



Haverhill Education Association News

800 Broadway Street #3, Haverhill, MA 01832 978-372-7079

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April 2019

A Letter from the President

On March 22nd I had the honor to represent you and the students of Haverhill at the State House, as the chairs of the Joint Committee on Education call the #PromiseAct hearing to order. I met with our Representative Vargas and was present to witness the testimony of our mayor Fiorentini. I was present as the Promise Act took home prizes for star power (Patriots players!), content (three times more state funding than Governor Baker's bill), and narrative (compelling stories told by students, parents and educators about how inadequate funding hurts kids). Educational funding is the number one issue facing the state and Haverhill. The MTA and the HEA are leading the movement to increase state funding in Haverhill by 14 million dollars. Together our collective voices will be heard.

I am proud to serve the HEA and Haverhill,

Ted Kempinski, HEA President



Our Annual HEA Banquet to honor our retirees and 20 year veterans, will be held on Wednesday, May 15th, 6:30pm at DiBurro's.

<i>Retirees</i>		
<i>Julie Carven Maureen Cavanaugh Joseph Cunha Kathleen Daley Gerri Desjardins Kathleen Frieswick</i>	<i>Sandy Hartung Robin Hatt Lee Henderson Mary Litchfield Diane Milley John Murphy Jr. Linda Peters</i>	<i>Karen Petrycki Mary Riley-Emery Eileen Roche Bobbi Roffo Diane Palmaccio KT Thornell</i>
<i>20 Year Veterans</i>		
<i>Nancy Burke Daniel Cerat Jennifer Donohoe Maureen Early LeeAnn Ferguson Barbara Freeman</i>	<i>Kristin Grenier Margot Hayden Theodore Kempinski II Bonnie Lalumiere Dana McNamara Lisa Mini</i>	<i>Sue Morgan-Klempa Mary McCormack Mary Soterion Penny Spreadborough Deb Tilly MaryLou Tremblay</i>

EDUCATORS ARE THE



The Haverhill Education Association cordially invites you to the

2019 Honors Banquet

Wednesday - May 15, 2019

*Cash Bar - 50/50 Raffle**

*Proceeds to benefit the HEA Scholarship Fund

Join us to celebrate our friends who are retiring
and those who have 20 years of dedicated service
to the Haverhill Public Schools

at

DiBurro's Function Facility

Choice of Entree:

Boston Baked Haddock with Seasoned Crumbs

Chicken Provencal (Boneless Breast of Chicken with Chopped Tomatoes and Fresh Basil)

Baked Eggplant Marinara

Tickets \$45 per person, Tables of 10 available

see your building rep to purchase tickets
or contact Suzette DiTonno at ditonnosuzette@gmail.com

Scholarship Update - Our goal this year is \$3,000! Please help send a Hillie to college!

Members are asked to each donate \$10 if possible. Donations can be mailed to the HEA at 800 Broadway Street #3, Haverhill, MA 01832, sent via interoffice mail to Suzette DiTonno at Pentucket Lake or given to your building representative. Donations by school: (as of 3/23)

HHS - \$40	Consentino - \$40	Hunking - \$50	JG Whittier - \$0	Nettle - \$50
Saint James \$0	Bartlett - \$0	Bradford - \$90	Golden Hill - \$25	Greenleaf - \$10
Crowell - \$0	Pentucket Lake - \$45	Silver Hill - \$10	Tilton - \$10	Walnut Square - \$25
Moody - \$0	Retirees - \$835!!			

Our retirees keep us in their thoughts and generously donate each year. A **BIG** heartfelt thank you to the following retirees for their generous donations to the 2019 HEA Scholarship Drive

- | | | |
|---------------------|---------------------|------------------------|
| ★ Mary Lesiczka | ★ Carol Ann Rogers | ★ R. Mark DiFruscio |
| ★ Judith Lambroukos | ★ Kathleen Field | ★ Pauline Panagopolous |
| ★ Bette Caruso | ★ Carole Sokolowski | ★ Patricia LaPointe |
| ★ Elinor Chernesky | ★ Joyce Cohen | ★ Dorothy Riley |
| ★ Loretta Pfersich | ★ Donald Poole | ★ Priscilla Gardella |
| | ★ Maureen White | ★ Ethel Margaretos |

Donations made in memory of:

- ❖ *Susan Burns by Judy Zaino, "May she rest in peace"*
- ❖ *Susan Spurling by Janet Blinn*
- ❖ *Geraldine Blais by Susan Bishov, "She was an extraordinarily dedicated teacher and walking encyclopedia"*

Condolences

Our heartfelt sympathies go out to our fellow members as they mourn their loved ones

- Sara Moccio for the loss of her mom
- Kelsey Denn for the loss of her grandmother
- AnneMarie Orlando for the loss of her dad
- Barry Davis for the loss of his grandfather
- Peter Ivancic for the loss of his mom
- Heidi Campbell for the loss of her dad
- Laura Roche for the loss of her mother-in-law
- Amanda Peters for the loss of her grandmother

Congratulations

With joy we celebrate some new additions to the HEA Family!

- Melissa Gilley on the birth of her daughter

Please email any updates about our members to Suzette DiTonno at ditonnosuzette@gmail.com. (Anyone can email Suzette, especially if you don't have a building rep. for your school, we want to make sure everyone has our support in the good times and the difficult ones.)

Building Representatives

Building Representatives are a crucial element to making the Haverhill Education Association work for our members. Any active member of the Clerical, ESP, or Teacher units may represent his or her building at our monthly meetings. To serve, please contact HEA Secretary Deb Russell by calling (978) 764-8840 or via email to debrussell80@verizon.net (subject: Building Representative).

Bartlett – NOMINEE NEEDED

Bradford – Dan Cerat

Consentino – NOMINEE NEEDED

Crowell – Angela Stiles

Golden Hill – NOMINEE NEEDED

Greenleaf – Barbara Freeman

HHS – Nancy Burke, Sarah Emilio, Nancy

Koorapaty, & Deb Tilly

Hunking – Liz & Tim Briggs, & Kelly Fairbrother

Moody – NOMINEE NEEDED

Nettle – Michelle Joubert & Maureen Zuber

Pentucket Lake – Lauren Roberts, Sara

Corsaro-Parent, & Lynn Sullivan

St. James – Stephanie Viola

Silver Hill Horace Mann – Judi Carleton & Leslye

Zylkuski

Tilton – Dana McNamara & Christine Hickey

Walnut Square – Nicole LaRose-Sanchez

Whittier – NOMINEE NEEDED

Executive Board Contact Information

President **Ted Kempinski** tedkhea@gmail.com 978-837-2080

Vice President **Anthony Parolisi** anthonyparolisi@gmail.com 978-914-3146
(grievances, contract violations)

2nd Vice President **Suzette DiTonno** ditonnosuzette@gmail.com 978-204-0463
(scholarship, website, newsletter, banquet)

Treasurer **Jill Perkins-Bouchard** heatreasurer@gmail.com 978-914-2930
(finances, membership dues)

Secretary **Deb Russell** debrussell80@verizon.net 978-764-8840
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KNOW YOUR WEINGARTEN RIGHTS

You have the right to union representation during investigatory interviews.

According to the Supreme Court in *NLRB v. J. Weingarten, Inc.*

1. The employee must make a clear request for union representation before OR during the interview. The employee cannot be punished for making this request.
2. After the employee makes the request, the employer must choose from among three options:
 - a. Grant the request and delay the questioning until the union representative arrives and has a chance to consult privately with the employee; OR
 - b. Deny the request and end the interview immediately; OR
 - c. Give the employee a choice between having the interview without representation (you should never choose this option!) or ending the interview.
3. If the employer denies the request for union representation and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

When being interviewed by administration, if you feel the discussion could in anyway lead to disciplinary action invoke your Weingarten Rights by saying, "**If this discussion could in anyway lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting.**

Clip and keep this Weingarten Rights handy - you never know when you might need it!