Only one thing sustains a union: solidarity. Solidarity is unity of purpose based on common interests, objectives, standards and sympathies. It binds people together as one. And there’s only one way to measure it: One member at a time.

Are you in?

Since last spring, with anti-union storm clouds darkening the skies, NYSUT has intensified efforts to organize our membership. Local leaders and members are engaged in campaigns to illuminate the value of the union. If you haven’t seen their smiling faces yet, you will soon.

The door-knocking campaign known as the Member Organizing Institute sends members to visit members at home. NYSUT’s Oneto- One project (1-2-1) reaches local union members in the workplace. Both make personal connections and develop strong relationships. It’s union work!

“This was probably the best experience I’ve had as the president of my union,” said John Mannion, who leads the West Genesee Teachers Association, near Syracuse.

The MOI saw grassroots members knock on more than 48,000 doors last summer and fall, reaching out to more than 12 percent of NYSUT’s in-service members. The effort helped defeat the ConCon referendum in November, flipping public opinion to protect retirement security, public education and bargaining rights.
Important Dates for 2017-2018

<table>
<thead>
<tr>
<th>Exec Board NYSUT</th>
<th>Rep Council 900 bldg. (unless noted otherwise)</th>
<th>TRIAD Meeting Maywood</th>
<th>BOCES BOARD Meeting</th>
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<tbody>
<tr>
<td>February 7, 2018</td>
<td>February 28, 2018 900 Bldg.-Schoharie Rms.</td>
<td>March 6, 2018</td>
<td>Feb. 15</td>
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<tr>
<td>March 7, 2018</td>
<td>March 21, 2018 900 Bldg.-NERIC Side 4 PM start</td>
<td>March 27, 2018</td>
<td>March 19</td>
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<tr>
<td>April 11, 2018</td>
<td>April 18, 2018 CTE Dining Room</td>
<td>April 24, 2018</td>
<td>April 11 – Annual Mtg. April 16 - Board</td>
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SAVE THE DATE'S

Capital Region BOCES Spring Prom
May 18, 2018

TA Showcase
May 24, 2018

Celebration Bash
May 31st at the Mohawk River Country Club

Capital Region BOCES Faculty Association Leadership

<table>
<thead>
<tr>
<th>POSITION</th>
<th>NAME</th>
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<th>WORK</th>
<th>E-Mail Address</th>
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<tbody>
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</tr>
</tbody>
</table>

www.crbfa.org
Mannion participated in both campaigns. In the 1-2-1, his union reached its entire membership this year, gaining new signatures and new commitments to support the union.

In the MOI, he was buoyed by the spirit of his members and those from other area locals, encouraged by “how much they appreciated seeing a union member at their door. ... Once the word NYSUT came out of my mouth and we had a chance to have a conversation, they were very appreciative.”

In light of constitutional and legislative threats to the rights of working Americans, this will continue to be the No. 1 focus of the labor movement, said NYSUT President Andy Pallotta.

“We want members to have the opportunity to say: ‘I’m sticking with the union!’” Pallotta said. “This is where our voice is, where our power is, where we win fair compensation and improved working conditions. ... Solidarity is our central pillar. We’re asking every NYSUT member to commit to his or her association and sign a new union card,” he said.

Dave Michalak, president of the SUNY Broome Faculty Association, said the local has been organizing and listening to its community college members for more than two years. In one-on-ones, colleagues say they are most concerned about “the consequences [of] losing our union,” he said, and bargaining protections. “Unions are the last bastion of hope for all workers in this country.”

Janus on the horizon

This year, the U.S. Supreme Court will hear Janus v. AFSCME. The case questions the decades-old precedent that if you are represented by a union, it is fair and reasonable to expect you to pay a fair share to the union for protecting your rights and your future.

Recent polling showed that one out of five union members would drop their membership if they were not required to pay dues. But the survey also found that two out of three of those people would change their mind if they thought it would weaken their union’s ability to fight for them. Face to face, members share the intrinsic value of sticking together.

“The best predictor of membership loss or retention is whether you have had a one-to-one conversation with every member,” Pallotta said. “It is a new style of unionism, and this can never end. As the song says, we’re ‘sticking to the union, until the day I die.’

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**National Mentoring Month**

1 in 3 young people will grow up without having a mentor—either through a formal mentoring program or informally through a family friend or community member—leaving them disconnected from a critical resource to help with these very things.

**National Blood Donor Month**

Resolve to Give during National Blood Donor Month. This January, the American Red Cross celebrates National Blood Donor Month and recognizes the lifesaving contribution of blood and platelet donors.
Dear Constituents:

Happy New Year everyone! I hope you had a wonderful holiday season and enjoyed some good food with family and friends. The unexpected snow on Christmas day gave us a white holiday but changed many plans for the day. It was all about adapting, going with the flow and rescheduling our holiday get togethers for me and others. In Special Education we frequently talk about adapting and going with the flow because each day is different. I have been trained well to accept change; it is inevitable!

During the break, I met with Lynne Wells to discuss the TA ShowCase. At this meeting, we changed the form for the Special Project and will be bringing it to the Professional Development Committee for discussion and approval for 2018-19. The form will now include areas such as Literacy, Behavior and Diversity as topics to be explored. We are also looking for more teacher involvement on this special day as well as the Deputy Directors being involved in the approval process. All in all the meeting went very well. I mentioned I want to be able to have attendees and Level III Teaching Assistants have the ability to receive CTLE hours toward their professional development requirement. Administration was open to this idea. It is important to keep finding ways to make the professional development requirement more amenable to everyone’s needs and time frame. If anyone has any ideas, please let me know and I will explore the possibilities.

I’m currently setting up a meeting with Rita LeVay to discuss the Trauma Informed School Initiative Special Education which started last year through a NYSUT grant. I’m looking forward to implementing the second stage of this worthy endeavor. I will have more information, once we meet and have a follow up meeting with Wendy Hord, NYSUT Health and Safety specialist. Last year’s training was well received by all who attended so I expect the second stage to be just as beneficial.

The TCIS trainings have been going well. Thank you to Special Education Teaching Assistant, Princetta Jordan for providing the training to TA’s, as well as other staff. I especially want to thank her for assisting staff who need help in passing the LifeSpace Interviews. This extra, one to one guidance, will make a difference in the staff understanding the purpose and goal of TCIS training. Please remember, if you do not pass the LifeSpace section of the training, you must be willing to receive the extra help or you can be written up for insubordination. Passing this training will be a requirement of your job.

In closing, I want to extend a heartfelt thank you to each of you for all the dedication to your students and co-workers. Wishing each of you a healthy and prosperous new year. If you have any concerns, please feel free to contact me. Stay warm everyone, it is chilly outside!

In Solidarity, Colleen Condolora,
New Year Greetings to All,

Hasn’t 2017 been a year of intense weather! The South and islands had devastating hurricanes, the West had horrific fires, the plains had destructive tornadoes and 2017 ended with frigid air covering a large portion of our country. In spite of the danger for outdoor workers and especially our homeless brothers and sisters, we are still blessed that we have not had to cope with the loss of everything we own, as have so many, this year. With these severe few weeks of winter, we hope it is not a harbinger of what is ahead. We do take heart that the sun comes up a little earlier each day. Bright sunny days beckon us outdoors in spite of the cold. We shall endure.

It is the time of year when we look back and ahead. A great concern in 2017 for us pensioners and employed, was the Constitutional Convention vote. Its defeat is reassuring that those employed will continue to have the right to collective bargaining and we retirees know that our pensions are protected.

Looking ahead, we wonder what the new tax bill will bring. Now that it has become law, we can read it and find out what is in it, a phrase used prior to the passage of “Obamacare”. One of the items bantered about was the elimination of the teachers’ out-of-pocket expenses as a deduction, which was a mere $250. A retired friend told of giving far more than that to students who could not afford lunch. I am unaware of the status of that deduction, but much has been reported about the $10,000 property tax deduction limit, which is a concern for those who itemize. I am guessing that it will not affect too many of us long retired who bought our little homes back in the 1960’s or 70’s when their cost and our wages were much lower and consequently, our pensions. An interesting aside. Upon checking the current teachers’ contract, I observed that what was the ‘top salary’ on the schedule when I retired, (1994) is now very close to the starting salary of first year teachers. Since our pension was based on the average of our three final years of salary, it explains why many of us are still in our little homes of long ago.

A letter to the Editor, (Gazette, 12/28/2017, pg. C4), addressed a provision in the tax law with information I had not previously read or heard. Supporters of the tax bill espoused that the reduction in corporate taxes would make available monies for corporations to create jobs. The implication was that this would happen but there is no legislation requiring them to do so. In fact, the Gazette letter states that corporation cannot use their profits to pay workers a bonus or increase their pay. They are legally obligated to distribute the profits to the shareholders. The law dates back to 1919. Why hadn’t we heard about this prior to passage? Could those distributeing the news possible be stockholders or owners of corporations? It does not give us a good feeling about the politicians who did not make this known.

In spite of fake news, incomplete reporting and political shenanigans, we know we live in the best country in the world that many yearn to enter. We enjoy luxuries far beyond those of kings and emperors described in our world’s history. We must continue to be politically involved lest we lose all that has been achieved.

Wishing you a happy, healthy New Year.
January is National Weight Loss Month. Weight loss is one of the most popular resolutions made just because the calendar has changed to a new year. What exactly are resolutions for? I can tell you. Resolutions are made in the hope that the New Year will be different or we will give up bad habits because we just don’t want things to continue the way they had been going.

But what happens by the 17th of January? You guessed it. In less than three weeks it’s over. New Year’s resolutions get thrown to the curb like yesterday’s garbage. Unreasonable, unrealistic and limiting resolutions are an unfortunate way to start the New Year, full of failure and depressing disappointment. The seventeenth day of January is annually known as “Ditch New Year’s Resolutions Day.”

Resolutions are unreasonable, unrealistic, limiting, and down-right depressing. I fought off foods this holiday season full of junk, fat and calories. I didn’t make cookies because I knew that some of them, not just the cookies, but if there was left over Cool Whip, Reddi whip, or frozen vanilla yogurt, those cookies would have been smothered, covered, and didn’t stand a chance.

I dislike New Year’s Resolutions especially when it comes to weight loss. I want to stay in my size six slacks so I have resolved to forgive myself when I over-indulge. I resolve to try better the next day and push myself away from the table or forget that late night snack. It will still be there the next day. Nobody’s perfect.

We live in the “land of plenty.” Children are starving or going hungry in other parts of the world and even in our own communities. There are a lot of things we can do to help others in need by donating time and energy for a cause we believe in. If it pulls me away from calories I don’t need and I get more exercise helping others then that works two-fold.

In celebration of “Ditch New Year’s Resolutions Day” I have resolved to stop making unrealistic goals! I am making goals that I know are achievable. Weight loss is not high on my list of priorities. To me it is just an everyday thing.

But, it gives you, the reader, a chance to do something you may have always wanted to do, whether it is weight loss, volunteer your time, or do so many other great things that our world has to offer. As a community of educators and support staff, we make a difference, not just in our own family’s lives but for those we serve. That is the true perspective of what we do best.

I wish you good health and the best of happiness in the New Year.

Golden Rules guaranteed to make life easier.

If you open it, close it.
If you turn it on, turn it off.
If you unlock it, lock it up.
If you break it, admit it.
If you can’t fix it, call someone who can.
If you borrow it, return it.
If you value it, take care of it.
If you make a mess, clean it up.
If you move it, put it back.
If it belongs to someone else and you want to use it, get permission.
If you don’t know how to operate it, leave it alone.
If it’s none of your business, don’t ask questions.
If it ain’t broke, don’t fix it.
If it will brighten someone’s day, say it.
Meeting opened at 5:30 PM with a budget report by Mark Jones on the Administrative and Capital Budget for 2018-19. This is the 14th year that Mark has presented these budgets. The Administration Budget is the one that is voted on by the Component School Districts in April. This one includes Retiree Health information. The Capital budget covers current operations and rental of facilities.

- There are 1,000 employees on payroll and 525 retirees, which is 55% of the total Admin. Budget.
- This is an increase of about $780,000.

Q – Where does responsibility lie in tracking of Retirees who are still with us? A – Wendy Ashley replied that there is a report that she obtains from SS Administration called Death Master to garner information and NYSHIP also sends us notices of death.

- Of note is the increase in retirees over the years.
- 2001-02 – 207 Retirees;
- 2006-07 – 288 retirees;

Operations part of the Budget

- Salary and benefits at 28% of budget; business office processes about 1,500 W2’s per year with about 900 full time employees anticipated.
- Additional cost for space at 900 is about $30,000. The 900 building rental space for 1st floor is 70,000 sq. ft. and 30,000 sq. ft. for 2nd floor.
- The increase to component districts will be about 2.2% as compared to current year of 0.82%.

Q – How will the tax bill affect us? A – It will not have a significant effect except in the Health Insurance Market.

Q – Historically this budget is presented at the annual meeting. With the new organization chart, who will be presenting this year? A – We haven’t decided yet.

Senior Executive Officer Report – Joe Dragone

He thanked the board members that were able to attend the holiday party last week at Wolf 1-11. Seemed to be well received by everyone.

Committee Reports

Information and Technology Committee

Several IT positions have been added to deal with the security of BOCES. At present, positions are tough to fill due to low salary structure.

We need to try to build internal capacity here at BOCES so that we don’t have to go to outside consultants as they do not understand the culture of our organization.

Computer – Acceptable Use policy

One employee going on Facebook and clicking on a link can compromise our security. Human Factor – remind people about safe behavior in terms of security. Will we have to be more proactive on the use of technology at BOCES?

We have a two way approach to BOCES’s security. The NERIC’s design is to put a dedicated team of a security analyst, security analyst 2 and Security Operations person in place. Secondly -- internal security staff development - All of us need to be aware – Computer use by staff at Special Ed and CTE building systems and training of staff.


Q – How many generators do we have? A – 3 total (2 in Albany, 1 in Plattsburgh)

Q – What have we learned from the process so far? A – Training is very important. Building security is very important and supports what we are doing. The entrance to a building is the 1st line of defense – teacher/staff in buildings should stay alert at all times.

Administration Consideration from Board Agenda discussed asking that we legally be able to use “Capital Region BOCES” on all contracts and documents.
The TRIAD is published monthly for the Capital Region BOCES Faculty Association Membership. We appreciate any comments or suggestions you may have.

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**Things you might want to do**

**Boost fitness in the New Year:** Cross-fit exercises...core and other workouts...warm-ups...cellulite fighters...dozens of other ways to improve strength and fitness. LiveStrong.com/cat/sports-and-fitness

**Heart-healthy eating:** Information from the American College of Cardiology on cutting calories quickly, lowering cholesterol, low-salt/DASH diets, modifying recipes, etc. CardioSmart.org/Healthy-Living/Eat-Better

**Wiser drinking:** How much alcohol is too much...calculators, worksheets and other tools to promote change...support groups...more. From the National Institute on Alcohol Abuse and Alcoholism. RethinkingDrinking.niaaa.nih.gov

**Attract feathered friends:** Selecting the best bird feeder – AllAboutBirds.org (search “feeders”)...choosing the right seeds – Wild-Bird-Watching.com/Bird_Seed.html.

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Please let either know if someone needs cheering up, congratulations, get well or condolences.

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**Disclaimer for Articles in the TRIAD**

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