

Dear *BCUEA* Member,

As we approach another new school year, we wanted to bring you up-to-date on upcoming *BCUEA* events. Agendas and additional information will be posted in each building prior to the meetings. Don't forget to check our website: <http://bcuea.org>

2010-11 *BCUEA* Officers

| | | |
|---------------------------|----------------|-------|
| President | Robert Wagner | (O&M) |
| 1st-Vice President | Charles Jones | (T) |
| 2nd-Vice President | Marge Deveneau | (HS) |
| Secretary | Jennie Augar | (HS) |
| Treasurer | Lynn Sherich | (HS) |

Building Representative Council

Tom Stephany - (CLK)
Maria Patti - (ELS)
Deb Rooney - (EAG)
Terri Stutsrim - (EAG)
Mary Ellen Chardavoyne - (GLE)
Loretta Jerome - (GLE)
Pat Biche - (HAM)
Jeanette Machlowski - (HAM)
Kathleen Cronmiller - (SLI)
Patricia Guiry - (SLI)
Angela McCarty - (SLI)
Ann Africano - (MS)
Karen Verhagen - (MS)
Jennie Augar - (HS)
Jim Kane - (HS)
Joe Ryan - (O&M)
Tim Stark - (TRA)
Jim VanValkenburgh - (TRA)

Oct. 6, 2010 – Will Day

As a benefit of the BCUEA Group Legal Service Plan, you are entitled to draft or update a **Simple Will** each year, create a **Health Care Proxy**, **Living Will** and a **Power of Attorney**. The same holds true for your spouse or domestic partner. This is a service that is provided at **no cost** to Bethlehem Central United Employees Association members.

On October 6, 2010, plan attorneys will be at the Bethlehem High School **between 1 and 7 PM**, to meet with legal plan participants (**by appointment only**) on an individual basis to assist in drafting a Simple Will. Members, spouses, family members, or domestic partners are invited to attend the session.

If you plan on attending, please be sure to bring your completed Confidential Will Questionnaire, which can be found on our www.bcuea.org website -- click on Links on the left side of our homepage then on NYSUT Legal Service lan - Health Care Proxy, Living Will & Simple Will to print our a copy of this document.

To set up your appointment or if you have any questions, please call Jennie Augar at the High School, 439-4921 ext. 22015 or by email JAugar@bcusd.neric.org.

BCUEA Committees

Our union is all about you – its members.

We need your help! If you have any areas of expertise or interests, there are many committees you can become involved in (list below). Your participation is what makes us a strong, united and representative organization.

Audit Committee, Calendar Committee,
Community Action Committee,
Dental Committee, Finance Committee,
Grievance Committee, Insurance(s)
Committee, Liaison Committee,
Membership Committee, Newsletter,
Nominating Committee,
NYSUT Delegates, NYSUT Alternate
Delegates, Process Committee,
Scholarship Committee

F Y I

The 2010-11 Pay Dates and
Holidays are posted In
Documents on bcuea.org.

BCU&A Dental Plan Open Enrollment

September 1-30, 2010



Plans available:

INDIVIDUAL (Employee Only)

\$292.40 annually - \$14.62/pay for 20 pays

TWO PERSON (Employee & Spouse or Employee & One Dependent)

\$584.80 annually - \$29.24/pay for 20 pays

FAMILY (Employee & more than 2 family members)

\$695.40 annually - \$34.77/pay for 20 pays

Note: First payroll deduction will begin Sept. 24, 2010

Enrollment is open to non-instructional *BCU&A* members employed by Bethlehem Central School District who work a minimum of half time or more and have been employed continuously for a minimum of one (1) year prior to October 1st. See your building rep or building secretary for Enrollment and Payroll Deduction Authorization forms starting September 1, 2010.

Marge Deveneau, *BCU&A* Dental Plan Administrator, Contact Info:

Monday through Friday between **3 and 3:30 pm** at

439-4921 ext. 22904 or anytime via email at devemhs@bcsd.neric.org.

For more information regarding Delta Dental
www.deltadentalins.com or
Delta Dental - 1-800-932-0783

2010-11 *BCU&A* Scholarships

Katherine DePorte Scholarship

Dylan Moss - Bethlehem Central High School

Miranda Salisbury - Ravena-Coeymans-Selkirk High School

Larry Prater Memorial Scholarship

Angel Egan - Bethlehem Central High School

Nicholas LaVada - Bethlehem Central High School

Each student was presented a certificate and letter of congratulations from the *BCU&A*, and will be awarded a \$500.00 scholarship to help further their education.

***BCU&A* 2009-10 Scholarship Committee**

Marge Deveneau, Jane Hendron, Kitty Gill, BCHS Counselors

2010-11 BCUEA Dues Deductions

The table below shows the 2010-11 union dues amounts which will be deducted from 18 pays beginning October 9th. Note: Only 2 deductions per month. If you have any questions regarding dues rates, send a **written** note to Lynn Sherich, BCUEA Treasurer, c/o BCHS or email her at lsherich@bcasd.neric.org including your name, building, position, salary amount and your home phone number so she can get back to you in a timely manner.

Revised 8/25/10 by order of BCUEA Board of Directors

| Salary Level | 2010-11 51% - 100% per pay period | 2010-11 26%- 50% per pay period | 2010-11 25% or less per pay period | 2010-11 51% - 100% per pay period increase | 2010-11 26%- 50% per pay period increase | 2010-11 25% or less per pay period increase |
|-------------------|--|--|---|--|--|---|
| less than \$7000 | \$ 9.21 | \$ 6.82 | \$ 5.63 | \$ 0.42 | \$ 0.33 | \$ 0.29 |
| \$7000 - \$13999 | \$ 14.66 | \$ 12.27 | \$ 11.07 | \$ 0.42 | \$ 0.33 | \$ 0.29 |
| \$14000 - \$22499 | \$ 17.00 | \$ 14.61 | \$ 13.42 | \$ 0.42 | \$ 0.33 | \$ 0.29 |
| \$22500 - \$29999 | \$ 19.99 | \$ 17.60 | \$ 16.40 | \$ 0.83 | \$ 0.75 | \$ 0.71 |
| \$30000+ | \$ 24.61 | \$ 22.22 | \$ 21.03 | \$ 0.97 | \$ 0.89 | \$ 0.85 |

BCSD Employee Assistance Program (EAP)

EAP is a benefit provided by BCSD and is a resource to help all employees and their families who are facing a problem in their lives. It is designed to assist with marital, financial, personal, relationship, legal, alcohol, drug or any other concern you may want confidential and professional assistance with.

All employees and their dependents can use the EAP service. When you call Human Resource Associates (HRA EAP), please identify yourself as a Bethlehem School District employee or dependent. People with drug, alcohol, emotional, marital, family or other problems will receive help from a Human Resource Associates (HRA) counselor. The HRA EAP is a professional counseling organization with over twenty-five years of EAP counseling experience. The HRA EAP office is located at 105 South Lake Avenue, Albany, NY. To schedule a confidential appointment, call the HRA EAP at (518) 434-1799 X10. There is no charge for your EAP consultations; Bethlehem School District has taken care of that for you. Once the EAP counselor has made an assessment of the problem, they may refer you for further consultation or counseling. At that point, you would be responsible for any costs not covered under your health insurance plan. Your HRA EAP understands many of the insurance provider's policies for easy referral transitions.

FOR MORE INFORMATION: Call HUMAN RESOURCE ASSOCIATES EAP and speak with any of the professional staff at (518) 434-1799. You can also e-mail us at drbob@hraeap.com or see our website at www.hraeap.com.

NYSUT (SRP), NEA (ESP) and AFT(PSRP) Information

You *BCU&A* membership includes membership in NYSUT, NEA and AFT. Take a few minutes to browse their websites listed below.

<http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/srp.htm> (School Related Professionals - SRP)

<http://www.nea.org/esphome/index.html> (Education Support Professionals - ESP)

<http://www.aft.org/psrp/index.htm> (Paraprofessionals and School-Related Personnel - PSRP)

Programs and services endorsed and offered by NYSUT Member Benefits:

Insurance Benefits

- Term Life
- WrapPlanSM II Flexible Premium Adjustable Life
- Automobile
- Homeowners/Renters
- Boat
- Personal Excess Liability (Umbrella)
- Mobile Home
- Recreational Vehicle
- Snowmobile
- Motorcycle
- Fire
- Landlord's Rental Dwelling
- Disability
- Accidental Death & Dismemberment
- Catastrophe Major Medical
- Long-Term Care
- Vision
- In-Service Dental

Financial & Legal Services

- Preferred Savings PlusSM
- Equifax Credit WatchSM Gold
- Consumer Credit Counseling Service
- Legal Service Plan

Discounts

- EPIC Hearing Service Plan
- Powell's Books
- OfficeMax Retail ConnectSM
- Bose®
- Dell Computers
- Barnes & Noble.com
- Working Advantage (tickets)
- Alamo Car Rental
- Avis Car Rental
- Budget Car Rental
- Hertz Car Rental
- Budget Truck Rental
- Philips Lifeline
- Six Flags
- The Buyer's Edge (buying service)
- HEAT USA

Other Services

- MAP - Member Assistance Program (see back cover)
- Defensive Driving
- Workshops & Presentations
- Consumer's Guides
- Payroll Deduction of Member Benefits-endorsed programs (available in local associations that have made the necessary arrangements)
- MPP - My Program Participation MetDESK (Division of Estate Planning for Special Kids)

BCU&A Data Update

It is important for your union benefits and communications that we are informed of any address/phone changes. Please send the completed form to Marge Deveneau, *BCU&A* 2nd Vice President & Membership Chair, c/o BCBS or email her the information at devemhs@bcsd.neric.org.

Last Name First Name Building BCSD Employee ID

Street Town Zip

Home Phone Cell Phone Office Phone & Extension

Email: _____



BCU&A Participation & Benefits

Our union is all about you – its members.

We need your help! If you have any areas of expertise or interests, there are many committees you can become involved in – a list is included in this newsletter. Your participation is what makes us a strong, united and representative organization.

Reminder: School business comes before union business.

BCU&A Officers and Building Rep(s) have BCSD jobs to do and should not be interrupted during their work day unless it's an emergency. If you have a question or a problem and want to speak to your Building Rep or a *BCU&A* Officer, please be considerate and send a **written message** regarding your question or concern. Please be sure to include your name, building, position and your home phone number so they can get back to you in a timely manner. Sending a written message also helps as it is the first step in documenting any problem/concern.

BCU&A Important Dates

- **Tues., Sept. 7th, 9-10 am: Opening Day Meeting in the HS Cafeteria.**
Everyone is urged to attend. You are allowed release time from your job to attend this meeting.
- **Wed., Oct. 20th, 6:30 pm: General Membership Meeting in the HS Auditorium**
- **Wed., Jan. 19th, 6:30 pm: General Membership Meeting in the HS Auditorium.**
- **Wed., May 18th, 6:30 pm: General Membership Meeting in the HS Auditorium.**
Meeting & Election of Directors At Large for 2011-12 school year.

BCU&A
c/o Bethlehem Central High School
700 Delaware Avenue
Delmar, NY 12054