

Haverhill Education Association News February 2021

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Letter from the President:

Sisters and Brothers,

I hope that 2021 has been treating you well. As we approach the one-year mark from the start of the coronavirus crisis, it goes without saying that we all look forward to reaching the light at the end of the tunnel.

Since the holiday break, numbers within our community have begun trending downward, and pooled testing, while imperfect, is enabling us to identify asymptomatic cases and isolate them before they can further spread the virus. The more we encourage all families to participate - and the more we model this exercise in civic duty by participating ourselves, the more effective the surveillance testing will be.

Of course the number one concern with regard to increasing in-person learning is the availability of the vaccine. While plans for getting shots into the arms of Haverhill school staff were being developed, unfortunately Governor Baker's abysmal leadership in this regard has made those plans moot. The HEA is currently working to initiate a vaccine distribution plan for all school staff in collaboration with the Massachusetts Teachers Association and AFT-Massachusetts as well as the Professional Fire Fighters of Massachusetts. This plan is ready to be implemented as soon as we have permission from Governor Baker and access to doses needed to proceed. If successful, Haverhill will be one of 13 pilot districts across the Commonwealth. If you haven't already, please visit <https://actionnetwork.org/letters/tell-the-baker-administration-to-approve-a-plan-to-vaccinate-massachusetts-educators-and-school-staff> and send a letter to the Baker Administration demanding they approve this plan now.

Rank and file educators continue to engage the administration in dialogue about these issues and plans to increase in-person learning through bi-weekly Joint Labor-Management meetings and the weekly Joint Stakeholder Coronavirus Task Force meetings. While Mayor Fiorentini was able to grab some attention this month by demanding a plan for full in-person learning to resume on April 1st, no reasonable person should believe that such a plan could be implemented based on the current factors. Despite the divisiveness of the mayor's actions, and his utter lack of respect for educators throughout this crisis, I have faith that the members of this Union will continue to support one another through the remaining weeks and months of the defining challenge of our careers.

As we continue to organize for safe schools and a reasonable plan to return to in-person learning, we must not lose sight of our ESP and Clerical colleagues, who have been working this entire year without a contract. Now, more than ever, is the time to ensure that all ESPs earn a living wage and that our Clerical staff receive a fair cost of living adjustment. The Action Team is meeting on February 22 at 4:30. All members are welcome.

In Solidarity,
Anthony

Congratulations

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



Heather Canavan on the birth of her daughter Adelaide Claire

Barbara Kallas on the birth of her son Anthony



Condolences

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

Mary Concemi for the loss of her Father-In Law

Leslye Zylkuski for the loss of her Father In Law

Linda Napolitano for the loss of her Dad

Cathy Clayton for the loss of her Mom

David Prescott for the loss of his Dad

Sue Rostosky for the loss of her Mom

Jen Barnes on the loss of her Mom

With sorrow, we also mourn the passing of our former member

David Saba Sr.

Ready for some new HEA Apparel??

Time is running out! Please place your order by February 28th.

Sizes available in Small - XXXL - email Suzette at ditonnosuzette@gmail.com with your order and she will send you a PayPal invoice so you can pay online!
All proceeds benefit the 2021 HEA Scholarship Fund.

Hats \$15



Non - Zip Hoodies \$35



Zip Hoodies \$40



Polo Shirts \$35



Long Sleeve Ladies \$25



Long Sleeve Unisex \$25



The 2021 HEA Scholarship Drive is underway!



Scan. Pay. Go.

Help send one of our Hillies to college.

If you would like to make a donation online, please click on this link to be directed to the [Haverhill Education Association PayPal Business Account](https://paypal.me/HEArtofHaverhill?locale.x=en_US).

(https://paypal.me/HEArtofHaverhill?locale.x=en_US)

You can also use this QR code!

[COVID19MOA](#) (Click on the link to familiarize yourself with it.)

Contracts

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

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

Teacher Contract - expires June 2022

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.

What school has this
beautiful snow covered
clock tower?



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).*

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 Comiskey, 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, Megan Duffy & 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

HEAMembershipchair@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!*