

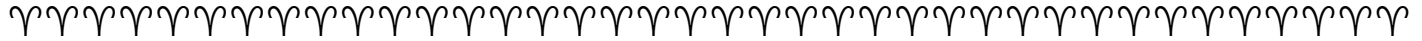
15-B INSIDER

<http://www.me15b.org>

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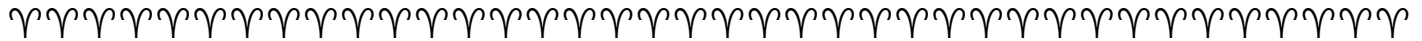
March



MICHIGAN EDUCATION ASSOCIATION



2006



SPRING IS JUST AROUND THE CORNER - 15-B GOLF OUTING



For all of you golf enthusiasts out there, MEA Financial Services is sponsoring a day of fun and friendly competition on June 17th at the Emerald Vale Golf Course in Manton. This event is in recognition and appreciation of all school employees served by the MEA 15-B Coordinating Council, and is open to all MEA 15-B members and their spouses. Flyers were distributed at the Coordinating Council meeting on March 20th for each association member. Watch for information including time, date, cost, and other details in your mailbox!! The winning team will get their names engraved on a special plaque. Our MEA-Retired members are also welcome. If we have enough interest, this could become a yearly event. Mark your calendar now!



PERCENTAGE DUES IMPLEMENTATION

Plans are now being implemented to generate the first percentage dues invoices on September 1st for all MEA local associations. At the present time, a web tool is being developed to allow input of salary data for each existing bargaining unit member. MEA dues will be calculated based on a percentage of a member's previous year's salary (ending June 30), not including any overtime pay. This information will need to be collected from each local school district and entered no later than August 30th. NEA dues and AIM fees will continue to be calculated as they are now. It is tentatively planned that training of local membership chairs will begin in May or June. It is very important that all membership records are correct and all changes are made and up-to-date no later than June 30th. Any problems must be resolved before that date. We will provide you with additional information as it becomes available to us.

BARGAINING UPDATE

Settled:
Bargaining 2005-06:

Evert EA
Cadillac EA, TAS of Cadillac, and Evert Transportation



MARK YOUR CALENDAR

March 21-23
March 24
March 27-31
April 6-7
April 11-12
April 14
April 18
April 20
April 25-26
May 15

Cyndi out of office – Train the Trainer meetings
Cyndi out of office - ESP Conference
Cyndi out of office – Vacation
Cyndi out of office –Arbitration training
Cyndi out of office – Core training
Office closed – Good Friday
Cyndi out of office - SBSIT
OPIE Banquet – Timber Wolf
Cyndi out of office – Lansing
Coordinating Council – 7:07





CONGRATULATIONS



It's hard to believe, but our annual OPIE Banquet is just around the corner. Preparations are being made to celebrate our 30th year on April 20th. This year we will be honoring 14 individuals as Outstanding Persons in Education and 6 individuals as Friends of Education. Please congratulate the honorees in your school district for their outstanding contributions in education.

Outstanding Persons in Education – Anna Marie Pullen, Cadillac EA; Marie Rabun, Para Professionals and Administrative Assistants of Cadillac; Daniel Nelson, Cadillac ESP; Deborah Bean, Evart EA; Kristine Simpson, Forest Area EA; Julie Bostick, Manton EA; Saunice Musselman, Manton ESP; Suzette Robinson, Marion EA; Barb McGiness, McBain EA; Kathy Jenema, McBain ESP; David Johnson, Mesick EA; Sharon Brown, Mesick ESP; Dawn Vanderhoof, Pine River EA; and Diane Cool, Pine River ESP.

Friends of Education – Paul Stack, Cadillac; Sally Norman, Manton; Ann Rees, McBain; Ken and Denise Abraham, Mesick; and Sigrid Robertson, Pine River.

*Our sincere congratulations to each honoree for your exemplary efforts toward the cause of educational excellence, and a hearty **thank you** for your dedication, enthusiasm, and willingness to go the “extra mile” for our children. Our schools’ success depends on people like you. You help students understand the world they see, and what they have the potential to be.*

We will be holding our banquet at Timber Wolf Lake again this year. It is located just four (4) miles north of Lake City on M-66. This is a beautiful lodge in a scenic location. If you haven't already made your reservation, why not do it now and join us for a wonderful evening celebrating education. Social time with appetizers is at 6:00 p.m. and dinner at 6:45 p.m. Marion students will be our wait staff this year. Reservations are coming in fast. Remember, space is limited.

DUTY OF FAIR REPRESENTATION AS PER GRIEVANCE PROCESSING DEFEND – DON'T JUDGE!



“What do I do if I don't feel I'm being represented by my local Association?” or “Isn't it my Association's responsibility to represent me even if they don't agree with me?” These are questions that have been asked of our office quite often lately. The “Duty of Fair Representation” definition is: “The legal obligation placed on the Association and its agents to represent the interests of bargaining unit members in a fair and impartial manner, regardless of affiliation with the association, while at the same time protecting collective interests.” Members pay dues to be protected, not tried by their organization. The role of the Association is to listen to the complaint of a member; devise the best strategy for securing his/her interest; and set about securing it in the best way possible. The truth of the complaint will come out in the grievance process. Some of the responsibilities of the Association or a representative of the Association are as follows:

1. Refrain from waiving, ignoring, or attempting to change an employee's benefits and rights guaranteed by the contract.
2. Settle similar grievances in a consistent manner to the extent possible.
3. Don't refuse to process a grievance for improper and illegal reasons – e.g., personal hostility, judging the merits of an issue, etc.
4. Exercise care and diligence (1) when investigating whether a grievance should be filed, (2) when processing a grievance and (3) when presenting it to management.
5. Protect the confidentiality of the involved employee(s).
6. Properly and fully document all actions and related rationale.
7. Insure that any settlement is consistent with the terms and conditions of the contract – e.g., no special deals.

If you feel you are not being fairly represented by your Association representative, go to your Association President. If you feel you are not being represented by your Association, please call our office for assistance.