

Haverhill Education Association News

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EDUCATORS ARE THE



June 2019

Our thoughts continue to go out to the family, friends, and colleagues of Michelle Paquette.

In this issue, we've included some pictures from the HEA Honors Banquet held on May 15th, to honor our 20 year Veterans and Retirees.

Thank you to all who attended!





**On behalf of the Executive Board
we would like to wish everyone a restful summer vacation!**



Congratulations to Sean O'Leary, our 2019 HEA Scholarship Award Winner!

Sean will be attending UMASS Amherst in the fall to pursue a degree in criminal justice. He is the son of HEA member Chris O'Leary, second grade teacher at Walnut Square. The HEA was able to present Sean with a check for over \$2600! Thank you all for your generosity.

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

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|------------------|-----------------------|---------------------|
| ★ Norma Comins | ★ Joyce Paquette | ★ Jeannette Sauriol |
| ★ Arthur Kiernan | ★ Gus & Ann Reusch | ★ Phyllis Watson |
| ★ Martha Gale | ★ Patricia McCutcheon | ★ Susan Moran |

Some kind words from our retirees:

"Our two young people, Mary and Mark were fortunate to receive scholarships from the teachers credit union upon graduation. It was very helpful to them and we would like to help others." Gus and Ann Reusch

Donation made in memory of:

Genevieve Haseltine, retired Nettle school teacher by Mary Raymond

Condolences

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

- Julie Deblasis for the loss of her grandmother
- Emily Boulger for loss of her father-in-law
- Rosaline Anavisca for the loss of her dad
- Kathryn Quigley for the loss of her mom
- Kathy Mederios for the loss of her mom
- Dan Cerat for the loss of his mom

Congratulations

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

- Lauren Bergeron for the birth of her baby girl
- Maria Cantwell for the birth of her baby girl

Get Well Wishes

To our members trying to heal
- Kathy Greene

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 – Benn Flagg

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

<u>President</u>	Ted Kempinski	tedkhea@gmail.com	978-837-2080
<u>Vice President</u> (grievances, contract violations)	Anthony Parolisi	anthonyparolisi@gmail.com	978-914-3146
<u>2nd Vice President</u> (scholarship, website, newsletter, banquet)	Suzette DiTonno	ditonnosuzette@gmail.com	978-204-0463
<u>Treasurer</u> (finances, membership dues)	Jill Perkins-Bouchard	heatreasurer@gmail.com	978-914-2930
<u>Secretary</u> (elections, bylaws, emails)	Deb Russell	debrussell80@verizon.net	978-764-8840
<u>ESP Unit Representative</u>	Lois Silva	jsilva@gmx.com	978-373-0083
<u>Secretarial Unit Representative</u>	Patti McRae	p.macrae@comcast.net	978-478-7065

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!"**