



D.U.T.U. NEWS



Happy Veteran's Day



Veterans Day is November 11th Tuesday and D.U.T.U. would like to honor all those that have served in the Armed Forces on that Tuesday. We have updated the honor roll in the front hall with past and present drivers and hope to have it ready for the 11th. There will be some nice words, coffee, and cupcakes on that Tuesday between 9:15AM and 10:00AM, so please be present.

General Meeting

Please don't forget the General Membership Meeting on **November 19th, Wednesday** at the American Legion Post #57 at 820 N. Liberty St., Elgin, IL



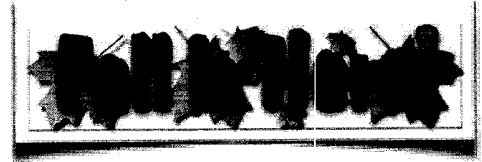
National ESP Day - November 19, 2014

No. We don't mean Extra Sensory Perception... It is Education Support Professionals Day! Your D.U.T.U. Governing Council has a treat for you which includes Coffee, doughnuts, and a special goodie bag all in honor of YOU!!!

Save the Date! December 5th 2014 DUTU Holiday Party

Your R.S.V.P form is on page 6 of this newsletter. R.S.V.P. Deadline is November 21st by 5pm. See page 6 for details.

It's that time of year when the hot summer days fade and the cool breezes of Chicago come rolling in.



It's when we begin to close up our windows as tight as possible and switch on the heat valve under our hoods. We leave our homes bundled in layers hoping we picked the perfect amount of shirts and socks to battle the temperatures outside and comfortable enough to enjoy our lovely voyage to gather all of our students. As you all know one might never know exactly how to dress for our Chicago weather, but what you can expect is the need for something warm to drink and a friendly face to see and converse with. With that in mind keep an eye out for some special treats this month as we celebrate Veterans Day and move into the holiday break from the 26th to the 28th.

Veterans Day

Veterans Day, formerly known as Armistice Day, was originally set as a U.S. legal holiday to honor the end of World War I, which officially took place on November 11, 1918. In legislation that was passed in 1938, November 11 was "dedicated to the cause of world peace and to be hereafter celebrated and known as 'Armistice Day.'" As such, this new legal holiday honored World War I veterans.



We are putting together a photo collage of all our DUTU members who served in the armed forces. Please send a picture of yourself in uniform to Gary Snyder at gjsnyder1111@comcast.net. If you do not have a digital copy of your photo then please see Gary Snyder, so that we can scan the original and return it to you. This collage may not be ready for Veterans Day, depending on response time. We hope to have it completed by Memorial Day.

Thank you for your cooperation in our endeavor to honor your service to our country.

Say What???

As many of you know our contract is filled with a plethora of wonderful and helpful services and opportunities that we encourage you all to read and review. However, as a helpful note the following have been outlined for you:



Contract: page 44 sec. 10.6

Maternity, Health or Emergency and Worker's Compensation leaves will not guarantee the holding of a specific classification assignment if the employee is unavailable for work over sixty (60) calendar days. Upon return, the employee will have the opportunity of bumping the least senior employee in his/her classification.

Drivers and assistants returning from a Worker's Compensation leave will have the opportunity of bumping the least senior driver or assistant with a bid-upon/assigned route.

Please note:

The Family and Medical Leave Act (FMLA) provides an entitlement of up to 12 weeks of job-protected, unpaid leave during any 12-month period to eligible, covered employees for the following reasons: 1) birth and care of the eligible employee's child, or placement for adoption or foster care of a child with the employee; 2) care of an immediate family member (spouse, child, parent) who has a serious health condition; or 3) care of the employee's own serious health condition. It also requires that employee's group health benefits be maintained during the leave. The FMLA is administered by the Employment Standards Administration's Wage and Hour Division within the U.S. Department of Labor.

Please see website for eligibility requirements.

<http://www.dol.gov/whd/regs/compliance/whdfs28.htm>

A Message from the Union President

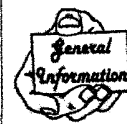
Fellow Union Members,

I hope you all took the time to vote. I know many will say my vote doesn't really count and your right if you don't vote then your vote will not count. If there are enough of you that feel this way then any politician can win an election and they probably won't do right by you. It's the one thing you can do to help yourself, so always vote in every election. Thank You!

Speaking about Elections, we have one coming up right here at Base in November. The election will be to select candidates for the IEA Conference. There are three candidates that turned in their nomination form. You will have the opportunity to vote for the three candidates, plus there will be a write in candidate as well. Please exercise your right as a union member and vote during our election.

Gary J. Snyder

Union President



To Keep You in the Know

As you know, the U-46 has a long relationship with our local United Way agencies. We participate in the annual campaign to raise funds to support the organizations that work with our staff, families, and students: Boys and Girls Club, YMCA and YWCA, the Crisis Center, Greater Elgin Family Care Center, and others. Please consider making a donation to support our community.

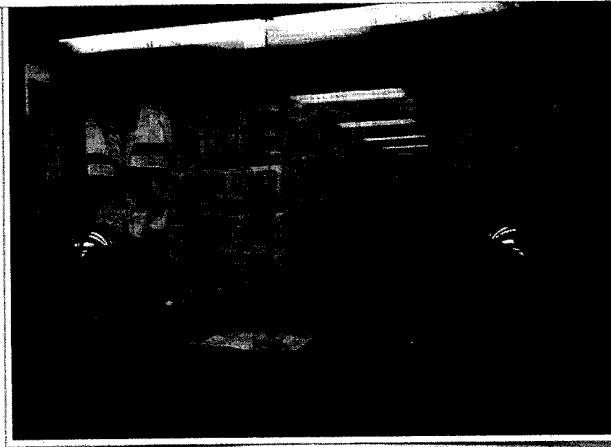
All employees have received two emails with the link to the website for donating:

Donation via payroll deductions must be made by today, Friday, November 7 as deductions begin on November 21, though you can donate at any time.

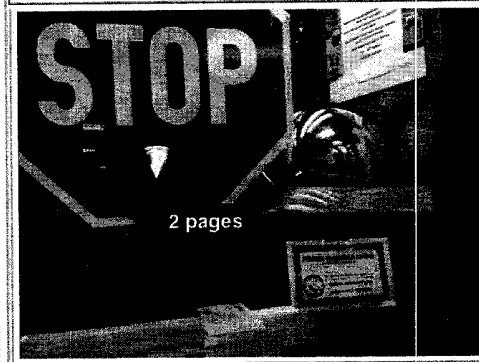
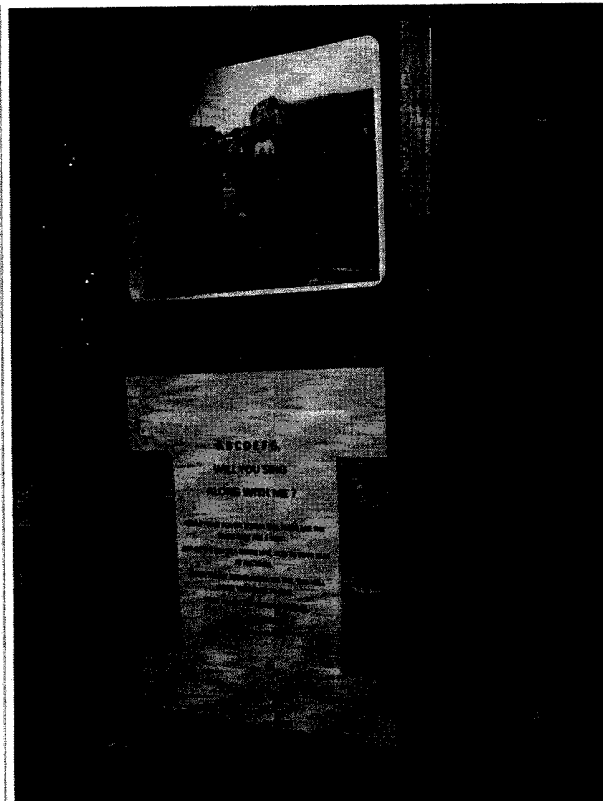
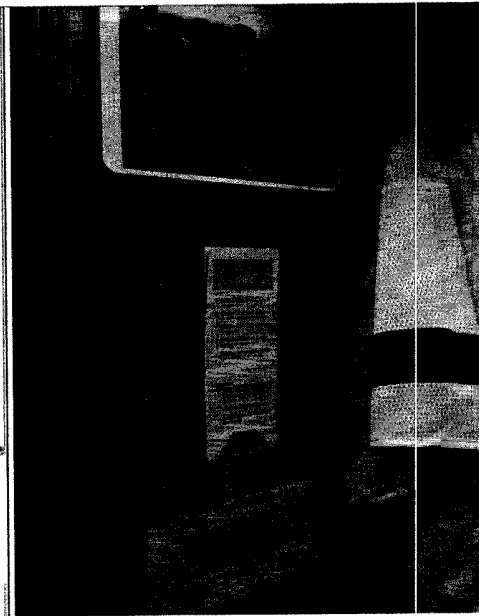
Checks should be made out to United Way of Elgin and sent to the U-46 School & Community Relations Office/Attn. Judy. ETA members may give your checks to the ETA building representatives.

National School Bus Safety Week

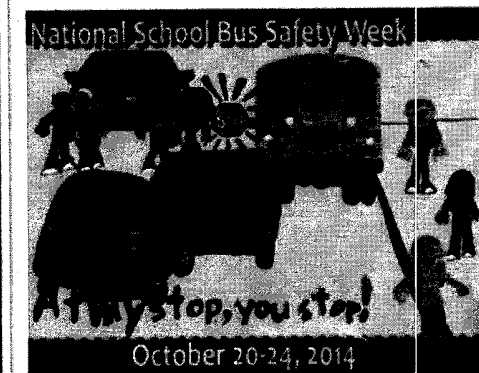
National School Bus Safety Week is an active and evolving public education program and is an excellent way for everyone - parents, students, teachers, motorists, school bus operators, school administrators, and other interested parties - to join forces and address the importance of school bus safety. Designed to promote school bus safety, school districts throughout the country have been observing a School Bus Safety Week - held during the third week in October each year.



Nationally the school bus accident rate is 0.01 per 100 million miles traveled, compared to 0.04 for trains, 0.06 for commercial aviation and 0.96 for other passenger vehicles, according to the National Safety Council.

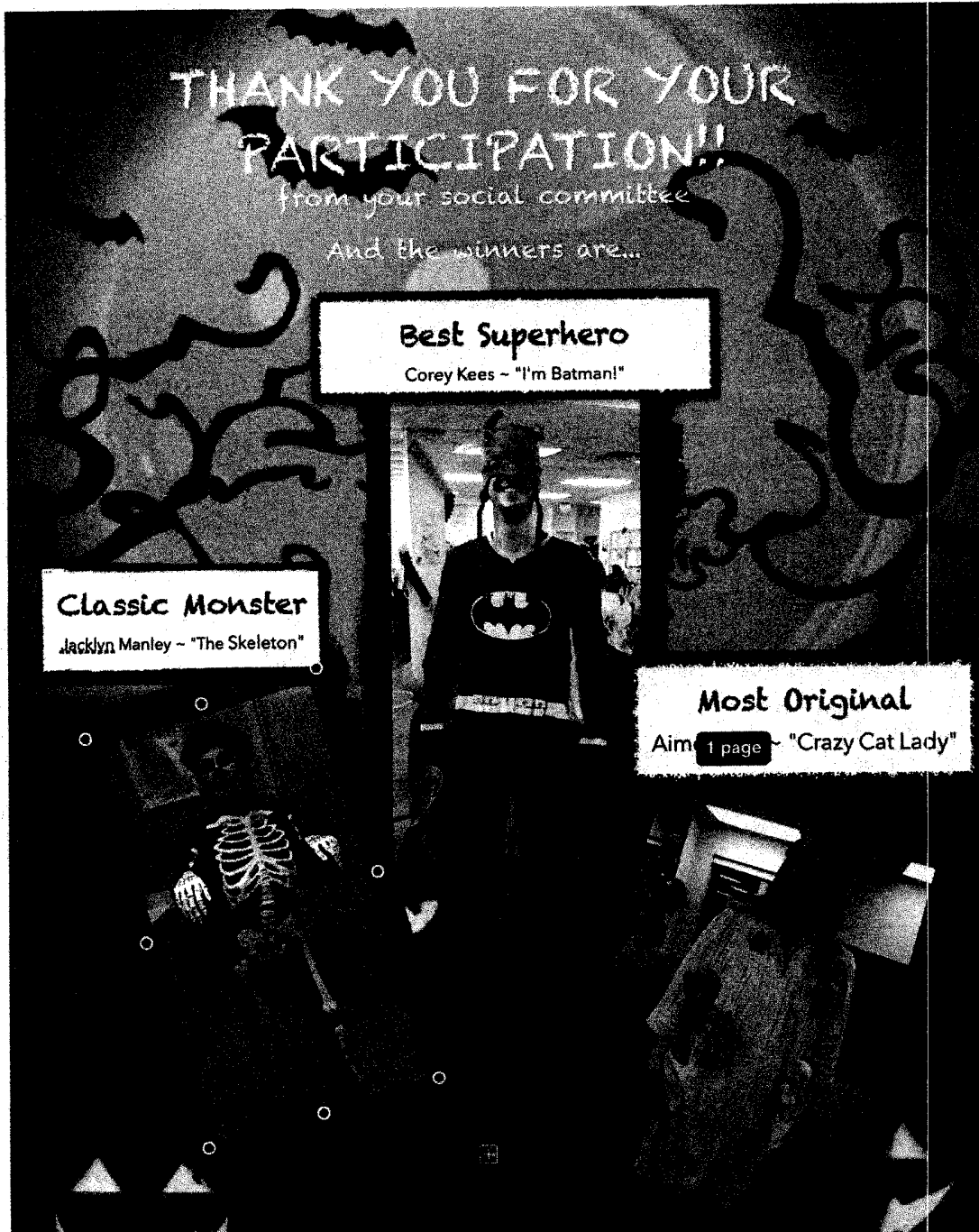


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Pumpkins, Witches and Costumes! Oh My!

It seems this year's Halloween festivities went off without a hitch. For those of you who missed all of the excitement or did not have an opportunity to see all of our **spooktacular** union members, we gathered a few for your viewing pleasure. Please take a minute to congratulate our contest winners.







Please fill out this form and turn in with payment to Laura Jaets/Gary Snyder by 5pm on November 21, 2014.

Employee name: _____

Guest name: _____