

Haverhill Education Association Newsletter

June 2021

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

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HavEd@verizon.net

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



Letter from the President:

Sisters and Brothers,

This week brings to a close what has arguably been the most challenging school year any of us is likely to experience in our lifetimes.

As we prepare for the upcoming break, I want to thank you all for everything you've done in support of one another. Your advocacy and activism has invigorated the spirit of our membership, resulted in real, measurable victories through hard-fought campaigns, and established the Haverhill Education Association as a force to be considered and reckoned with by any elected official who wishes to affect educational policy.

During this pandemic, when Mayor Fiorentini and some School Committee members' first instinct was not to take care of their employees but to begin immediate layoffs, we not only prevented any cuts but won every campaign we launched this year from declaring "no confidence" in DESE and the Haverhill School Committee for their handling of the crisis to winning the most lucrative ESP contract ever!

Together, we have proved over and over again that when the HEArt of Haverhill creates spaces for members to come together, identify common problems, make demands, and take collective action there is no goal that can not be achieved.

When WE fight, WE win!

In Solidarity Forever,

Anthony

Anthony J. Parolisi President

Haverhill Education Association



Congratulations

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

Kendra Hobbs on the birth of her daughter

Jennifer Scranton on the birth of her son

Emily Siegfreidt on the birth of her son

Susan Beauregard on the birth of her granddaughter



Tori Breen on her engagement



Get Well Wishes

*To our members who are healing
Cheryl Lynch*

Condolences

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

Mandy Breton on the loss of her grandfather

Jennifer Nadeau on the loss of her husband



2021 HEA Honorees

Retirees:

Ted Becker	Susan Brandon
Deb Buccini	Tim Carreen
Suzanne Coffin	Judy Collins
Debra D'Orzio	Kate DiBurro
Lana Gould	F. Daniel Hickey
Sharon Kennedy-Kary	Bonnie Lalumiere
Mary Laprel	Kathy Lucia
Lisa Lynch	Barbara McCarthy
Susanna Morgan-Kiempa	Linda Motta
Jody Pallaria	Alberto Rosso
Mary Scally	Mary Beth Soterion
Diane St. Pierre	Anne Stephens

20 Year Veterans:

Maria Barry	Catherine Bilmazes	Amy Bowler
Rachel Boynton	Maria Cantuwell	Suzanne Coffin
John Craeen	Kathleen Duggan	Brian Hammond
Lynne Murray	Jessica Paquette	Vincent Pettis
Edith Riley	Deborah Russell	Patricia Sullivan
Laurel Tomasz	Mary Woelfel	Corinne Bly
Mildred Flores	Debra Garvey	Dawn Marks
Leslye Zylkusi		

Have you seen the new **HEA Apparel**??

Sizes available in Small - XXXL - Limited sizes left!

All proceeds benefit the **2022 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



*Thanks to all who donated to the
2021 HEA Scholarship Drive!*

**This year's winner
was Brian Wrenn**

He will begin his studies at
Merrimack College in the fall.
Congratulations Brian!

HEA Scholarship Committee 2021

Liz Briggs

Dan Cerat

Irina Ostrovskaya

Lauren Sanguedolce

Lynn Sullivan



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

Contracts

Paraprofessionals/ESP Contract - recently ratified!!

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

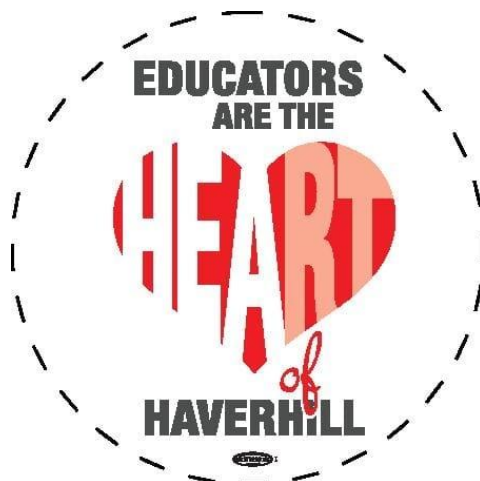
Teacher Contract - expires June 2022

KNOW YOUR CONTRACT

We have an [online intake form](#)

(<https://haverhill.massteacher.org/report-your-issue/>) 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 (Term ends June 30th)

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 (Term ends June 30th)

(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!*