate to meet the needs of every child. We demand our children have an engaging curriculum that focuses on teaching and learning, not testing, and includes art, music and the sciences. By uniting our voices and joining together around shared values and common goals, we can help the Pittsfield Public Schools become the centers of our community, secure a voice and respect for those closest to the classroom, and fulfill public education’s purpose as a propeller of our economy, an anchor of democracy, and a gateway to racial, social and economic justice.

There are many benefits in belonging to our Union. As an AFT member you qualify for discounts on car rentals, health care, legal and financial services, shopping, movie, theater and theme park tickets. In addition, as a member, you qualify for low cost/no cost insurance programs including Accidental Death and Dismemberment (AD&D) Insurance, Disability Income Insurance, Group Term Life Insurance, Long Term Care Insurance, and Occupational Liability Insurance. Your membership also provides you and your family with access to Scholarships, Student Debt Clinics, Student Debt Forgiveness Programs, and we saved the best for last, access to a free college education. These benefits and discounts are only available to our members through the AFTPlus and UnionPlus benefit programs. For more information on these programs please visit our website: pittsfield.ma.aft.org/member-benefits.

At Local 1315 we care, we fight, and when you need us we will show up! You can reach me via e-mail at afflocal1315@gmail.com or on my cell phone at (413) 358-0727. If you have any questions at all about the Pittsfield Federation of School Employees, please contact me – we’re here to help – and we’d be proud to have you join us!

Sincerely,

Sandi Amburn
Sandi Amburn, President
Welcome to our union

We hold in common with the same passion and integrity we bring to our work every day. We hold in common with the same passion and integrity we bring to our work every day. We hold in common with the same passion and integrity we bring to our work every day. We hold in common with the same passion and integrity we bring to our work every day. We hold in common with the same passion and integrity we bring to our work every day.

We want you to join us to better our lives. We want you to join us to better our lives. We want you to join us to better our lives. We want you to join us to better our lives. We want you to join us to better our lives.

Brothers and sisters will welcome you to know us, you to know us, you to know us, you to know us, you to know us.

You have the strength to change the world. You have the strength to change the world. You have the strength to change the world. You have the strength to change the world. You have the strength to change the world.

And if you still want to learn, we also know that time, too. We know you still have a lot of questions time, too. We know you still have a lot of questions.

We were once members of the union for the first time.

American Federation of Teachers

www.acto.org
202/639-1000
Washington, DC 20001
www.afte.org
AFTE

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school employees

Pittsburgh Federation of

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school employees

Pittsburgh Federation of
the forces whose real interest is to dismantle public education.

Good and sound—not just sounding good—and we stand up to

halls of Congress. We advocate for policies and programs that are

the community at the district level, the state legislature, or the

make sure that our voice is heard—whether it is in the media, in

mouth, too. By politicians and pundits, we flavor our union

amidst the attacks leveled on our schools and the ideas of the

day.

challenges so many students bring to school with them every

the demands of a changing world and to help overcome the

At the same time, we know that schools must do better to meet

we serve. Every day, and the difference we make in the lives of the students

our union to spread the word about the great work each of us do

WE ARE DEPENDENT TO THE MISSION OF PUBLIC EDUCATION.

WE ARE A COMMUNITY OF COLLEAGUES JOINED TOGETHER FOR THE COMMON GOOD. WE

THIS IS WHO WE ARE – THIS IS OUR UNION!
Taking on positions of union leadership when possible, according to our individual skills and interests.

Participating in the democratic processes of the union.

Helping to build an effective chapter of the union at our workplace.

Participating in union activities to influence education programs and policies.

Staying informed on union issues and events.

Making good-faith efforts to attend and contribute to union meetings and functions.

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Inclusion:

Being educated and active members. We share basic duties and obligations as union members. These duties include attending meetings, keeping informed on union issues, and participating in activities that support our chapter and our workplace.

At the same time, we know the real power of our union is achieved through effective leadership. That is why we need to take pride in making our union the most open and democratic institution it can be. This means we make sure our leaders are accountable to us as their members, and we hold them accountable to us as their leaders.

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We Are The Union.

We take pride in making our union the most open and democratic institution it can be. We do this by providing legal assistance, if necessary, by ensuring our rights are protected, and by engaging in collective bargaining on our workplaces.

We also believe in providing training for leaders in the workplace, and we come to our leaders to help us to improve our workplaces. We support and participate in union activities that support our members and the community.

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We Look Out For Each Other.

We advocate for the rights of our members and the community, and we come to the aid of individual members who need help defending our interests or they have issues with how they are treated on the job or to our workplaces.

We also believe in providing training for leaders in the workplace, and we come to our leaders to help us to improve our workplaces. We support and participate in union activities that support our members and the community.
As an AFT member, you join a community of colleagues who fight for our values, who care about each other’s well-being, and who show up when members and the communities we serve are in need. As part of this commitment, we use the purchasing power of AFT’s 1.7 million members to enable us to offer each member valuable benefits that go beyond the workplace.

With AFT, and AFT + Member Benefits, 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.

What follows are just some of the AFT discounts and benefits you’ll be able to use or purchase as a member.
AFT members and their families can earn an Associate Degree with NO out-of-pocket cost.

FREE COLLEGE BENEFIT FOR YOU AND YOUR FAMILY

The Union Plus Free College Benefit offers working families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all take advantage of this exciting opportunity.

ZERO OUT-OF-POCKET COST

Members and their families can earn an Associate Degree online, with no out-of-pocket costs. A last-dollar scholarship covers the difference between any Federal grants and your tuition, fees and e-books at EGCC.

EASTERN GATEWAY CREDITS ARE TRANSFERABLE

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, potentially saving you thousands of dollars.

1-888-590-9009
unionplusfreecollege.org

Free College is possible thanks to the early support and enthusiasm of AFSCME, who entered into a collaboration with Eastern Gateway Community College in 2016.
HIGHER EDUCATION IN JUST 4 STEPS

1. APPLY TO EASTERN GATEWAY
   Go to unionplusfreecollege.org, select the "Get Started" button and complete the request information form with your contact and union information (for membership verification).

2. COMPLETE THE FREE FAFSA
   Complete the form online: FAFSA.ed.gov
   Eastern Gateway Community College school code: 007275
   The FAFSA application is a requirement. If it's determined that you are not eligible for federal or state financial aid, a "last-dollar" scholarship will be applied to your remaining balance for tuition, fees and e-books.
   Your FAFSA may be chosen for additional verification by the Dept. of Education. Compliance is required to receive the scholarship. Your enrollment advisor can help you with the process.

3. SUBMIT YOUR TRANSCRIPTS
   Submit your high school transcript or GED test score as proof of high school completion. Official transcripts must be sent directly from the school to:
   Email: online@egcc.edu (Subject: UnionPlus)
   Mail: EGCC Admissions
   Attn: UnionPlus
   101 Federal Plaza East
   Youngstown, OH 44503
   Fax: 330-480-0817 (Attn: UnionPlus)
   If you have completed any college coursework, have the transcript sent to EGCC. Applicable college credits will be transferred to the new program.

4. ENROLL IN CLASSES
   Work with an enrollment advisor to enroll in classes.

1-888-590-9009
unionplusfreecollege.org

The Higher Education Benefit covers the cost of tuition, fees and books after any PELL or other federal grant, or employer reimbursement is applied. The remaining amount will be cleared with the Free College scholarship. As long as your financial aid file is complete, there is no cost to the student and students are never asked to take out any loans.
MEMBERSHIP APPLICATION
PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
LOCAL 1315

(Please Print)

FIRST NAME: ___________________________ LAST NAME: ___________________________

ADDRESS: ____________________________________________________________

CITY: ___________________________ STATE: _______ ZIP CODE: __________

CELL PHONE: ___________________________

PERSONAL (NON-WORK) E-MAIL: _________________________________________

SCHOOL/BUILDING/ROOM #: ____________________________________________

UNIT: (Check One)

☐ BUS OPERATIONS  ☐ CAFETERIA  ☐ CUSTODIAL  ☐ PARAPROFESSIONAL  ☐ SECRETARIAL

EMPLOYMENT STATUS: (Check One)  ☐ FULL TIME  ☐ PART TIME (LESS THAN 20 HOURS/WEEK)

MEMBERSHIP APPLICATION AND AUTHORIZATION FOR DUES DEDUCTION

☐ I hereby request and accept membership in the Pittsfield Federation of School Employees, Local 1315 and I agree to abide by its Constitution and Bylaws. I authorize the union and its successor or assignee to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my employer.

☐ Effective immediately, I hereby authorize and direct my Employer to deduct from my pay each pay period and transmit to the Pittsfield Federation of School Employees, Local 1315 membership dues in the amount established or revised by the Pittsfield Federation of School Employees, Local 1315 in accordance with the Pittsfield Federation of School Employees, Local 1315 Constitution and By-Laws. There shall be no change in the amount of dues deducted without 60 days prior notice to me by the Pittsfield Federation of School Employees, Local 1315. If for any reason my Employer fails to make a deduction, I authorize the Employer to make such deduction in the subsequent payroll period.

I recognize that my authorization of dues deduction, and continuation of such authorization from one year to the next, is voluntary and not a condition of my employment.

In order to comply with the Internal Revenue Service ruling, be advised that your membership dues are not deductible for federal income tax purposes. However, they may be deductible as ordinary and necessary business expenses.

SIGNATURE: ___________________________ DATE: ___________________________

PAYROLL/TREASURER USE ONLY

☐ FULL DUES RATE  ☐ HALF DUES RATE  ☐ QUARTER DUES RATE  ☐ EIGHTH DUES RATE

☐ 52 WEEK EMPLOYEE  ☐ 40 WEEK EMPLOYEE