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# Dispatch

P E N N S Y L V A N I A   S T A T E   E D U C A T I O N   A S S O C I A T I O N - E S P

Spring 2022

A publication for education support professionals of PSEA

## Message from your president

### People helping people

**W**e are more than halfway through the school year, and we continue to face many challenges. But we also have opportunities to advance PSEA’s mission: “We are members who promote, protect, and advocate for our students, schools, and professions.” I simply believe that “people helping people” will always be the game changer. You put others first and do what is best for the students and your community. Your selflessness during these difficult times does not go unnoticed.

The pandemic is certainly an unprecedented test of the fortitude of our members. You have been placed in unfamiliar situations, and your work has changed in ways never imagined.

There is no doubt in my mind that together we’ll emerge from this challenge stronger than ever. Our greatest source of strength

comes from our members. We are one team with a wonderful story rooted in Pennsylvania’s history. You have stepped up to bring some normalcy back to our schools.

Founded in 1852, PSEA began its commitment and mission to improve public education and our communities. In recognition of PSEA’s 170th anniversary this year, I invite you to join me in celebrating this milestone. PSEA has been there for its members through economic recessions, natural disasters, wars, and school tragedies. ESP members help children to reach their full potential starting the day they enter school, and we will continue to do this for future generations.

As you may know, I have been facing some health challenges this school year and the support, help, and encouragement from so many people has made a huge difference. Thank you from the bottom of my



**Rudy Burruss**  
*ESP Region President*

heart for your kindness and words of encouragement. I am especially grateful for the support from the PSEA community, which has been tremendous. I feel privileged to be part of this community.

I’ve been humbled by the many stories that members have shared about support staff stepping up to make a difference in their schools and communities this school year. It’s not easy work, and none of us can accomplish it alone. Remember your local union is a priority, and PSEA is ready to help you help others. It’s “people helping people,” and I sincerely thank you for all that you do.

## Dates to Remember

**ESP Region Leadership Conference/House of Delegates**  
**April 22-23**  
Lancaster Marriott at Penn Square

**PSEA House of Delegates**  
**May 13-14**  
Sheraton Downtown Philadelphia Hotel

**PSEA Summer Leadership Conference**  
**July 24-28**  
Gettysburg College

# CANDIDATE STATEMENTS

**NAME:** Marc Howshall

**CANDIDATE FOR COMMITTEE/TERM:** Vice President **TERM:** 2022-2024

**ASSOCIATION POSITIONS HELD:**

**Local:** President, Vice President, Chief Negotiator, Grievance Chair

**Region:** ESP Region Vice President and Officer At Large

**State:** Collective Bargaining Committee, PSEA Policy Committee, ESP Policy Committee Chair, PSEA Audit Committee, PSEA Oversight Committee, NEA-RA New Business Committee also PSEA Interview Committee in DC for NEA Executive Committee Candidates.

**STATEMENT OF CANDIDACY:** Presently I'm your ESP Region Vice President and PSEA Board Member. I also serve as a PSEA Mediator for Member to Member Conflicts, and serve on PSEA Audit Committee, PSEA Policy Committee, PSEA Property Committee, ESP Policy Committee Chair, and ESP Member of the Year Committee Chair.

I have been an ESP Member for over 25 years, during these years serving in leadership positions at the Local and State levels as well as serving on Local, PSEA and ESP State Committee's. It is very gratifying representing our ESP Region and Members over the years. As your ESP region Vice President my dedication, resilience and years of knowledge and experience will continue to bring strong leadership to our ESP Region to serve hard working Members like you.

As Vice President, I will give all Members the continued opportunity to have a Voice and be heard. I will continue work side by side with our President to support and assist him navigate through these troubling and uncertain times to continue to fight back the challenges we face every day. As your Vice President along with your officers and board we will always keep in mind what is best for our ESP Region and the Members we serve. WE need to continue to increase Membership, Member involvement and Community involvement to insure a viable and bright future for our Members.

It would be a privilege and an honor to continue to be a part of our great ESP Leadership Team as your ESP Region Vice President and to continue to represent you, the members of the ESP Region.

Thank You

Marc C. Howshall

"Strength In Numbers"

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**NAME:** Margaret "Peg" Rockwell

**MEMBERSHIP CATEGORY:** Secretarial/Clerical

**LOCAL ASSOCIATION/DIVISION:** Connellsville ESP/Southwestern ESP Division

**CANDIDATE FOR COMMITTEE/TERM:** "Officer-at-Large" **TERM:** 2022-2024

**ASSOCIATION POSITIONS HELD:** ESP Region Officer-at-Large, Southwestern ESP Division President, PSEA Member Affiliate Committee, Local President, Local Chief Negotiator, PSEA Leadership Development Committee (LDC), ESP Region Constitution and Bylaws Committee and Budget Committee, PSEA-ACE member, along with numerous other committees

**STATEMENT OF CANDIDACY:** I have been serving as your Region Officer-at-Large for the past eight (8) years. Before that, I also served as the Southwestern ESP Division President and have been a member of the ESP Region Board of Directors since 2006. In addition, I have served as a member of the PSEA Leadership Development Committee (LDC) as well as a member of the ESP Region Constitution and Bylaws Committee.

My wish is to continue to assist our members in facing the difficult challenges of providing a sound education plan for the children of Pennsylvania, along with having secured working conditions for all of our members. Each and every one of you deserves not only to have a living wage but pension benefits you have worked so very hard to secure.

I would greatly appreciate the opportunity to continue to serve as your Officer-at-Large and to be a part of the ESP Region Executive Committee.

In solidarity,

Peggy Rockwell

**NAME:** Diane Crocco

**MEMBERSHIP CATEGORY:** Food Service

**LOCAL ASSOCIATION/DIVISION:** Colonial Food Service/Mideastern

**CANDIDATE FOR COMMITTEE/TERM:** Resolutions Committee **TERM:** 2022-2024

**ASSOCIATION POSITIONS HELD:** Local President

**STATEMENT OF CANDIDACY:** I have been on the resolutions committee for 18 years, and serve as the ESP chair. I know how very important it is for ESP to be seen, heard and to be involved. I would like to continue our hard work for the next two years with your vote.

Thank You.

Diane Crocco

Head Cook

Plymouth Whitemarsh High School

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**NAME:** Sergio Marmeleira

**MEMBERSHIP CATEGORY:** Custodian

**LOCAL ASSOCIATION/DIVISION:** Wallenpaupack ESP/Northeastern Region

**CANDIDATE FOR COMMITTEE/TERM:** Legislative Committee **TERM:** 2022-2024

**ASSOCIATION POSITIONS HELD:** Legislative Committee

**STATEMENT OF CANDIDACY:** I would like to continue to serve on the Legislative Committee to protect public education, ESP's and our students. Public education is under attack and that affects our students in a negative way. Allowing me the privilege to remain on Legislative Committee we can continue to protect public education and our students.

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**NAME:** Jennifer Marmeleira

**MEMBERSHIP CATEGORY:** Secretarial/Clerical

**LOCAL ASSOCIATION/DIVISION:** Wallenpaupack ESP/Northeastern Region

**CANDIDATE FOR COMMITTEE/TERM:** Legislative Committee **TERM:** 2022-2024

**ASSOCIATION POSITIONS HELD:** Local Vice President, Board Secretary ESP Northeast Region, Substitute Task Force.

**STATEMENT OF CANDIDACY:** I have served on Legislative Committee since 2018. I believe that Legislative Committee is one of the most important committee in protecting public education. We as ESP's have earned the right to have a strong voice in political and legislative issues. As an ESP that can be challenging at times. I want to be your voice and strengthen our positions as ESP's across the Commonwealth. I need to remain on Legislative Committee to do this important work for all of us.

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**NAME:** Jason Nicholas Pastuch

**MEMBERSHIP CATEGORY:** Paraprofessional

**LOCAL ASSOCIATION/DIVISION:** Wallingford-Swarthmore C&M/Southeastern Region

**CANDIDATE FOR COMMITTEE/TERM:** IPD Committee **TERM:** 2022-2024

**ASSOCIATION POSITIONS HELD:** Current President of Local

**STATEMENT OF CANDIDACY:** My goal in life was to always pass along any training and knowledge to anyone with a desire to learn. Having over twenty years of experience as a mentor, trainer, and instructor has given me the tools to continue as an educator even to this day. I have continued to be a life long student as well to learn along the way and stay current with the times. Connecting with all levels and age groups using past experience has also prepared me to take on a position as candidate for instruction and professional development. I believe in order to help others we must strive for higher standards and training.

**Spring 2022**

*Dispatch is a publication for education support professionals of the Pennsylvania State Education Association  
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**Jeffrey D. Ney** - PSEA Treasurer  
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**Rudy Burruss** - PSEA ESP Region President  
**Marc Howshall** - PSEA ESP Region Vice President  
**Cindy Lawn** - PSEA ESP Region Secretary  
**Holly Harrington** - PSEA ESP Region Treasurer  
**Peg Rockwell** - PSEA ESP Region Officer-at-Large



## **NOTICE TO PRIVATE SECTOR EMPLOYEES REGARDING UNION SECURITY CLAUSES**

Negotiating and enforcing collective bargaining agreements comes with costs. To spread these costs fairly, private sector employees who benefit from their collective bargaining agreements but do not join their local associations, PSEA, and NEA can be required to pay an agency fee to maintain employment if their collective bargaining agreement contains such a requirement. These requirements or provisions are known as union security clauses.

The agency fee, as calculated by PSEA each year, is a percentage of PSEA dues reflecting only expenditures that PSEA makes on activities or projects germane to collective bargaining, contract administration, and grievance processing.

PSEA's practices regarding the calculation and collection of agency fees comply with the decisions of the National Labor Relations Board and the courts which have held that unions cannot require agency fee payers to financially support union activities not directly related to the core representational responsibilities of collective bargaining, contract administration, and grievance processing.

Each year, PSEA calculates the agency fee (the chargeable percentage of PSEA dues) as follows:

- The chargeable percentage includes PSEA's expenditures related to negotiations with employers, enforcing collective bargaining agreements, informal meetings with employer representatives, discussions of work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies or informal meetings, and aspects of union administration. In the past, approximately 70-75% of PSEA's expenditures have supported such activities.
- The chargeable percentage does not include PSEA's expenditures related to charitable activities, lobbying or other legislative activities, support of political candidates, participation in political events, recruitment of members to the labor organization, and members-only benefits (including members-only social events). In the past, approximately 25-30% of PSEA's expenditures have supported such activities.

Each year, PSEA will provide a notice

to agency fee payers informing them of the amount of the fee, providing a full explanation as to the calculation of the fee and listing in detail the categories of expenditures deemed to be "chargeable" and "nonchargeable." The notice will include PSEA's audited financial statements. After receiving the notice, agency fee payers may challenge PSEA's calculation of the chargeable percentage by filing an objection with PSEA, following the instructions contained in the notice. The objection will be resolved by an impartial arbitrator appointed by the American Arbitration Association, and the agency fee will be held in a segregated account until the decision is rendered. In addition, agency fee payers with conscientious religious objections to financially supporting a labor organization can notify PSEA of their objection and arrange to make a charitable contribution equal in amount to the agency fee, instead of paying the agency fee.

Any questions regarding agency fees can be directed to PSEA UniServs or to PSEA's Financial Management Division at 1-800-944-7000, Ext. 3001.