

MARK YOUR CALENDARS...



Sun	Mon	Tue	Wed	Thu	Fri	Sat
September 2011				1	2	3
4	5	6	7	8	9	10
Labor Day Schools & Offices Closed		Students Return				
11	12	13	14	15	16	17
			Membership Mtg. Rice Site 5:30pm - 7:30pm			
18	19	20	21	22	23	24
			E-Board Meeting PFSP Offices 5:30pm - 7:30pm			
25	26	27	28	29	30	

Sun	Mon	Tue	Wed	Thu	Fri	Sat
October 2011						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
					State Inservice Day (Schools Closed)	
16	17	18	19	20	21	22
		E-Board Meeting PFSP Offices 5:30pm - 7:30pm				
23	24	25	26	27	28	29
30	31					

LOOKING AHEAD TO NOVEMBER ...

- ~November 2nd - PFSP Member Meeting
- ~November 10th - Classified Connections
- ~November 11th - Veterans Day - Schools and Offices CLOSED

MORE VALUE FOR YOUR MEMBERSHIP

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Portland Federation of School Professionals

(FORMERLY PFTCE— PORTLAND FEDERATION OF TEACHERS AND CLASSIFIED EMPLOYEES)

"A Union of Professionals... Working with Children"

PFSP • 1919 - 2011 • 92 YEARS STRONG!

PFSP LOCAL 111 • AFT • AFT-OREGON • AFL-CIO • CHARTERED 1919

September 2011

The PFSP PROFILE

SPEAKING MY MIND

BELINDA REAGAN
PFSP PRESIDENT
BELINDA@PFSP111.ORG



WELCOME BACK!

I extend a heartfelt "welcome" to each of you, whether you are new, or returning to, Portland Public Schools for the 2011-12 school year! This summer will go down in the PFSP history books as "The Summer of Waiting"! With the impending return to work of our 190s last week, Marianne Truelove and her colleagues in HR were madly striving to get as many of our unassigned Paras back to work as possible. At last report, there are still a number of Para 1s without a placement, and, hopefully, by the time you've read this newsletter, that matter will be resolved, too!

Throughout the past three months, so many of you have been bouncing on the worrisome waves of job uncertainty...not knowing where you'll be working, whether you'll have your hours cut, or, worst of all, wondering if a layoff could still be a possibility. The PFSP workforce, as is all too typical in the last several years, has been hit harder than any other group. It was projected at the end of the school year that we would lose up to 89 FTE, which could be translated into any number of losses, depending upon whether the positions lost are part-time or full-time. We've seen far too many long-time employees facing the unemployment line; several after 15+ years of dedication to this District. While we have had a number of recalls in the past two weeks, for which I am truly delighted, we have suffered an enormous cut to our clerical staffers this year, whether by job elimination or reductions of days worked.

Because of this, I feel compelled to, once again, remind all of you: if you are being asked to do your job in fewer hours, or to add the former duties of an unassigned co-worker to your list of obligations, please remember NOT to work beyond your standard workday hours unless you are being paid extended hours, overtime, or being allowed to accrue comp time. When you work for "free", the District is unaware of the

contribution you are making, and believes that schools and offices CAN work with fewer staff.

If you have a workload issue, and aren't comfortable speaking to your supervisor about your concerns, please call me. I'll be happy to remind your supervisor that it is a violation of our contract, and the law, for an employer not to compensate you for time worked.

Other items of importance ...

~MARK YOUR CALENDARS NOW! Our first PFSP meeting of this school year will take place on Wednesday, September 14th, at the old RICE School Site, located at 6433 NE Tillamook, from 5:30 pm to 7:30 pm. Join us for dinner, as well as a visit with old and new friends! Our guest for the evening will be Jan Long, who is a consultant to the H&W Trust (your health insurance oversight group). Jan will talk with us about the healthcare regulations that will be affecting all of us in the near future. This is certainly a hot topic as we approach our winter renewal period.

Be our guest for dinner during the meeting, while we attend to Constitution & Bylaws changes with a second reading of the change of our Union's name in the Constitution, and a first reading of an update to allow for the permanent movement of the September and January meetings from the first Wednesday to the second each year. My annual PFSP "State of the Union" address will fill you in on where we stand as far as placements and layoffs, address bargaining, and explain where PFSP hopes to head in the 2011-12 school year.

PLEASE RSVP, and let us know if you can join us for the meeting! (We certainly don't want to run short of food!) You can contact us by phone 503-236-3497, or email Allison at allison@pfsp111.org.

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~Speaking of emails...**we have new email addresses here at PFSP!** We are now @pfsp111.org! To contact me, use belinda@pfsp111.org; Field Rep Michelle Batten, can be reached at michelle@pfsp111.org; and our Office Assistant, Allison Houghton, is available at allison@pfsp111.org. Make certain you update your contact list to reflect this change.



~ Along with changes to our email addresses, **our website access is also being updated to reflect our new moniker!** We are still in the process of changing the "look" of the site, and it continues to contain up-to-date pertinent information. The website can now be accessed at <http://pfsp111.org>.



~The **H&W Trust's website also has a new look!** Many of you may have received an oversized postcard from the Trust in the last two weeks outlining the changes to the site. This will be your "go-to" spot for information about your medical plans, coverage, rates, and who to contact

when you have a question. This month, the website features PFSP Member, and Atkinson Paraeducator, Marcia Goodwin, an avid dragon-boater. You can check out Marcia's story at the Trust's site, <http://www.sdtrust.com>, and while you're there, take a look at all of the other exciting changes!



~**We're working without a contract,** and PFSP is heading back into bargaining. Our Bargaining Team recently gathered for our first work session as we prepare to face the District. As you may recall from last spring, we have been meeting for informal talks with the District's Director of Labor Relations, and have truly asked for very little. Not too surprisingly, many of our requests have been denied. With active bargaining ensuing, we will continue the battle for a fair and equitable contract for all PFSP employees.

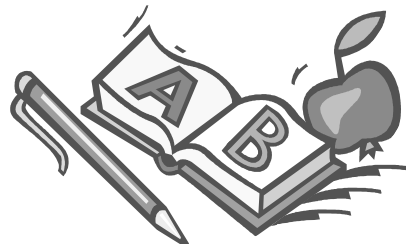


~Our PFSP **Field Rep, Michelle Batten**, will be making visits to worksites in the weeks ahead to

check in with you, and find out how you're doing this year, and I will join her as time permits. If you would like for PFSP to come to your school or office for a group meeting of classified employees before or after your workday, let us know, and we'll schedule a time that will work for all.

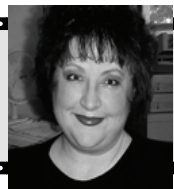
I look forward to visiting with each of you at our **September 14th meeting** and dinner! Please remember to let us know if you'll be joining us, via email or phone!

In the meantime, take it easy!



KNOW YOUR CONTRACT... ARTICLE 10 – PERSONNEL FILE

BY MICHELLE BATTEN
PFSP FIELD REPRESENTATIVE
MICHELLE@PFSP111.ORG



Have you moved to a new school or department this year? If so, please take a moment to find out if your previous worksite sent over its "working" file on you.

A "working" file is NOT your official personnel file – that is kept in Human Resources.

However, a school or worksite often keeps this second "working" file on its staff members – sometimes for information like an emergency contact or a copy of your evaluation, but sometimes they can contain much more: copies of a grievance you may have filed (which is a contract violation), notes taken in a heated exchange between you and your

supervisor – items that could taint the opinion of your new worksite – never allowing you the opportunity for a fresh start. Additionally, there could be notes in there about illnesses or life events you may have had in the past; information that, if shared, would violate your HIPAA privacy rights.

You may not want your new worksite to know you were treated for cancer or went through an ugly divorce – items you may have shared with your previous principal or supervisor, especially if you were a long-time staff member, but may not want shared in your new environment until you're ready to tell your story.

So take a moment to ask your old school or worksite if they forwarded your working file; ask to see what's in it, and demand to have any items you don't want shared with your new worksite removed from that file.

Again, it is NOT your official PPS personnel file. And even if you didn't move this summer, ask to see your current "working" file anyway – perhaps it's time you reviewed its contents.

If you're having problems with this or any other issue – please call or email me! I'd love to hear from you.

Please join us for the...

Back-to-School PFSP Union Meeting & Party!

on
WEDNESDAY, September 14th
5:30-7:30 PM
at

Rice Site in the Gym

(Formerly Rice School)

6433 NE Tillamook (Between Rose City Park and Golf Course)

LET US KNOW IF YOU CAN COME...

PLEASE email our office at : allison@pfsp111.org

NO LATER THAN Tuesday, September 13th

(We don't want to run out of food!)

Our meeting agenda will include:

- Guest Speaker Jan Long: **"Updates on Healthcare Reform"**
- President Belinda Reagan's "State of the Union" address
- Bargaining and contract updates
- Reading of Constitution changes
- Layoff updates
- Plans for the 2011-12 school year

Come be part of the fun...the food is on us!

All PFSP Fair Share & Full Members are invited!

(Sorry, we can't accommodate family members!)

UPCOMING CHANGES TO YOUR UNION DUES...

New PFSP Dues Rates 2011/2012

Annual Salary	Member	Fair Share
\$60,000+	\$82.36	\$66.99
\$50,000-59,000	\$79.31	\$64.51
\$40,000-49,000	\$74.59	\$60.67
\$35,000-39,999	\$65.33	\$53.14
\$30,000-34,999	\$57.17	\$46.50
\$25,000-29,999	\$50.36	\$40.96
\$20,000-24,999	\$47.07	\$38.29
\$15,000-19,999	\$42.74	\$34.77
\$10,000-14,999	\$33.40	\$27.17
\$5,000-9,999	\$23.50	\$19.12
Under \$5,000	\$14.38	\$11.70

AFT-National has increased their "per caps", the amount charged to our local for each person in our unit. Considered as a "pass-through" amount, Unions are not allowed to cover this increase without passing the cost on to members.

PFSP is also nominally increasing monthly dues, both Member and Fair Share, beginning on your October 31st paycheck. The chart to the right outlines both changes.

Additional dues information is available on our website at <http://pfsp111.org>.