

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

LOCAL 1315



PO Box 2073

PITTSFIELD, MASSACHUSETTS 01201-2073

Winter/Spring 2022

The Pittsfield Federation of School Employees are a union of 350+ Bus Drivers and Attendants, Cafeteria Workers, Clerical/Secretarial Employees, Custodians, and Paraprofessionals 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 aftlocal1315@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

WEBSITE

PITTSFIELD.MA.AFT.ORG

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
AMERICAN FEDERATION OF TEACHERS (AFT)
AFT MASSACHUSETTS
LOCAL 1315



PO Box 2073
PITTSFIELD, MASSACHUSETTS 01201-2073

FOLLOW US ON FACEBOOK

<https://www.facebook.com/groups/235233225327638>

E-MAIL

aftlocal1315@gmail.com

WEBSITE

pittsfield.ma.aft.org

WE ARE PITTSFIELD

#WHATWEDOMATTERS!

★ **LOCAL 1315** ★

Pittsfield Federation of School Employees

Bus Operations ★ Cafeteria Workers ★ Custodians ★ Paraprofessionals ★ Secretaries

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Washington, DC 20001
202/879-4400
www.aft.org

www.aft.org [f](#) AFTunion [t](#) @AFTunion

We were once members of the union for the first time, too. We know you still have a lot of questions and a lot you still want to learn. We also know that you have the fresh ideas, the talents and the energy we need to make the union stronger for all of us. So, as you get to know us, your union brothers and sisters will want to know you better, too. We want you to join with us to advocate for the things we believe and the values we hold in common with the same passion and intensity we bring to our work every day.



welcome
to our **union**

THIS IS WHO WE ARE - THIS IS OUR UNION!

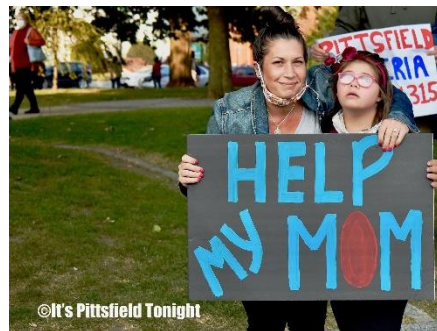
We are a community of colleagues joined together for the common good. We support one another's personal and workplace success. We stand up for what's right for our schools and the students. We look forward to you making our union stronger through your participation as an active member.

WE ARE DEDICATED TO THE MISSION OF PUBLIC EDUCATION.

We know what is right about our schools, so we work through our union to spread the word about the great work each of us do every day and the difference we make in the lives of the students we serve.

At the same time, we know that schools must do better to meet the demands of a changing world and to help overcome the challenges so many students bring to school with them every day.

So amidst the attacks leveled on our schools and the ideas of the month floated by politicians and pundits, we through our union make sure that our voice is heard—whether it is in the media, in the community, at the district level, the state legislature or the halls of Congress. We advocate for policies and programs that are good and sound—not just sounding good—and we stand up to the forces whose real interest is to dismantle public education.





WE LOOK OUT FOR EACH OTHER.

We collaborate and share ideas as union colleagues to make each other the best we can be. And through our union we both advocate for, and sponsor on our own programs of health and safety and career development.

We through our union use the power of collective action and solidarity to continually fight to improve our working conditions so that we have what it takes to work effectively. This includes reasonable workloads, adequate materials and supplies and policies that support safe and healthy schools. But it also includes competitive salaries, decent health care and a secure retirement.

We also advocate for fairness in the workplace and we come to the aid of individual members who need help standing up for themselves if they have issues with how they are treated on the job or to make sure their rights are protected if they are the subject of discipline or accusation on work related matters. This even means providing legal assistance, if necessary.

WE ARE THE UNION.

We take pride in making our union the most open and democratic institution it can be. This means we elect our leaders at the worksite and union-wide level. We provide them guidance on the positions and priorities they should advance to that represents the best interests of all members. And we hold them accountable to using our dues money to run the affairs in a responsible way.

At the same time, we know that the real power of our union to achieve its objective depends on our being educated and active members. We share basic duties and obligations as union members. These include:

- Making good-faith efforts to attend and contribute to union meetings and functions.
- Staying informed on union issues and events.
- Participating in union activities to influence education priorities and policies.
- Helping to build an effective chapter of the union at our worksites.
- Participating in the democratic processes of the union.
- Taking on positions of union leadership when possible, according to our individual skills and interests.



PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES



PLEASE JOIN US!

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

<input type="checkbox"/> FULL DUES RATE	<input type="checkbox"/> HALF DUES RATE	<input type="checkbox"/> QUARTER DUES RATE	<input type="checkbox"/> EIGHTH DUES RATE
<input type="checkbox"/> 52 WEEK EMPLOYEE		<input type="checkbox"/> 40 WEEK EMPLOYEE	



UNIONPLUS

BACHELOR'S DEGREE COMPLETION PROGRAM

A bachelor's degree at no cost for you and your family members

Bachelor's degree completion program for union families

The program is available to current and retired union members, their spouses, domestic partners, children (including stepchildren and children-in-law), financial dependents and grandchildren. Family members do NOT need to be financial dependents or living with the member to be eligible. All courses are 100% online.

An Associate degree or 60 or more transferable college credits are required to enroll. Students who have not yet earned an Associate degree or are just getting started in higher education can begin with the Free College program at Eastern Gateway Community College and then transfer into the Bachelor's Degree Completion programs at CSU.

Central State University is regionally accredited

Union Plus has partnered with Central State University (CSU), a regionally accredited public, non-profit university near Dayton, OH. Credits you earn can transfer to other schools.

Zero out-of-pocket costs

Members and their families can earn a Bachelor's degree online with no out-of-pocket costs.

Students must apply for federal financial aid and use any grants to pay the tuition. Students must also use any employer-sponsored tuition assistance. The Student Success Grant covers the difference between any federal grants and employer assistance and your tuition, fees and e-books at CSU.

Bachelor's degrees offered

- **Business Administration**
- **Teacher Education**
Licensure and non-licensure (PreK-5th grade)
- **Criminal Justice**
- **Interdisciplinary Studies - Humanities**
- **Additional degree programs coming soon!***

Students may enroll part time, but continuous enrollment is required. Students must complete the FAFSA and any required verification.

*For additional degree programs, there may be required fees.

**THE STUDENT
SUCCESS GRANT**

**ALLOWS STUDENTS TO COMPLETE THEIR BACHELOR'S DEGREE WITH
NO OUT-OF-POCKET COSTS FOR TUITION, FEES, OR E-BOOKS.**



1-888-897-9671
bachelorsdegree.unionplus.org



FREE COLLEGE BENEFIT



A Union of Professionals

AFT +
Member Benefits

**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



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).



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.



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.



ENROLL IN CLASSES

Work with an enrollment advisor to enroll in classes.

1-888-590-9009
unionplusfreecollege.org



A Union of Professionals
AFT+
Member Benefits

*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.***