



Educational Association of Worcester

Vol. 6, November 2018

the
President's
Message



Happy Holidays to all!

We were pleased with the results of our local elections! Thanks to all of you that took time to support candidates that are public education friendly.

Greater numbers of members are continuing to use “ten-minute meetings” as a way to get important and pertinent information from this union hall and into buildings. These informational meeting are held before or after the school day and occasionally at lunch time. We have been visiting schools before, during lunches, and after to meet with members and talk. We look forward to visiting all schools. Please let us know when you would like us to visit.

KNOW YOUR WEINGARTEN RIGHTS

If you are asked to meet with your supervisor, ask if the meeting could in any way lead to discipline. If the answer is yes, request union representation at the meeting. ***Remember, you have to request representation they do not have to offer!***

Keep your SchoolSpring account updated. It is critical that information be accurate and current in your account. This process will enable you to apply for after-school positions and summer school positions more efficiently. The Human Resource office uses SchoolSpring for determining eligibility for interviews, etc.

We are pleased to announce an increase in membership here at the EAW following the JANUS decision. Our members remain loyal to themselves and each other despite the fact that public sector unions are no longer allowed to charge “agency fee” to employees of the Worcester Public Schools that choose to not join. There is strength in numbers! MTA ALL IN: We are still ALL IN too!

Yours in solidarity,
Roger

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1. **Chromebooks:** Last year the EAW advised members not to sign the contracts for Chromebooks. Those members who did not sign have been given a Chromebook. We believe, based upon a legal opinion, that you should not be required to sign the Chromebook contract. Please see the handout on Chromebooks that tells the story of the bargaining and the filing of the Unfair Labor Charge.
2. **Intellectual Property:** There have been questions that have come up around intellectual property. We asked for a legal opinion on this, and the simple answer is: that ownership of copyright in materials created by teachers for their jobs will usually rest with the employer, under the so-called “work made for hire” doctrine. However, ownership rights may be altered under written agreements, including collective bargaining agreements. There is more of an explanation to the legal opinion. If you would like to have a deeper conversation about this, please let us know.
 - a. ***Currently, there is no language in the CBA covering intellectual property. We have been able to obtain sample language from another district that the membership may want to consider for the next contract negotiations.***
3. **House Delegates:** Currently there are not delegates representing every school. There is a greater need for IA/ESP delegates than teacher delegates, but not all schools are represented. We are working to ensure that every school has union representation to effectively communicate the work being done and to ensure the integrity of the contract (s). Whether the communication involves the delivery of candy bars to all ESP’s, or that the start and end times, Professional Development, or prep times are being implemented contractually; all issues matter! Please let us know that you are getting information from the House meetings so that we can be stronger together!
4. **Coffee and Conversation:** We have been visiting schools before, during lunches, and after to meet with members and talk. So far, we have visited **City View, Goddard, Vernon Hill, Burncoat High, Forest Grove, University Park, and Grafton Street.** We look forward to visiting all schools. Please let us know when you would like us to visit.
5. **I.A. Contract:** The IA contract was ready for print. We hoped to have it ready for today’s meeting. It is not. The district did not appreciate our reorganization of existing language and wants the organization of the CBA to remain the same. It will go to print soon.
6. **Evaluation Bargaining:** If you are interested in being on this bargaining team, please contact the EAW ASAP!

