



MEETING THE CHALLENGE OF CHANGE

TOTEM FORUM

TOTEM ASSOCIATION OF EDUCATIONAL SUPPORT PERSONNEL

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May 2018

2017-2018 TOTEM

Board Members

President Sharon Baker
Vice President Sandy Thompson
Secretary Felicia Woods
Treasurer Amey Tamagni

Members at Large

Cathy Cotterman
 Lisa Hall
 Kathy Miller
 Denise Tilley
 Alicia Woods

EMPLOYEE REPRESENTATIVES

Sharon Baker 562-1183

AVAIL, Bayshore, Bear Valley, Campbell, Chinook, Dimond High, EISC, Girdwood, Gladys Wood, Goldenview Middle, Kincaid, Klatt, Lake Hood, Mears Middle, North Star, Northwood ABC, O'Malley, Ocean View, Ptarmigan, Rilke Schule, Rogers Park, Russian Jack, Sand Lake, South High, Taku, Trailside, Tudor, Turnagain, Wendler Middle, Willow Crest, Whaley

TOTEM Office 562-1183

Alpenglow, ASD Ed Center, Aurora, Birchwood ABC, Chugiak Elem, Chugiak High, Eagle Academy, Eagle River Elem, Eagle River High, Fire Lake, Gruening Middle, Homestead, Mirror Lake Middle, Mt Iliamna, Mt Spurr, Orion, Ravenwood, Ursa Major, Ursa Minor

Sandy Thompson 742-9000

ACE/ACT Program, Airport Heights, AK Native Charter, Bartlett High, Baxter, Begich Middle, Central Middle, Chester Valley, Clark Middle, Chugach Optional, College Gate, Creekside Park, East High, Fairview, Govt Hill, Inlet View, KCC, Mt View, Muldoon, Nunaka Valley, Scenic Park, Susitna, Tyson, Wonder Park

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Abbott Loop, Benson Secondary, Bowman, Crossroads, Denali, Hanshew Middle, Huffman, Kasuun, Lake Otis, Northern Lights ABC, Polaris K-12, Rabbit Creek, Romig, SAVE, Service High, Spring Hill, Steller Secondary, Student Nutrition, Transportation, West High, Williwaw

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Aquarian, Family Partnership, Frontier Charter, Highland Tech, IT/Data Processing, Facilities/Maintenance, McLaughlin Secondary, Music Dept, Operations, Purchasing, Special Schools, Winterberry

SPRING HIGHLIGHTS

A Note from the President...

As we come to the end of another school year, we can reflect that we, TOTEM Employees, have done a great job during these tough times. There have been reductions in staff, unfilled vacancies, program moves, numerous system upgrades, and for next school year, displacements and layoffs.



We are dedicated to the work we do and we get the job done. So, thank you for what you do each and every day. I am proud to be a TOTEM member representing you.

Enjoy your time off this summer. Whatever you do, be safe. Relax and have fun and return to a new school year ready to meet the challenges we will be facing. (See the Janus Article in this newsletter.)

-Sharon Baker, TOTEM President

TOTEM Start and End Dates

Months	2018/19 Start	End
9	08/15/18	05/23/19
10 School Sec & Elem AAs	07/24/18	06/03/19
11 MS/HS AA, FDCC Reg's, Clerks	07/18/18	06/14/19
12	07/01/18	06/30/19

Attention Scholarship Winners....

If you won a 2017/2018 TOTEM Scholarship, the deadline is fast approaching for reimbursement. Please visit the TOTEM website to fill out a "Request for Scholarship Reimbursement Form" and turn it in to the TOTEM Office **no later than June 29, 2018**. Requests received after this date cannot be reimbursed.



JANUS VS. AFSCME:

WHY DOES IT MATTER?

As many of you know, there is a case before the US. Supreme Court that will affect the future of Unions, TOTEM included. The case is Janus v AFSCME. In a nutshell, the US Supreme Court will decide the constitutionality of public sector union's right to collect fair share or agency fees from non-members. The issue is whether under the Supreme Court's ruling in *Abood v Detroit Board of Education*, the First Amendment permits a public employer to reach an agreement with a labor union that represents its employees, that all employees of the bargaining unit who choose not to become members of the union will be required instead of paying dues to pay a fair share fee to help cover the union's cost of collective bargaining and grievance administration that are provided to members and non-members alike. These non-members want the same salaries and benefits as the union members, but without having to pay any fees.

This is an attempt to destroy unions. If they succeed, there will be no union, no one to call to ask questions or get help, no representation at meetings and **no collective bargaining, no contract**. Think about what's in our contract: salaries, benefits, paid holidays, leave, Conference, PSP & CAP, Sick Leave Bank, progressive discipline and representation as union members are just a few of the rights and protections our contract provides.

We can't let this happen to our union. We need to stand together. Over the next few weeks, TOTEM Board Members, Employee Reps and Member Activists will be talking to as many TOTEM employees as we can. We will be sharing information, answering questions and asking you to commit to being a TOTEM Member. With close to 1400 TOTEM employees, we are going to need help. If you are concerned about the future of our Union and are willing to talk with other TOTEM members, please call us at 562-1183.

As we get more information, we will share with you through emails, phone and text messages, the TOTEM Web Site (totemassoc.org) and social media.

We can survive this and come out stronger if we all stand together as one.





A BIG THANK YOU to those of you who contributed to the Baskets for the Silent Auction during the TOTEM Spring Conference. We raised \$722 for Breast Cancer Research.

PSP Workshops

In preparation for the September 15th NAEOP certification deadline we have scheduled the following workshops. Please register on MLP for the session you are going to attend.

Thursday, July 19th	6 pm – recertifications 7 pm – new certificates
Saturday, July 21st	9 am – recertifications 10 am—new certificates

There are also workshops in August and September designed to help you complete your paperwork. Please note that those workshops are open to TOTEM members who have previously attended a “Getting Started” workshop. Remember that if you are not currently working in a clerical/office type position, you will need to have two (2) years of educational office experience to be eligible to apply. The following information will help you get started on the process and better prepare you for the workshops. **Amey Tamagni** is the current TOTEM PSP Chair. You can reach Amey at Tamagni_Amey@asdk12.org.

Health Benefits – Open Enrollment – May 7th – June 1st

You must log into Aetna Employee Self Service (ESS) portal to complete your enrollment. **If you don't, you will lose benefits.** The Aetna Employee Self Service system will close at 7:59 PM AK time on June 1st. If you need additional assistance, please call 742-4200.

TOTEM EMPLOYEE REPS NEEDED!

We need Employee Reps. The Reps protect your contractual rights. They attend meetings with employees who have been called to meet with their principal, supervisor or Contract Administration. They are someone who will listen to your concerns, a safe person to talk to.

If you think you might be interested, please give the TOTEM office a call at 562-1183.



TOTEM Sick Leave Bank

Open Enrollment

Our Sick Leave Bank allows eligible TOTEM employees to receive leave hours from the Bank when they have exhausted their own leave due to a personal illness. Eligible employees are those who have joined the Bank and are contributing leave to the bank. A payroll deduction of three (3) hours occurs in September or October of each year from those who are members of the Bank. A second three (3) hour deduction may be taken during the year if the Bank balance drops below 2000 hours.

Between September 1st and 10th you have the opportunity to enroll in or withdraw from the TOTEM Sick Leave Bank. To do so you will need to notify ASD Human Resources in writing of your intent during that time period.