

Haverhill Education Association Newsletter

April 2021

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



Letter from the President:

Sisters and Brothers,

First, I want to thank you so very much for electing me to another term as president of our great Union. I look forward to continuing the fight for safe schools, better working conditions, fair wages for all of our members, and the best education possible for Haverhill's students. I am confident that with your continued support and rank-and-file activism, the Haverhill Education Association will continue to grow stronger as a union and affect real change for the benefit of our membership and community. Thank you again for this opportunity to serve.

As we return from April break and look forward toward the last few weeks of the school year, our Union has some unfinished business to address. Our Clerical and ESP units remain without a ratified contract after over a year at the bargaining table. While an agreement on wages has finally been reached by both units, including an historic increase for the ESP unit, the full School Committee has not voted on either agreement yet.

Furthermore, many of our colleagues in both unit and non-unit positions continue to be exploited with increasing working conditions and emarrassingly low wages. We must continue to support one another across all units and stand in Solidarity against a School Committee determined to extract as much labor from their workers for the lowest possible cost. Our School Safety Specialists are anxious to take their bite of the apple and begin bargaining their first contract and the Membership Committee continues to identify and recruit potential new members to join our Association.

Over the coming weeks, I plan to resume making regular visits to schools across the District as I had been prior to the pandemic. I look forward to meeting new members and catching up with others to engage with you 1-to-1 and learn about what common challenges still confront our members and how we can take collective action to address them. If you see me wandering the halls of your building please don't hesitate to stop me and say hello!

In Solidarity,
Anthony

Anthony J. Parolisi
President
Haverhill Education Association

Congratulations

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



*Lauren English on the birth of her daughter
Allison (Augustus) Shuck on her marriage to Brett.
Brittany Gagnier on the birth of her daughter.
Kristen Gallagher on the birth of her son.*



Condolences

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

*Robert Pike Jr. on the loss of his dad
Monique Merchant on the loss of her aunt and uncle
Ellie Julian on the loss of her mom
Betsy Chipman on the loss of her husband
Ellie Julian on the loss of her mom
Judy Collins on the loss of her dad*

*We also mourn the loss of our former members
Diana Hanoian, Diana Melendy, and Robert Pike*

Have you seen the new HEA Apparel??

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



Polo Shirts \$35



Zip Hoodies \$40



**Long Sleeve Ladies \$25
(Only S-XL)**



Long Sleeve Unisex \$25



The 2021 HEA Scholarship Drive is underway!

Please be on the lookout for a donation envelope attached to a red note! They will be going out this week to all HEA members.



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).

(<https://paypal.me/HEArtofHaverhill>) You can also use the QR code

An update from last year's winner Jason McKeon -

Last year, as a 2020 Graduate of Haverhill High School, I was blessed with receiving the Haverhill Education Association's 2020 Scholarship. I would like to provide you with an update on my academic activities since then.

I am in the middle of the spring semester at University of Massachusetts - Lowell campus attending the Manning School of Business. As a first-year Freshman, I have achieved a 3.87 GPA and was awarded Dean's List for the Fall 2020 semester and I have been inducted into the Alpha Lambda Delta - National Honor Society. As you all know, this year has been unprecedented and the honor of receiving the scholarship has alleviated some of the challenges I have faced this year..

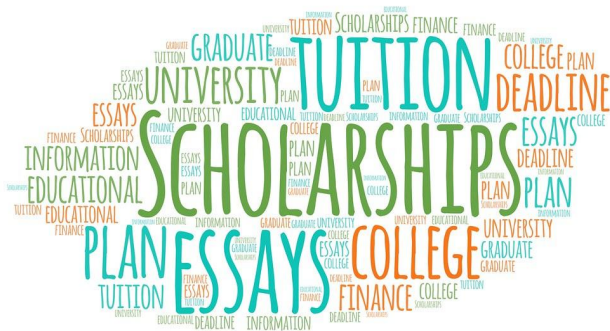
I would like to thank you again, for your belief in me, and per my commitment last year, I was honored to receive the scholarship and will proudly carry this honor throughout my higher education experience.

With very best regards,

Jason McKeon

HHS Class of 2020 / UML Class of 2024

The 2021 HEA Scholarship winner will be announced in the coming weeks, stay tuned!



HEA Scholarship Committee 2021

Liz Briggs

Dan Cerat

Irina Ostrovskaya

Lauren Sanguedolce

Lynn Sullivan

News from our Treasurer, Lauren Sanguedolce

Dues Rate Chart 2020-2021

		Standard	After 11/14/2020	After 2/1/2020	After 4/14/2021
Teacher	NEA	\$200.00	\$155.75	\$111.50	\$67.50
	MTA	\$500.00	\$375.00	\$250.00	\$125.00
	HEA	\$169.00	\$126.75	\$84.50	\$42.25
	Total	\$869.00	\$657.50	\$446.00	\$234.75
Clerk	NEA	\$121.50	\$97.00	\$72.50	\$48.00
	MTA	\$300.00	\$225.00	\$150.00	\$75.00
	HEA	\$101.40	\$76.05	\$50.70	\$25.35
	Total	\$522.90	\$398.05	\$273.20	\$148.35
ESP	NEA	\$121.50	\$97.00	\$72.50	\$48.00
	MTA	\$150.00	\$112.50	\$75.00	\$37.50
	HEA	\$50.70	\$38.03	\$25.35	\$12.68
	Total	\$322.20	\$247.53	\$172.85	\$98.18

[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.

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 - NOMINEE NEEDED

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!*