

# SRP NewsLink

A NEWSLETTER FOR NYSUT'S SCHOOL-RELATED PROFESSIONALS LOCAL LEADERS

## SRP Leadership conference shows union solidarity

SRPs turned out in droves to attend the October 2018 SRP Leadership Conference in Albany, with 210 SRP sisters and brothers, including 75 first-time attendees, representing 63 locals. This high-energy group gathered to learn, celebrate unity and have fun, despite the relentless attacks on unions and the labor movement.

SRP Advisory Committee Chair Kim McEvoy kicked off the conference by telling attendees: "May everyone find this weekend enlightening, uplifting, educational and feel the empowerment of the union.

"This is *our* union. Yes. I will tell you the first three letters of 'union' are 'U... 'n... I.'" And if you think you're going to take away *our* union, we're going to say "the last two letters of 'union' are bring it 'ON.'"

The Officer Cracker Barrel was moderated by the SRP At-Large Directors, with NYSUT President Andy Pallotta, Executive Vice President Jolene DiBrango, Second Vice President Paul Pecorale and Secretary-Treasurer Philippe Abraham. Participants were delighted to have their questions answered by the NYSUT officers.

The plenary session gave SRP leaders an overview of organizing. At lunch

locals learned about VOTE-COPE, the union's voluntary political action fund and President Pallotta recognized 13 locals for their outstanding contributions to the fund.

In his dynamic keynote address, Rev. Terrance Melvin, secretary-treasurer of the New York State AFL-CIO, told the audience we would not back down from the attacks on unions and we must never forget the struggles and hard work of the unionists who built, shaped and molded the dynamics of the union today.

NYSUT's SRP members of the year winners Margaret Dalton, United Federation of Teachers, and Stephen Rechner, Union of Clerical and Technical Staff at NYU were honored.

Once again, SRPs gave generously, raising \$3,000 for the NYSUT Disaster Relief Fund through raffle ticket sales of creatively designed baskets donated by locals.



NYSUT President Andy Pallotta, 2nd VP Paul Pecorale and SRP Advisory Committee chairperson Kim McEvoy share a laugh on the dais.

Syracuse Teachers Association member Mark Warner, who sits on the NYSUT SRP Advisory Committee, accepted the donation of nearly 300 children's books collected at the conference. Three bins of travel-sized toiletries and personal care items were collected for donation to Unity House in the Capital Districts, for their domestic violence services program.

The 2019 SRP Leadership Conference, will be held Oct. 4-6 in Saratoga Springs.

See conference photos on page 3 and at [nysut.org/srp](http://nysut.org/srp).



Donating proceeds from conference raffle ticket sales of \$3,000 to NYSUT's Disaster Relief Fund, (from left): SRP Advisory Committee Chair Kim McEvoy; SRP At-Large Director Deborah Paulin; Higher Ed At-Large Director and 2018 SRP Member of the Year Stephen Rechner; and SRP At-Large Directors Shelvy Young Abrams, Karen Lee Arthmann and Angie Rivera.

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**IMPORTANT DATES:**

**NYSUT Health & Safety Conference**

March 1–2, Saratoga Springs  
[www.nysut.org/healthandsafety](http://www.nysut.org/healthandsafety)

**Committee of 100**

March 4–5, Albany

**National School Breakfast Week**

March 4–8

**NEA ESP Conference**

March 22–24, Las Vegas  
[www.nea.org/esp](http://www.nea.org/esp)

**AFT PSRP Conference**

April 26–28, Las Vegas  
[www.aft.org](http://www.aft.org)

**NYSUT Local & Retiree Council Presidents Conference**

May 3, Albany

**NYSUT RA**

May 3–4, Albany

**RA Deadlines:**

**Proposed Amendments to Constitution and Bylaws**  
 Feb. 11

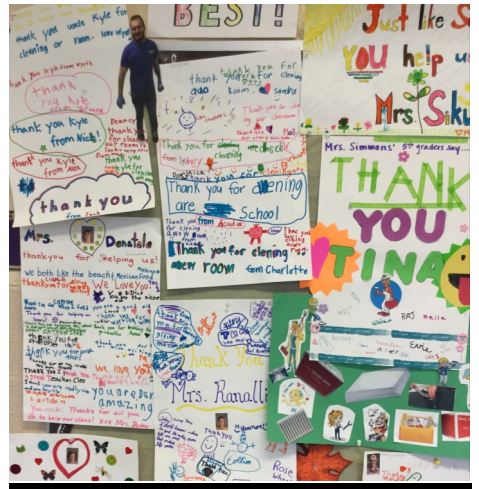
**Resolutions**  
 Feb. 19

*Forms are available at*  
[www.nysut.org/resolutions](http://www.nysut.org/resolutions)

**SRP Recognition Day celebrations abound**



Onteora TA hosted breakfast for Onteora NTEA members in seven district buildings.



Rhinebeck AINE members received a bulletin board full of colorful thank you notes and local restaurant gift cards.

Many NYSUT SRP locals, their affiliate unions and school districts celebrated New York State School-Related Professionals Recognition Day in creative ways, including hosting breakfast and luncheon celebrations, and with personalized baskets and gifts.

“NYSUT sent free SRP Recognition Day celebration packets, including 68,000 ‘Proud Union SRP’ stickers, to 263 locals,” said NYSUT Second Vice President Paul Pecorale. “We’re very pleased so many locals honored SRPs on this important day.”

Visit [www.nysut.org/srpd2018](http://www.nysut.org/srpd2018) for coverage of the day’s events including videos, photos, Op-Eds, articles and social media coverage.

Above is a small sample of contest entrees. Once chosen, winning entries will appear in an upcoming NYSUT publication.

**The SRP Advisory Committee wants to hear from you**

The SRP Advisory Committee is tasked with championing the issues and concerns that effect SRPs around the state. If you have an issue or concern that you would like the committee to consider contact NYSUT SRP Coordinator Leslie Fottrell at [lfottrel@nysutmail.org](mailto:lfottrel@nysutmail.org).

**Syracuse SRPs distribute books at tree lighting**



Syracuse Teachers Association members distributed the 300 books donated by NYSUT SRPs at the 2018 SRP Leadership Conference at a recent tree lighting ceremony at Sankofa Park, an inner city park in Syracuse.

“Many of our students and families took advantage of the books,” said Mark Warner, pictured with Tim Conkey (left) as they staffed the book table.

**20% off**

**Act now and save on ELT’s online SRP courses**

NYSUT’s ELT offers a personalized professional learning approach. These online seminars deliver CTLE for NYSUT SRP members flexibly and conveniently.

\*For a limited time, NYSUT members can enjoy \$5 off the already low price of \$25! (\*expires 2/28/19.)

Visit [nysut.org/srponline](http://nysut.org/srponline) for more.



# 2018 SRP Leadership Conference in photos



Photos (clockwise from left): Officer Cracker Barrel, with President Pallotta, EVP DiBrango, VP Pecorale and Secretary-Treasurer Abraham; SRP Advisory Committee with book donation for the Syracuse TA; Claudia Leone and Karen McLean sell raffle tickets; Chris Horstman displays a basket for raffle; Elizabeth Garcia, Rochester Association of Paraprofessionals shows SRP pride; CPR/AED class with AFT's Michael Lohman; and AFL-CIO Secretary-Treasurer Terrance Melvin and NYSUT SRP At-Large Director Shelby Young Abrams.



## SRP union value news around the state



NYSUT EVP Jolene DiBrango (third from left) with Central NY SRP Council members (from left) Karen Szymanski, Solvay EU; Sam Schraven and Pat Speech, Baldwinsville ESPA; Mary-Anne Hall, United Liverpool FA; Lynn Hy, Food Bank of Central NY; Tammy Hughes and Yvette Hinman, East Syracuse-Minoa Teaching AA; and Margaret Delvecchio, Lyncourt TA.



The Oct. 12–14 **statewide SRP Leadership Conference** was held at the Desmond Hotel in Albany. (See page 1.)

The **Central New York SRP Council** held its 10th Annual **Fall Fling** Oct. 25, at the NYSUT Syracuse Regional Office. More than 100 SRP members enjoyed workshops, a Member Benefits giveaway and donated non-perishables to the Food Bank of Central New York.

At the NYSUT **Suffolk Regional Office's SRP Leader Roundtable** event, Oct. 29 at the Bonwitt Inn in Commack, the focus was on hearing

SRPs experiences with the union. Participants learned about one-to-one conversations and new member outreach.

The **Mid-Hudson SRP Conference** at the Otesaga Hotel in Cooperstown, Nov. 3–4, was a fun and professional development-filled weekend event, including one-to-one conversations, with multiple workshops for the 150 SRP member participants.

The NYSUT **Capital District Regional Office's SRP Recognition Day** celebration dinner was held Nov. 20 at the Desmond Hotel in Albany, with 200 SRP members attending.



## Amendments to civil service law gives new member access and expands due process to more SRPs

Amendments to two portions of New York state civil service law benefits SRPs and their locals. Article 14 of Civil Service Law (also known as the Taylor Law) has been amended to give locals some important rights in the post-*Janus* environment. **Employers are now required to inform local unions of new hires within 30 days.** The employer must provide the name, address, and building assignment of the new hire. Employers must also give bargaining unit members at least 30 minutes to meet with new hires. Both the new hire and union representative must be given release time to meet, so this allotted time is now part of the working day and does not have to interfere with lunch schedules or other scheduled times. **Since these are new provisions of the law, it is important that locals proactively approach management if they do not receive the necessary information or release time.** An improper practice charge may be filed at the Public Employment Relations Board if management does not comply.

Additionally, **Section 75 of Civil Service Law has been amended to provide the same due process protections**

**for NYSUT members who were appointed to positions in the labor class.** Members who have been appointed to their positions for five years or longer now receive due process protection under the law. Section 75 requires an employer to bring written disciplinary charges, an opportunity for the member to respond, and the right to have the issue heard before a hearing officer. **This protection is also retroactive and is now applied to current members who have been appointed to their positions for longer than five years.**



**Local presidents should contact their NYSUT Labor Relations Specialist with any questions about these issues.**



### SRP incentive to pre-RA leader conference

The Pre-NYSUT RA Local & Retiree Council Presidents Conference is Friday, May 3, 2019 and will include a workshop on SRP issues.

NYSUT is offering reimbursement on costs of a double-occupancy rate hotel room and travel for SRP presidents (and up to two SRP chapter presidents for umbrella locals) for Thursday, May 2, 2019.

*Note: This is a reimbursement offer. Participants must pay the hotel upon checkout and submit a voucher, with original receipts, to NYSUT after the conference.*

Local presidents with questions should contact Patrick Lyons [plyons@nysutmail.org](mailto:plyons@nysutmail.org).

## Help your local by helping NYSUT Member Benefits

Whether it's an endorsed life, homeowners or auto insurance plan, financial or legal services, or one of our many shopping/entertainment/travel offerings, NYSUT's SRP members have the "Power of the Union" behind them when participating in NYSUT Member Benefits-endorsed programs.

Unlike with purchasing products available to the general public, there's no need to go it alone when Member Benefits has your back. Member Benefits acts as your advocate for any programs you participate in, and we'll do our best to quickly resolve any issues or concerns you may have.

NYSUT Member Benefits can also assist SRP locals through our *Help for the Newsletter Editor* and *Help for the Webmaster* reimbursement programs. Your local's newsletter and website are some of the best ways to communicate

directly with your members since they are interested in learning about the issues, decisions, services and events that directly impact them.

Our *Help for the Newsletter Editor* program can provide SRP locals with up to five one-page ads during the academic year that help to create an awareness of Member Benefits-endorsed programs available to your members. When a local prints our ad in their print/electronic newsletter and then sends Member Benefits a copy, that local will then be reimbursed \$100 (up to \$500 annually).

Meanwhile, locals that add our unique Member Benefits link and logo to their website homepage for a one-year period will be reimbursed \$100 annually. This program renews in March each year; those locals that add the unique Member Benefits link mid-year will receive a prorated reimbursement for a

partial year.

Your local can learn more about these reimbursement programs by visiting [memberbenefits.nysut.org](http://memberbenefits.nysut.org) and then clicking on "Groups/Locals/Funds" > "Local Association Services" > "Help for the Local Editor or Webmaster Programs." You can always call us at 800-626-8101 with any questions as well.

*For information about this program or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.*

The *SRP NewsLink* is published periodically by NYSUT Program Services.

Visit: [www.nysut.org/srp](http://www.nysut.org/srp)

