



# The Classifieds

## A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

Welcome to the holidays! My wish is that everyone experiences a joyous Christmas and a Happy New Year. Hopefully during the hustle and bustle of the holiday season you are able to enjoy some downtime and relaxation so you are able to return to school in January of 2020 ready to tackle the second part of the school year. On Tuesday, November 19<sup>th</sup>, I went to the Jeanette Lloyd theater to listen to Dr. Anna Alvarado give the State of the District address. Her speech was raw and honest, explained district wide school statistics, and didn't hold back any details. Her desired outcome was to leave the statistics in the past and focus on moving forward. How can we as classified employees help? In part by being confident and proud of your job and the position you hold within the District. Read your contract, know your rights, and attend meetings. Don't let an issue get out of control before you bring it to the union. We can't fix what we do not know about. It something doesn't feel right,

there is a good chance it isn't. Our contract is there for a reason, let it protect you!

Speaking of our contract, after the New Year the GNC (Grievance and Negotiating Committee) which consists of myself, Andrea Misek, Denise Hayunga, Cindy Erb, and Ricky Robinson, will begin writing proposals and start the process of negotiating a new contract for Classified Staff. Look for a survey to be distributed to schools in the next two weeks. Please take the time to complete it. As a classified member of FSD, this is YOUR contract too, and you deserve a say in it. Your thoughts and opinions matter and help us determine what issues are most important and worth fighting for.

At last month's November union meeting, the majority of members there voted to give a \$500 stipend to paraeducators working in Site, Self, and PACC rooms. The stipend will be paid out in two installments. Look for the first \$250 installment to be paid out on December 6<sup>th</sup>, and the last \$250 in the first pay period after the end of this school year. Our hope is to entice new hires into

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The More You Know

### 5 Ways to Contact your Union

Phone: (815) 235-9713  
Fax: (815) 232-7762  
E-Mail: uswlocal745@comcast.net  
Mail: 2496 E. Maize Rd.  
Freeport, IL 61032  
Website: uswlocals.org/local-745-freeport-il

### United Steelworkers

Local Union No. 745  
2496 E. Maize Road  
Freeport, IL 61032

815/235-9713

these positions as they have proven difficult to fill. But in good news for the para shortage, in mid-November the bill that corrects the para-professional license issue was approved by both houses of the General Assembly. The bill now heads to the Governor for signature into law. This is great news, as anyone interested in becoming a para that does not have 60 college credit hours will be able to take the test again.

We have had a lot of questions over the years about the AMRP \$1,000 benefit allotted to those members not receiving health insurance. A few members stated at last month's union meeting that they were unable to get reimbursement for bills from a previous year. Because this benefit "rolls over" it was confusing, so it was put on the Classified Advisory agenda for our November meeting where it was answered by Patrick McDermott. He stated that you can submit bills only in January, February, and March for services in the previous year. After that, AMRP will pay only for services in the same year. Our plan is similar to flex except ours rolls over and flex does not. If you do not know how much is in your AMRP account, call Northern Illinois Health Plan at 1-815-599-7050 for assistance.

### Highlights of District 145 November 12, 2019 Membership Meeting

LuAnne called the meeting to order at 4:30. All officers were present.

Motion made to bypass reading of last month's minutes.

Committee Reports-  
GNC-  
2 outstanding grievances both in Food Service  
Health Insurance Committee-  
Next meeting in Dec. Flexible Spending Plan Election form needs to be turned in by November 29th  
Classified Advisory- Para's doing bus duties over scheduled hours

Schools-  
E- no breaks for food service  
LD- short para's but recently added some after meeting  
FMS- Para's being moved around a lot.  
FHS- all good, need subs for Para's

Special Order of Business-  
\$500 stipend for para's in high need areas  
New way that payroll will deduct dues.  
Both passed with a 26 Yes to 2 No vote

Meeting adjourned at 5:04.

*Respectfully submitted,  
Andrea Misek  
Unit Secretary*

## This Month's Events

Date: December 8  
Time: 9:00 a.m.  
Location: Union Office  
*Local 745 Membership Meeting*

Date: December 10  
Time: 4:30 p.m.  
Location: Taylor Park Library  
*District 145 Membership Meeting*

Date: December 17  
Time: 6:00 p.m.  
Location: Freeport Middle School  
*Administrative Board Meeting*

## Next Month's Events

Date: January 12  
Time: 9:00 a.m.  
Location: Union Office  
*Local 745 Membership Meeting*

Date: January 14  
Time: 4:30 p.m.  
Location: Freeport Public Library  
*District 145 Membership Meeting*

Date: January 21  
Time: 6:00 p.m.  
Location: Administrative Building  
*Administrative Board Meeting*



## THE MORE YOU KNOW . . .

**Break Times-** Employees working a minimum of four consecutive hours per day in a Bargaining Unit position or in a combination of Bargaining Unit positions shall receive 1 fifteen minute paid break to be taken at the work site, provided the break is taken separate from the employee's lunch break. During such break time the employee shall be free from any meeting or work responsibilities. In the event the employee is required by a teacher or supervisor to work during his/her break time, the employee shall be given the opportunity to take his/her break at another time or leave work early. Any such alternative scheduling, including leaving work early, shall require the approval of the employee's immediate administrative supervisor. If a work-related emergency prevents the employee from taking his/her break at another time or leaving work early on the day the break is missed, the employee may submit the amount of missed break time for that day for payment at one and one-half times the employee's regular rate of pay. An employee may not submit more than three missed breaks per month for payment. Employees working a minimum of five hours per day shall also be entitled to an unpaid, duty free lunch period of 30 minutes every work day.

Bottom line, take your breaks! And if you are not receiving regular breaks, contact me or a GNC member. Not only is it against our contract, but it is also against the law. Now that being said, if you CHOOSE to work through a break, that is perfectly fine and on you. But if you are not given the opportunity to take a break or leave work early, please contact us.



JOIN US ON FACEBOOK at USW Classified Staff of FSD 145.



*Merry Christmas*

*Annual Holiday Meeting/get-together*

*Tuesday, December 10<sup>th</sup>*

*4:30 p.m.*

*Taylor Park Library*

*Refreshments will be provided*

*Come join us!!!*

## HOT CHOCOLATE MIX

### INGREDIENTS FOR ONE PINT:

- 6 T. powdered creamer
- 6 T. powdered milk
- 6 T. powdered sugar
- 3 T. cocoa powder
- 2 T. milk chocolate chips (M&M's)
- 1/2 c. mini marshmallows

### INGREDIENTS FOR ONE QUART:

- ¾ cup powdered creamer
- ¾ cup powdered milk
- ¾ cup powdered sugar
- 6 tablespoons cocoa powder
- 4 tablespoons milk chocolate chips
- 1 cup mini marshmallows

Mix the powdered creamer, milk, sugar and cocoa powder in a bowl until well combined. Pour mixture into a pint (or quart) wide-mouth Mason jar. Then add the chocolate chips or candy and place the mini marshmallows on top to fill the rest of the jar. Add a lid and attach a printable recipe tag. When ready to use, remove the marshmallows from the top of the jar and add ½ cup of the mix to 1 cup of boiling water in a mug and stir until completely dissolved. Top with marshmallows and enjoy!



## DECEMBER BIRTHDAYS

Hector Torres-Landeros	FMS	1
Jonathan Adams	Empire	11
Wendy Roberts	Carl Sandburg	13
Karen Richards	Empire	17
Frances Ammons	Senior High	18
Cashonna Cole	Senior High	18
Cecelia Stacy	FMS	22
Estelle Charles-Newton	FMS	23
Kathy Reuber	FAHS	27
Jessica Sommers	Lincoln Douglas	27

### Friends and Family Discount Program

A Friends and Family Program Discount card can be picked up at the Union office at 2496 E. Maize Road or by contacting a G.N.C. member. Area participating businesses include: Butitta Brothers, CarQuest, Brightflower Nursery, Big O's, 4 Seasons Bowling, Loescher Heating, Hampton Inn, Cimino's Little Italy, Amsoil, Carlson Canine Camp, Freeport Quiznos, Auto Logic, and TJ's Truck Accessories.



*Coming together is a beginning;  
 keeping together is progress;  
 working together is success.*