

## PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

LOCAL 1315



PO Box 2073

PITTSFIELD, MASSACHUSETTS 01201-2073

### Winter/Spring 2024

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 an affordable 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](http://pittsfield.ma.aft.org/member-benefits).

At Local 1315 we care, we fight, and when you need us we will show up! We recently concluded our fight for a new contract. It was a struggle that took over a year-and-a-half, but in the end we got a new agreement that provides the best pay raises our Custodians have ever seen! You can reach me via e-mail at [cbossana@aol.com](mailto:cbossana@aol.com) or on my cell phone at (413) 212-1041. 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,

*Chrissy Bossana*

Chrissy Bossana, President

WEBSITE

[PITTSFIELD.MA.AFT.ORG](http://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**

**[cbossana@aol.com](mailto:cbossana@aol.com)**

**WEBSITE**

**[pittsfield.ma.aft.org](http://pittsfield.ma.aft.org)**

**[\[CLICK HERE TO FIND YOUR UNION BUILDING REPRESENTATIVE\]](#)**



### CUSTODIAL UNIT

GARY SAGENDORPH – CHAPTER CHAIRPERSON

PITTSFIELD HIGH SCHOOL - CUSTODIAN

E-MAIL: [G.TIGHTPANTS@GMAIL.COM](mailto:G.TIGHTPANTS@GMAIL.COM)

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[\[CLICK HERE TO VIEW THE CUSTODIAL UNIT CONTRACT\]](#)





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[www.aft.org](http://www.aft.org) [f AFTunion](https://www.facebook.com/AFTunion) [@AFTunion](https://twitter.com/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



welcome  
to our **union**



and intensity we bring to our work every day.

### **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.





**WE ARE STRONGER TOGETHER**

**PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES**



**CLICK HERE TO 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	