

Haverhill Education Association News October 2020

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<https://www.facebook.com/HaverhillTeachers/>



Letter from the President:

Sisters and Brothers,

To say that this school year has gotten off to a tumultuous start would be an understatement. Yet, despite all of the hardships I am continuously inspired by your strength, composure, and positivity when working with one another and our students. Our solidarity and support for one another has been unwavering as we navigated through the uncharted waters of redefining public education for a global pandemic. The [MOA](#) is posted to our website for you all to review. Please familiarize yourself with it, and report any violations to your building representative. If you can't resolve it with your administrator, reach out to 1st Vice President and Grievance Chair Sarah Emilio (sarahemiliohea@gmail.com). With an MOA finally ratified, we need members to take an active role in enforcing it (as well as the CBA) while the Executive Committee and Board of Directors continue to organize in support of our other goals.

Our ESPs have returned to the bargaining table and received an opening proposal from the School Committee of 5.75% over three years. While this is far from the living wage we proposed, the ESP Bargaining Team is optimistic that we have the collective strength needed to get the fair contract these men and women deserve. Their ESP Contract Action Team is meeting November 3rd at 4PM via Zoom. To join the action team, contact CAT Chair Kristen Segan. All members are welcome.

The Secretarial Unit is also preparing to return to the bargaining table. Unit Representative and Bargaining Team Chair Cyndi O'Shaughnessy is joined by Sara Moccio (HHS) and Patti MacRae (Bradford El.) as they fight against dramatically increasing work conditions and for better pay and benefits. A meeting for all Secretaries is scheduled for Thursday, November 5th at 4:30 via Zoom.

Meanwhile, we are all working harder than ever before. The demands of hybrid and remote teaching are exhausting to the mind, body, and spirit. It's imperative that each of us takes the time we need to recharge and enjoy the company of our closest loved ones. It's just a few short weeks until a much-deserved Thanksgiving break. Until then please do all you can to unplug and disconnect from school in the evenings and on weekends. I'm the first to admit it's not the easiest thing to do, but I hope that when you can find some time for yourself, you'll seize the moment.

In Solidarity,

Anthony

Anthony J. Parolisi, President

[COVID19 MOA](#) (Click on the link to familiarize yourself with it.)

Contracts

Paraprofessionals/ESP Contract - expired June 30, 2020 negotiations ongoing.



**Now More Than Ever...it is time for ALL HEA MEMBERS
to support ESPS in their fight for a *Living Wage!***

Contract negotiations have resumed now that the MOA has been ratified. We received a proposal of 5.75% over the next three years.

While this is a good start, it will only be through the collective strength of the union that ESP salaries are raised above **poverty wages**.

To join the ESP Contract Action Team, please contact CAT Chair Kristen Segan, kristensegan@comcast.net. All members from all units are welcome!

Important Upcoming Dates:

Wednesday	10/28/20	Bargaining Team Work Session from 4-6 pm
Monday	11/2/20	Bargaining Restart Session #2 from 4:30-6:30 pm
Tuesday	11/3/20	Contract Action Team @4pm via zoom

In Solidarity,
Maureen Zuber
ESP Representative/Bargaining Team Chair

*Clerical Contract - expired June 30, 2020 negotiations ongoing,
please contact [Cyndi O'Shaughnessy](#) if you are interested in joining.
Teacher Contract - expires June 2022*

Congratulations to our newest unit! The Security Guards filed a Written Majority Authorization Petition with the Department of Labor and have formerly informed the administration of their intent to unionize as a unit with the HEA. Let us welcome our newest Brothers and Sisters and offer our solidarity as they begin to organize around their first ever collective bargaining agreement! Our union grows stronger every day!

KNOW YOUR CONTRACT

We have an [online intake form](https://haverhill.massteacher.org/report-your-issue/) (<https://haverhill.massteacher.org/report-your-issue/>) for contract violations! Please use this so we can appropriately address concerns that need immediate attention through the grievance process. REMEMBER, we have 20 days from the infraction to submit a grievance. Some concerns are addressed without having to submit through the grievance process but we still need to document the concerns properly. Help us ensure the fair treatment of all employees by submitting the form with detailed information in a timely manner. If you need assistance ask your building rep or contact the e-board directly.



New t-SHIRTS HAVE BEEN ORDERED FOR ALL HEA MEMBERS.

THEY WILL BE DISTRIBUTED IN THE COMING WEEKS.

THERE IS NO COST TO OUR MEMBERS
FOR THESE T-SHIRTS.

THANK YOU FOR ALL YOUR SUPPORT OF THE HEA!



HEA Apparel:



Red Long Sleeve Ladies Cut (these run very small)
Sizes S - XL \$20, XXL & XXXL \$25



Red Long Sleeve Unisex
Sizes S - XL \$20, XXL & XXXL \$25



Red Hoodies Sizes Small - XL \$45 each, XXL & XXXL \$50

All made in the USA (Supplies are limited)

Order and pay online through the HEA website with PayPal or contact
Suzette DiTonno at ditonnosuzette@gmail.com for more information.

All proceeds benefit the Haverhill Education Association Scholarship Fund

Donations to the scholarship in Memory of:

- ❖ *In loving memory of Mary Boland retired elementary teacher from Julie Taylor retired Haverhill Reading Specialist*
- ❖ *In loving memory of Janet Cerat, beloved mother of Dan Cerat, current teacher at Bradford Elementary from Julie Taylor retired Haverhill Reading Specialist*

**A big welcome to a new 2nd grade teacher at Bradford Elementary,
Stephanie Guy, a former HEA Scholarship winner!**

Congratulations

*With joy we celebrate some new additions
to our HEA Family!*



Laurie (Angeloni) Crook on her wedding

Liz (Morin) Stephens on her wedding

Nicole (Post) Artz on her wedding

Megan Duffy on her wedding

Kellie (Weber) Rigby on her wedding

Miranda Treacy on her wedding

Sabrina (Sawyer) Surette on her wedding

Amy MacMillan on the birth of her son

Jennifer McGrath on the birth of her son

Victoria Lu on the birth of her daughter

Melanie & Fred Tarbox on the birth of their son

Maria Cantwell on the birth of her child

Aimee Ragonese on the birth of her daughter

Kellie Rigby on the birth of her daughter

Condolences

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



Mandy Breton on the loss of her grandmother

Michelle Moulton on the loss of her son

Cindy Langlois on the loss of her mother in law

Barabara Kallas on the loss of her brother

Rachel Marzioli on the loss of her dad

Mary Beth Soterion on the loss of her brother in law

Rebecca Elwell on the loss of her dad

Save the Date:

2021 HEA Honors Banquet

Wednesday, May 12th














**CAN YOU GUESS WHAT SCHOOL
THIS PICTURE WAS TAKEN AT?**

**CLICK THE LINK TO GUESS
AND SEE THE ANSWER!**



From www.thepathway2success.com

Self-Care for Educators

 <p>Connect with uplifting colleagues</p>	 <p>Treat yourself when you need it</p>	 <p>Remember to start fresh every day</p>
 <p>Do physical activities you enjoy</p>	 <p>Take a break when you need one</p>	 <p>Use positive self- talk</p>
 <p>Go for a walk or spend time outside</p>	 <p>Read a good book (just for you)</p>	 <p>Plan an activity to look forward to</p>
 <p>Leave work at school for the night or weekend</p>	 <p>Spend less time on social media</p>	 <p>Bring healthy snacks and meals</p>
		 <p>Be comfortable saying "no" to more obligations</p>

www.thepathway2success.com Clipart by Kate Hadfield & Sarah Pecorino

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, Meaghan Ivone, & Rachel White

Consentino - Barbara Freeman, Irina Ostrovskaya, Kaitlyn Watts, & Colleen Wrisley

Golden Hill – Danielle Bouchard

Greenleaf Academy - NOMINEE NEEDED

HHS – Lisa Begley, Liz Briggs, Nancy Burke, Deb Chominsky, Ted Kempinski, & Nancy Koorapaty

Hunking – Tim Briggs

Moody - Leeann Ferguson & Vicki Steed

Nettle - Maeve Torres

Pentucket Lake – Alysha Bartlett, Lauren Roberts & Lynn Sullivan

Silver Hill – Judi Carleton & Leslye Zylkuski

TEACH - Ben Flagg

Tilton Lower & Upper – Christine Hickey & Dana McNamara

Walnut Square – Nicole LaRose-Sanchez

Whittier – Emily Boulger & Krista DiGloria

Executive Board Contact Information

President - Anthony Parolisi

anthonyparolisi@gmail.com 978-914-3146

1st Vice President - Sarah Emilio (grievances, contract violations)

sarahemiliohea@gmail.com 978-973-1769

2nd Vice President - Suzette DiTonno (scholarship, website, newsletter, banquet, PEC)

ditonnosuzette@gmail.com 978-204-0463

Treasurer - Lauren Sanguedolce (finances, membership dues)

lasanguedolce@gmail.com 978-407-2774

Secretary - Deb Russell (elections, bylaws, emails)

debrussell80@verizon.net 978-764-8840

ESP Unit Representative - Maureen Zuber

mzuberhea@gmail.com 978-914-5715

Secretarial Unit Representative - Cyndi O'Shaughnessy

unionrepsecretary@gmail.com 978-973-2138

Membership Chair - Barry Davis

BDavisSax@gmail.com 781-654-5063

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.”**

*Print out and keep this Weingarten Rights handy -
you never know when you might need it!*