

Seattle Substitutes Association Report – March, 2018

Rev.3/12/18

Peter Henry, President

Goals for the year: Our main goals are still **outreach and organizing SPS substitutes**, and preparing for bargaining a new contract. We will also focus on addressing Substitute concerns through labor/management meetings, representation, grievances, and planning PD.

Goodbye Temple! Temple is on extended leave and is visiting her family back East. We hope to see her return soon.

Goodbye Dan! Dan Troccoli, diehard Union man and Sub AR, has moved to Minneapolis to be with his children. We will miss his ~~pugnaciousness~~ commitment to social justice and Union democracy!

Meetings and Events:

SSA General Meeting (Feb. 15) - Welcome new Association Reps Joyce McDonald and Francisca Zavala!

We reviewed bargaining issues from November and worked on example "Interest Based" bargaining problems. We will be posting a bargaining scoping survey soon to get feedback and ideas from the greater Sub community.

We voted to spend up to \$1500 to send two members to the Labor Notes conference April 6-8 in Chicago. The following week the board met via conference call and decided to send 3 members if the total cost could be kept to \$1500 - Justin Vinson, Stan Strasner and Darrin Hoop. They will report back at a future meeting.

Para Subs meeting (Mar. 4) - Karin Engstrom and Molly O'Neil set up meetings at the Broadview library and the Beacon Hill library.

Sub Labor/Management (Mar. 1) - SPS refused to answer our question why newly hired subs are no longer being paid to attend the SSA-produced new hire orientation, which has been the case since 2015. Thank you Jan Bowersox! We also discussed AESOP timing issues (secondary schools still post times of 7 hours 50 minutes which is 20 minutes too long), sub sick leave implementation and sub incident reports. SSA and SPS are working on a way to allow a sub to agree not to work at a school so instead of being written up, they can agree to be blocked either for a period of time or until the situation resolves. This would require a meeting with admin. and would treat subs respectfully. What a concept! We also discussed the idea that if there is a problem, subs need to be informed so they can fix it, without being written up. There is also a need for training so subs become aware of what SPS and school expectations are.

Current grievances/actions:

- **1.1 FTE grievance** at Rainier Beach HS. Solved and signed off. Pay adjustments should be any month now.
- **Payroll issues.** Accumulated sub sick time is now on our pay stubs. Soon to come - other categories of sick time (long-term sub sick time, regular employee sick time). All categories may be used interchangeably. However no progress on matching pay with specific jobs. In some cases it isn't possible to verify pay. If you have a problem interpreting your pay stub please contact me and also submit a complaint to the Department of Labor and Industries: <http://www.lni.wa.gov/WorkplaceRights/ComplainDiscrim/WRComplaint/default.asp>
- **Cert leave replacement contracts.** No reply to my questions. No change from past months.
- **Sick leave for daily subs.** We thought we agreed that subs don't need to sign up for a job in order to take a sick day. SPS disagrees. This needs to be resolved formally.
- **Getting blocked for calling in sick.** If you drop a job in AESOP within 12 hours, you must contact the sub office and school, else you might get a letter that blocks you from the school. Way to treat subs with respect!
- **Early Release Wednesdays.** These are not early release days for subs. We are expected to work the hours posted in AESOP which should reflect an entire day. Subs may participate in building PD if appropriate. If not we can work on the on-line "safe schools" trainings, required yearly, or ask the office how you can help.
- **Laptop rollout.** Teachers are having their desk computers changed out for laptops. Subs will be expected to use presentation station computers or student computers. Good luck!

Sub Directory: This application is still very much a work in progress. It is modeled on the "find a sub" page from the Edmonds Education Association: https://edmondsea.org/groups/esta/members/sub_catagories.php

Other issues: Other Association Reps and I are representing subs with discipline and other disputes. If you have a discipline or contract related issue, please contact me at pherry@u.washington.edu

Officers:

Peter Henry, President
Stan Strasner - Vice President
Elisabeth Lavaris, Secretary/Treasurer
Pat Robertson - Past President
Jan Bowersox - Professional Development Director
Karin Engstrom - Membership / Communications Director
David Posner - District Liaison
Justin Vinson - At-Large SEA Board member

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Association Reps for 2017-18:

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Schedule for 2017-18:

Sept. 18 - SEA Rep. Assembly
Sept. 20 - SPS board meeting
- "Sub Friendly" awards for 2016-17
Sept. 28 - SSA meeting, SVI
Oct. 2 - SEA all-day board meeting
Oct. 9 - SEA Rep. Assembly
Oct. 12 - SSA board meeting, location TBD
Oct. 26 - SSA meeting
Nov. 6 - SEA board meeting
Nov. 13 - SEA Rep. Assembly
Nov. 30 - SSA meeting
Dec. 4 - SEA board meeting
Dec. 11 - SEA Rep. Assembly
Dec. 18 - Jan. 1 - Winter break
Dec. 28 - SSA board meeting, location TBD
Jan. 8 - SEA board meeting
Jan. 15 - Martin Luther King day
Jan. 18 - SSA meeting
Jan. 22 - SEA Rep. Assembly

Feb. 5 - SEA board meeting
Feb. 12 - SEA Rep. Assembly
Feb. 15 - SSA meeting. Review Sub Friendly applications.
Feb. 19 - 23 - Midwinter break
Mar. 5 - SEA board meeting
Mar. 12 - SEA Rep. Assembly
Mar. 22 - SSA meeting
Apr. 2 - SEA board meeting
Apr. 9 - 13 - Spring break
Apr. 16 - SEA Rep. Assembly
Apr. 19 - 21 - WEA annual assembly, Spokane
Apr. 26 - SSA meeting
May 7 - SEA board meeting
May 14 - SEA Rep. Assembly
June 4 - SEA board meeting
June 7 - SSA year end celebration
June 11 - SEA Rep. Assembly

Contact us at seattlesubs@gmail.com or phenry@u.washington.edu