

West Suburban Teachers Union, Local 571, IFT, AFT, AFL-CIO

Union Messenger

“A Union of Professionals”

May Calendar

5/5—Registration deadline for IMRF Seminar
 5/8—ExBd Mtg (5:30 p.m.—Westmont)
 5/8—HOR Mtg. (6:45 p.m.—Westmont)
 5/11—IMRF Seminar (ONSITE)—Westmont

Union Messenger

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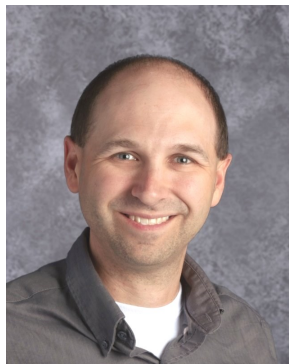
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The Importance of Good Bosses

Dear Union Siblings,

Last year our IFT President, Dan Montgomery, went on a listening tour of IFT Locals. The number one indicator of job satisfaction was not money or benefits, but a supportive administration. This seems to be consistent not only in education, but in the private sector as well. In the “The Asshole



Hole Survival Guide” by Bob Sutton, a Stanford University Professor, he discusses the importance of good bosses. Now to keep from swearing during this entire article, I will be substituting the word jerk for a-hole. In his book, Sutton distinguishes between a temporary jerk (which we all can be from time to time) and a certified jerk (a person who is a jerk all the time-which can further be delineated into passholes, bossholes, and boardholes. I think you get the point.) He is quick to point out, though, “Be slow to label others as [jerks], be quick to label yourself as one.”

According to Sutton, there are six questions you should ask yourself to diagnose how bad things are.

1. Do you feel as if the alleged jerk is treating you and perhaps others like dirt?
2. How long will the ugliness persist?
3. Are you dealing with a temporary or certified jerk?
4. Is it an individual or systemic disease?
5. How much more power do you have over the jerk?
6. How much are you really suffering?

If the diagnosis questions have you dealing with a certified jerk or you find yourself in a toxic work environment, that is not a good situation to be in. It is so bad in fact, the Surgeon General recently wrote a report titled “Work Place Mental Health and Well Being” which can be found at <https://tinyurl.com/bdebd89e>. In the report the Surgeon General writes that “Organizations must see workers not only for their work roles, but as whole people.” Additionally, toxic work environments have “been linked to negative health outcomes, including an increased risk of cardiovascular disease, digestive issues, poor sleep quality, and substance use. On the other hand, workers who feel they can better harmonize their professional and personal needs report greater satisfaction with their work and life and experience fewer symptoms of depression and anxiety.” Quite literally, our jobs might be killing us.

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The Importance of Good Bosses

In the Surgeon General's report, which all school leaders should read, there are steps that organizations can make to create a psychologically safe environment. In Sutton's book he recommends trying to foresee jerks and avoid them before we take a job. However, that might be too late for many of us. Additionally, if things are really bad, quitting might not be an option. So how do you fight back? Well, unfortunately, calling a jerk, a jerk, makes you a jerk, even if it feels good. As Michelle Obama said, "Don't stoop to their level... Our motto is: when they go low, we go high." So here are some tips Sutton suggests: first, "pull the offender aside and calmly, even gently, explain they are hurting you or others, and ask them to knock it off... we humans are cursed with a dim awareness of how our actions are experienced by and impact others." Another tool, Sutton writes, is to "love bomb" and "Jerk-kiss." Praise your jerk when they do something well, as that will increase the likelihood a behavior is repeated. Narcissistic jerks crave praise and flattery. However, you can only do this for so long as you do not want your jerk to take it as a sign you like their abuse.

Another option is to reframe and realize you are not alone. This jerk likely treats others poorly as well. Reach out to those people for support. Maybe there are people or other bosses that can shield you from your certified jerk. Work with these people.

From a union's perspective, good bosses are essential to the success of both workers and the school. They help to create a positive work environment where workers feel valued, respected, listened to, and supported. This leads to increased productivity, employee retention, and ultimately, the success of the school.

It is important to note, however, that good bosses do not always come naturally. Many bosses need training and support to develop the skills and qualities that make them effective leaders. This is where we as unionists can play a critical role. Unions can provide resources and training to help bosses become better leaders, which can benefit both workers and the school as a whole. Communicate with your supervisors directly about what you need and why you need it. Treat them respectfully as we are all human. Be the example of how you want your boss to respond to feedback. Lead by example.

I think we all can agree good administrators are essential to creating a positive work environment. They value their workers, communicate effectively, and provide the tools and resources needed for success. From a union's perspective, it is important to support and praise good bosses, while also working to develop the skills and qualities needed to become effective leaders. By doing so, we can create a workplace that is both productive and supportive for everyone involved. Doesn't that sound wonderful?

In Unity,

Kyle Stern



***IMPORTANT
NOTICE
Local 571 is
looking for a
COPE/PAC
Chair***

WSTU Local 571 is hiring a COPE/PAC Chair.

The position is open to WSTU Local 571 members. The job qualifications, duties and responsibilities, and stipend and reimbursement can be found at <https://www.wtsu571.org>.

If interested, please contact Local 571 President Kyle Stern@ kstern571@ift-aft.org or call and leave a message at (630) 468-4043.

**The Illinois Teachers Retirement System (TRS) Seminar
Sponsored by the WSTU Local 571**

DON'T FORGET!

WHEN: Thursday, April 20, 2023
5:00 p.m.—6:30 p.m.

FOR: Local 571 members (**teachers**) close to retirement

WHAT: A presentation by a representative of the Illinois Teachers Retirement System

WHERE: Presentation will be virtual. Link will be provided via email

R.S.V.P.: If you plan to attend, please contact Patty Clancy **by April 17th** at 630-468-4083 or pclancy@ift-aft.org

OTHER: Once you have signed up, if you are unable to attend, please contact Patty Clancy via email at pclancy@ift-aft.org

I.M.R.F. SEMINAR



Retirement Information for Local 571 Support Staff Union Members

*A speaker from the Illinois Municipal Retirement Fund (IMRF) will present information and answer questions for **PSRP (support staff)** Union members of the West Suburban Teachers Union, Local 571.*

WHEN: Thursday May 11, 2023

TIME: 5:00 p.m.-Light Dinner
5:30 p.m. to 7:00 p.m.-
Presentation

WHERE: Robert M. Healey Conference Center
500 Oakmont Lane
Westmont, IL 60559
(Entrance D or E)

R.S.V.P.: If you plan to attend, contact Patty Clancy via e-mail at pclancy@ift-aft.org or by phone at 630-468-4083 by Friday May 5th.

Anyone who signs up to attend this seminar and finds that they cannot attend must notify the local 571 office by 5:00 on May 5th, or they may be charged \$15 for the cost of the dinner.

A Social Security Webinar for Local 571 Members

*Sponsored by the West Suburban Teachers Union, Local 571
Webinar will be **VIRTUAL**
for both June and July*

Identical Social Security Webinars will be presented and questions will be answered by a representative of the Social Security Administration.

WHEN: Thursday, June 8, 2023
10:00 a.m.—Noon
OR
Thursday, July 13, 2023
1:00 p.m.—3:00 p.m.

FOR: Local 571 members

WHERE: A VIRTUAL webinar

R.S.V.P.: If you plan to attend the **June 8** Webinar, contact Patty Clancy by June 5th at pclancy@ift-aft.org and you will be sent a link to register for the webinar.

If you plan to attend the **July 13** Webinar, contact Patty Clancy by July 10th at pclancy@ift-aft.org and you will be sent a link to register for the webinar.

Members Engaged

DuPage Dems Gala

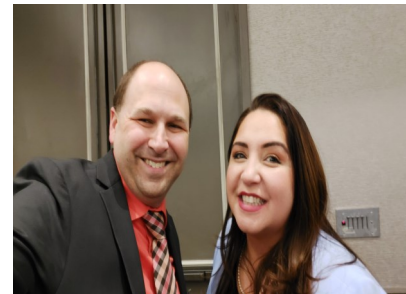
Jane Russell, Kyle Stern, Marge Wunschel, and Lola Estrada attended the DuPage Dems Gala. Kyle met with Attorney General Kwame Raoul and Congresswoman Delia Ramirez.



Lola Estrada and Marge Wunschel



Kyle Stern and Attorney General Kwame Raoul



Kyle Stern and Congresswoman Delia Ramirez



Kyle Stern and Senate President Don Harmon



Kyle Stern and Congresswoman Lauren Underwood



Kyle Stern and Treasurer Mike Frerichs



Kyle Stern and Secretary of State Alexi Giannoulias



Kyle Stern and Supreme Court Justice Elizabeth Rochford



Kyle Stern, State Rep Maura Hirschauer and Jane Russell

Members Engaged

Women in Power Event



Monique Manuel, Speaker Chris Welch, Nancy Pelosi and Kyle Stern



Brandon Johnson and Kyle Stern



Brandon Johnson and Monique Manuel



Monique Manuel and Rep. Mary Beth Canty



Kyle Stern and Rep. Barbara Hernandez

Illinois Economic Policy Institute Fundraiser



Kyle Stern, Jane Russell, Maria Rivera, Stephanie Colson, Ruthie Jennings, Christina Rodriguez, and Olga Vazquez attended the annual Illinois Economic Policy Institute Fundraiser and met with Comptroller Susana Mendoza and Kane County Board Chairwoman Corinne Pierog.

Elmwood Park PSRP President Addresses School Board



Jeanne Fox, our Elmwood Park PSRP Council President, addressed the school board of District 401 on March 15 to advocate for the safety of students and staff after an incident in which a student brought a firearm to Elmwood Park HS and a lockdown was not immediately called.

Jeanne spoke to demand clear lines of communication during crisis situations so that every staff member knows how and to whom to report threats to safety, annual training on crisis plans to all staff, and a guarantee that our PSRP members will participate in all safety committee meetings in the district. The feedback from PSRP members is necessary to keep schools safe.

Argo Teachers Celebrate Women's History Month



Argo teachers during Women's History Month with #empowHERargo t-shirts designed by students

Celebrating March Madness

Legislative Report by Jon Monique Manuel

Local 571 caught March Madness and spent March on the MOVE!

We started the celebration with Democrats for Illinois recognizing March as Women’s History Month. It was a fundraiser that celebrated women in the Illinois House and was designed to encourage, motivate and inspire women. Speaker of the House Chris Welch hosted the event with none other than the dynamic Nancy Pelosi sharing the spotlight. All I can say is WOW!!

The celebration continued as we caught March Madness with Congressman Sean Casten. We celebrated the luck of the Irish by marching in the Southside St. Patrick’s Day parade, what an experience! It was a great time!

As March Madness winds down the celebration does not slow down! It was a day of action as we hit the streets of Chicago to help get out the vote for our very own Brandon Johnson.



COPE

If you are interested in meeting any of your legislators at a COPE event please sign up at <https://bit.ly/3GLdn0W> and email kstern571@ift-aft.org

AFT TEACH

If you are interested in attending AFT Teach 2023, July 21-23, Washington D.C., apply by May 1, 2023 at <https://tinyurl.com/2p86hd93>. The reimbursement rate is \$1040.50.

SUMMER EDUCATOR ACADEMY

If you are interested in attending Summer Educator Academy, Maritime Conference Center-Maryland, July 9-15, 2023., apply at <https://tinyurl.com/mr37a6r3>

ULI

The 2023 Great Lakes Union Leadership Institute (ULI) will be held in Delavan, Wisconsin, June 26-30. Check the website for registration information at <https://www.ift-aft.org/professionaldevelopment>

What's Missing from the Messenger?

Is there something innovative or exciting happening at your school?

If so, we want to hear from you!

Email your news to Robin Hancock at: 571editor@gmail.com



West Suburban Teachers Union Local 571
500 Oakmont Lane
P.O. Box 390

Westmont, IL 60559-0390

Phone: 630-468-4098

Fax: 630-468-4088

Twitter account: [@kstern571](https://twitter.com/kstern571)

E-mail: kstern571@ift-aft.org

<https://www.instagram.com/wstu571/>