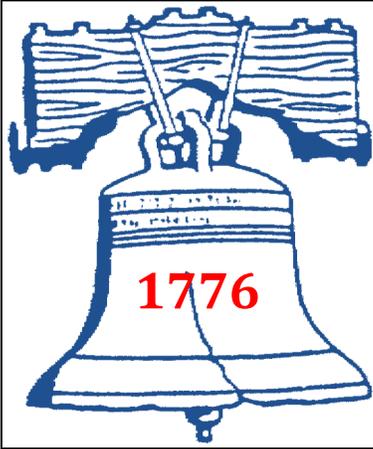


THE

The Newspaper of Local 1776
The Association of Catholic Teachers



SPIRIT OF '76

50+ Years Strong
1966-2016

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Fax 215-568-8270 - email (act@act1776.com) - website (www.act1776.com) **NOVEMBER 2022**



From the President's Desk

GEARING UP FOR NEGOTIATIONS AGAIN

It is hard to believe that we are now in the Second Quarter and that Thanksgiving is here. In addition, ACT is again starting to gear up for Negotiations.

Under the terms of the Labor-Management Agreement, either the Association or the System can, any time subsequent to December 9, notify the other party of its "intention to open negotiations for a new agreement." At the Executive Board's direction, I will be writing to the System and requesting Early Bird Negotiations.

What is an Early Bird and why does the Association believe it is important for the 2023 negotiations?

(Continued on Page 2)

From the President's Desk

(Continued from Page 1)

An Early Bird is a streamlined format of negotiations that limits the scope of bargaining primarily to Salary and Benefits in order to finish the process so that our members can vote on a contract prior to the end of the school year. Of course, in the unlikely event that there is no settlement prior to the end of the school year, traditional bargaining will begin in mid-June with the entire contract on the table.

The Early Bird format was used in the 2022 Negotiations. The Negotiating Teams mutually agreed that the topics of bargaining would be limited to salaries, stipends, healthcare benefits, and term of agreement. The current one-year contract was ratified by the ACT membership on June 14, 2022. Everyone began the summer break knowing that their jobs were secure and that they would be receiving a \$2200 salary increase, increases in stipends, and, for the seventh year in a row, no increase in healthcare contribution costs.

There are two major reasons why the Association leadership is requesting that the parties to the Labor-Management Agreement agree to an Early Bird for the 2023 Negotiations. First, the Archdiocese of Philadelphia should soon be naming a new Superintendent of Secondary Schools. A ratified contract in June would be a welcoming gift for the Superintendent as he/she acclimates to his/her new position.

The other major reason is the state of enrollment in our 15 Archdiocesan high schools. Even though there were only three teaching positions constricted last June, enrollment projections for the next school year will determine how many teaching positions are eliminated in June, 2023. Negotiations dragging on all summer and possibly beyond will not help future enrollment at all.

You will soon be asked to consider being a member of the ACT Negotiating Team. In addition you will receive a Contract Survey so that you can tell the Team what will make your life better both at work and at home.

Once the ACT Negotiating Team is selected and your contract surveys are incorporated into the Association's contract proposal, a General Membership Meeting will be scheduled so that you can approve the Bargaining Proposal that will be presented to the System. You will have to be present at the meeting in order to vote on the proposal.

During the 2022 Negotiations, the System and the Association agreed that it is very beneficial to everyone if future contracts can be negotiated and hopefully ratified by the ACT membership before the end of the school year. With that in mind, the Negotiating Teams designed a process to be piloted in the 2023 Negotiations. This process includes Negotiating sessions being held during the months of February and March. The hope is that a new Labor-Management Agreement will be ratified well before the end of this school year.

(Continued on Page 3)

As with every negotiations, the vote to accept or reject the Contract that the Association and the School System negotiate will be entirely up to you. You will decide whether or not the terms of the new Agreement make both your work and home lives better. Please remember, YOU are the Union. Therefore, it is crucial that all ACT members become more active in the Association of Catholic Teachers, especially now, when you have an opportunity to determine your future. Best wishes to you and your family for a Happy Thanksgiving.

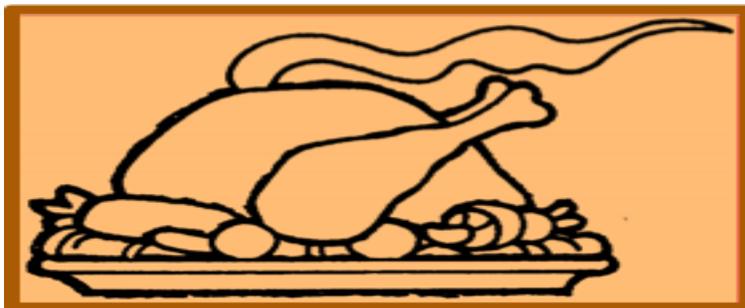
Irene

A Holiday Message from the Executive Board

With the Thanksgiving and Christmas holidays upon us, and in order to keep everyone safe throughout the holiday season, the Executive Board, at its November meeting, unanimously passed the following motion:

The Executive Board strongly urges every teacher to take advantage of any opportunity to receive a vaccine and/or booster.

The Executive Board wishes you a very Happy Thanksgiving. Be safe.



LEGISLATIVE UPDATE

The following Legislative Report was submitted by ACT Legislative Representative, David Sommers, at the [November 17, 2022](#) ACT Executive Board Meeting on via Zoom.

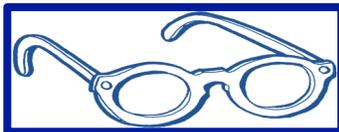
I. End of Legislative Session

November 30th will mark the official closing date for both the Pennsylvania House and Senate sessions. The legislative session is two years in duration.

II. Student Data Hearing

The Pennsylvania House Education Committee held a hearing to discuss the issue of student data retention and protection. The hearing took place on Tuesday October 18th, 2022 at 10:00A.M.

VOLUNTARY VISION PLAN THROUGH DAVIS VISION



Teachers wishing to enroll in the Voluntary Vision Plan for the 2023 calendar year will need to submit a completed application form along with payment by **Monday, December 5, 2022.**

ASSOCIATION OF CATHOLIC TEACHERS

2022-2023

EXECUTIVE BOARD MEMBERS

Irene Tori – President

Kathleen Toenniessen-Innes – Vice President

Thomas Imburgia – Executive Secretary

Adejola Garrett – Treasurer

John Corrigan – Legislative Representative

Thomas McKeever - Central Area Vice President

Anthony Perrucci – Northeast Area Vice President

Eric Wahl – Northwest Area Vice President

David McQuiston - Southwest Area Vice President

Michael Campellone – Member-at-Large

Christine Hanley-Maldonado – Member-at-Large

Bridget Mierzejewski – Member-at-Large

SENIORITY LISTS POSTED

Article V, Section 1a states “On or before October 31 of each school year, the Secondary School System shall supply to the Association and shall post in individual schools a complete listing of all teachers in the Secondary School System including those on approved leaves of absence arranged according to system seniority and school seniority.”

“Teachers shall have until **December 15** to call attention in writing to errors or file grievances with the local school administration concerning their positions on the seniority roster.”

FSA REMINDER

If you were a participant in the 2022 FSA Program, please remember that all monies in your account should be exhausted by December 31, 2022. Any funds that remain in your account after December 31, 2022 will be lost. However, this does not mean that all your eligible expenses have to be submitted by December 31, 2022. You have 90 days after the close of the calendar year in which to submit eligible expenses for 2022. All eligible expenses for 2022 must be submitted by March 30, 2023.

ACT WEBSITE

All teachers are asked to logon to the ACT Website (www.act1776.com) and verify your personal information. It is critical that we have your current information and that it is accurate. It is important that we have a **PERSONAL** email address for you, since Executive Board Minutes, Newsletters, and other pertinent information will be sent via email. We cannot and will not send email to a school email address.

Every teacher was provided with a username and password for the ACT Website. (New teachers will receive their logon information in an email.) If you do not have this information, please contact Ginny at the ACT Office at 215-568-4175 or email her at ginny@act1776.com and she can provide this information to you. To update your personal information, logon to the ACT Website and, in the upper right-hand corner of the homepage, click on member login. Type in your username and password and then verify the information on file. Any changes made will be sent to the ACT Office automatically.



A UNION-MADE THANKSGIVING DINNER

At Labor 411, we LOVE Thanksgiving dinner. Juicy turkey, delicious rolls, and mouth-watering stuffing and sides. To top it off, it's a great day to spend with family and loved ones, even if that one uncle insists on telling everyone his wacky political views. One way to make sure that everything is extra tasty is to buy products made by companies that treat their workers well and give them a voice on the job. The list of products below includes ethical union manufacturers who are doing their part to help support a strong American middle class.

Labor 411

MAKING IT EASY TO SUPPORT GOOD JOBS
LOS ANGELES | SAN FRANCISCO | WASHINGTON, D.C. | PHILADELPHIA | NEW YORK

Stay safe and enjoy a happy and healthy holiday weekend.

Labor 411

Union-Made Whole Turkey

Butterball (UFCW, IBT)
Foster Farms (UFW)

Potatoes / Sweet Potatoes

Dole (IBT)
Ore-Ida (UFCW, IBT)

Salad / Vegetables

Andy Boy Broccoli, Cauliflower, Lettuce (UFW)
Birds Eye Vegetables (UFCW, IBT)
Del Fresh (UFW)
Fresh Express Salad (IBT)

Stuffing

Stroehmann Bakery Products (BCTGM)
Manischewitz (BCTGM)

Cranberries / Cranberry Sauce

Dole (IBT)
Ocean Spray (IAM)



Find more union-made products at www.Labor411.org

Charlotte's Web

ADAPTED FROM THE BOOK BY: E.B WHITE
BY JOSEPH ROBINETTE

\$20 Tickets for Friday Evening Shows and ALL Previews!
Dec. 7 – Jan. 29 / Use Code: **WILBUR3**
For tickets: Go to ardentheatre.org or call 215.922.1122

Good While Supplies Last

Arden 25TH
THEATRE CO.

THANK YOU VETERANS



VETERANS DAY 2022

The Association of Catholic Teachers
would like to thank all of our members
and their families who have served or who continue to
serve in the U.S. Armed Forces.

**FREEDOM IS NOT FREE.
WE THANK YOU FOR YOUR SERVICE
AND FOR YOUR MANY SACRIFICES.**

Rest in Peace

*+Margaret Blanco, retired, Conwell-Egan Catholic High School+
+ John Coia, retired, Northeast Catholic High School +
+ James Ferris, retired, Pope John Paul II High School+
+ Thomas McNutt, Bishop McDevitt High School +
+ Patricia Spadaro, Pope John Paul II High School +*

*Eternal rest grant unto them, O Lord, and let perpetual light shine upon them.
May their souls and all the souls of the faithful departed, through the mercy of
God, rest in peace. Amen.*

Protect yourself from the seasonal flu



One of the most critical steps you can take in staying healthy is getting your flu shot. Each year thousands of people are hospitalized because of complications from the flu. That's why we encourage all our members to get their annual flu vaccination.

It's also important to remember that the flu and COVID-19 may present similar symptoms but are very different viruses. There is currently no vaccine for COVID-19. So, it's more important than ever to stay up to date with the available immunizations that keep you healthy, including your flu shot.

Seasonal flu shot coverage

The cost and payment method of getting the flu shot depends on the plan you have and where you choose to get it. Below is a list of where you can get the flu shot:

- HMO, POS, Keystone 65 health plan members can receive the flu shot at any eligible in-network provider; PPO health plan members can receive the flu shot at any eligible provider both in- and out-of-network

For location or provider offering flu vaccinations near you, visit ibx.com/findadoctor and type in flu.

- Participating MinuteClinics® at CVS pharmacies, RediClinics® at Rite Aid pharmacies, or other retail-based clinics in accordance with your standard benefits plan
- Vaccination clinics organized by local health departments and other private settings (e.g., place of employment)

Seasonal flu reimbursement

If your plan includes coverage for immunizations and you paid for your influenza vaccine, you may submit a *Seasonal Influenza Reimbursement Form* for reimbursement of up to \$50. For a copy of the reimbursement form, visit ibx.com/flu.

If you do not know if your plan covers immunizations, you may call Customer Service at the number on the back of your ID card.



Independence Blue Cross offers products through its subsidiaries Independence Hospital Indemnity Plan, Keystone Health Plan East and QCC Insurance Company, and with Highmark Blue Shield — independent licensees of the Blue Cross and Blue Shield Association.

1157624 (09/20)

The ACT Executive Board and Staff
wish you and your family a



Happy Thanksgiving.