



[http://www](http://www.gahannajeffersonea.com)

**GJEA**

[gahannajeffersonea.com](http://gahannajeffersonea.com)

[centraloeane.org](http://centraloeane.org)

[ohea.org](http://ohea.org)

[nea.org](http://nea.org)

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# The Advocate

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## Friedrichs v. California Teachers Association

Friedrichs v. California Teachers Association is a key Supreme Court decision that they are hearing right now authorizing such agency-fee arrangements should be overruled.



Friedrichs and nine other teachers are asking the Supreme Court to overturn their 1977 decision Abood v. Detroit Board of Education to uphold that states may allow unions to exact fees (Fair-Share) from public employees who refuse to join. The Supreme Court will hear the case this month and render a decision around June 2016.

If the Supreme Court rules on the side of Friedrichs, they would take down the collective bargaining laws in 23 states including Ohio. Non-members would no longer be required to pay for collective bargaining and other services that are provided by the Association. Under state law, these services must be provided to dues paying and non-dues paying members because they are both under the same bargaining unit.

This decision could make the entire country "Right-to-Work." Alice O'Brien of NEA states, "all you have to do is look at the difference between right-to-work states and non-right-to-work states to see that when unions are forced to carry people in the unit for free, they are weaker." A weaker union means less pay, less rights and less of a say in our working environment.

GJEA is a "Fair-Share" local. If we cannot collect a fee if a teacher decides not to join our membership, we lose our strength during negotiations. The fact that we have 100% membership makes us very strong which means we have a very good contract and continue to work to make it even better. That can all go away with this Supreme Court decision in June.

**Gahanna- Jefferson Education Association**

### GJEA Officers

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### **Tax Deductions – Tax Returns**

What part of your dues is deductible?

Full Time - \$803.64

Half Time - \$483.88

Please consult your tax advisor about deductions.

### **New Website and Twitter**

Check out the new GJEA website at [GahannaJeffersonEA.com](http://GahannaJeffersonEA.com). Need to keep up with what's going on then follow GJEA on Twitter @GJEAtweets



## **Mark Your Calendar:**

**January 18- No School - Martin Luther King's Birthday**

**February 2 – Groundhog Day**

**February 12 – No School/Comp Day**

**February 15 – President's Day/ No School**

**February 22 – Professional Development**

## **Know Your Health Insurance**

Do you really know what your health insurance covers? It can cost you money for the lack of understanding. This past month I started physical therapy and while receiving my first visit consultation on what my insurance would cover, I was told that I would have to pay a \$25 deductible for every visit. Right away I started to question that payment. I have done physical therapy before for a previous injury. I was never charged a deductible because my insurance covered the cost 100% up to a certain amount of visits. The facilities' insurance person told me that they were correct in charging me after they checked with UnitedHealth Care. I decided to make a phone call myself and was told by the United Healthcare representative that the language was confusing but that I was right. By making a phone call and knowing my insurance, I saved an out of pocket cost of \$200. You need to take the time and understand your insurance benefits; it may save you money.



## Why do I need my Union?

Many people ask the question: "What do I get from paying dues?" Some teachers only recognize the union during contract negotiations. Your association does so much more than bargaining at the table even though negotiations are a very important part of what we do for our members. I have even had teachers tell me that they are willing to pay for local dues but they see no point in paying dues to the National Education Association (NEA) or the Ohio Education Association (OEA).

First and foremost, this is your professional organization. Both OEA and NEA represent the best

teachers at

They hire

gain

and

against laws

life as an educator more difficult. They have connections within the statehouse that help us continue the work to change bad laws that have been passed by both the national and state Congress.



interest of  
ALL levels.

lobbyists to  
information

campaign

that make your

Examples of what our union does to help teachers:

They fight legal battles when legislators have an agenda that is harmful to public education.

The hours that are spent on testing has been greatly reduced at the national and state levels due to this work.

School districts who have unionized teachers, on average, have higher achieving students. If you look at the top states for education, they are states that do not have "Right to Work."

Unions help create a stable and social climate within school buildings. Administrators are unable to operate in stealth. There is more fairness and cooperation amongst employees.

Unions advocate for state and national funding. States with strong teacher's unions teach in states that pay higher for student funding.

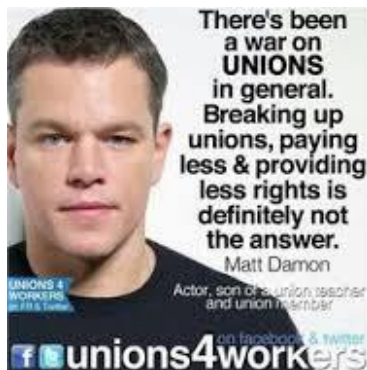
Unions protect jobs when technology threatens to replace and increase student/teacher ratio. With the addition of online classes, this protection is needed more than ever.

## Why do I need my Union? (cont.)

Teacher's associations have been the biggest advocates for special education classes and have fought and won state policy changes. These policy changes have included class size to help overburdened teachers increase instructional time for students.

Unions DO NOT protect bad teachers. The association assures that Due Process is followed during discipline or termination hearings.

Any person who says the union used to be vital but is no longer useful, needs to visit the states in which unions don't exist or have been weakened by the State Lawmakers. In a Wisconsin school, teachers have a dress code that requires the women to wear dresses. They have to pay out of pocket to their own substitute for missing a day of school because of illness. They cannot receive a raise that is above inflation without the community voting, strikes are illegal and they have seen a significant reduction in salaries and benefits. In some places, their contract is 1-2 pages long. Basically, they have no rights to change their working conditions.



## Tax Law Becomes Permanent

Thanks to the National Education Association, the tax law that allows educators to deduct up to \$250 from their Federal Tax filing has become permanent. You may deduct any money that you spend for your classroom and students up to \$250 each year on your deductions page. The change in this law will also increase this deduction over time matching the rise of inflation.

