

From the President: Negotiations Continue . . . with Little Progress

The BEA Negotiation Team continues its important work with very little movement. Everyone on the team wishes that we weren't working without a contract. The team will only ask you to consider ratifying a fair contract.


If you are a newly hired employee and have any questions or concerns about what all of this means, please do not hesitate to contact me at work or at home. Consulting with negotiations-seasoned colleagues can be helpful as well.

The Crisis Committee has met once and will meet again on October 19th. In the interim, keep doing your job well; keep your eyes on your school's union bulletin board; make sure we have your home email; ask someone about charting; and learn about the business of your union.

The negotiators need the support of the entire union during this time. It has already been too long working without a contract. Please stand by for direction from the Crisis Committee.

Get involved! Ask questions! Stay tuned!

Yours truly,



Larry Kramer

WEINGARTEN RIGHTS – What You Should Know

All BEA members should be aware of their Weingarten Rights. Weingarten Rights provide employees the right to have union representation when a supervisor calls them in for an investigatory interview. An investigatory interview includes questions to obtain information that could be used as a basis for discipline or might call for an employee to defend his or her conduct.

Decided by the U.S. Supreme Court in 1975, Weingarten Rights allow union representatives to assist and counsel employees being questioned by superiors. Union representation in situations like these is vital, therefore it is imperative to note that calling upon union representation is the responsibility of the employee being summoned.

If employees were not aware that they were being summoned as part of an investigatory interview, management can stop questioning until the representative arrives; call off the interview or, tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse.)

PLEASE NOTE: A subordinate must appear to a meeting when summoned. The employee can ask for union representation immediately upon arrival.

History and legal clarification provided by the Center for Labor Education and Research, Pearl City, HI

Communicating Student Progress and Performance

As conferences with parents and guardians approach, it is important for educators to consider how to best convey information about student progress and areas for improvement. The following site offers several articles from NEA Today's archives that share helpful advice about effectively communicating with the families of students. They are also valuable in helping teachers decide which mode of communication is most effective for varied situations:

<http://www.nea.org/tools/36079.htm>

GRIEVANCES

Grievances need to be filed within thirty school days of the issue's or incident's occurrence. Contact Larry Kramer at East or Holly Belmonte at BHS as soon as you are able. They are experienced and skilled at handling these matters.

Did you know . . .

that Norfolk County Teachers Association members (which we are as BEA members) can take courses offered by the Plymouth County Education Association?



Apartment for Rent

Two bedroom apartment available December 1 in Braintree. Great location, high ceilings, storage and laundry in basement, huge yard and deck, off street parking for two vehicles. \$1,150.00 per month. For more info. or viewing call 781-789-0376 or 617-719-6800.

BEA Board of Directors Meetings

Every BEA member is welcome!
Tuesdays at 3:30 at
Braintree High School in room 107.

October 13th
November 10th
December 8th
January 12th
February 9th

March 9th
April 13th
May 13th
June – TBA



BRAINTREE EDUCATION ASSOCIATION MESSAGE

Editor: Jessica O'Malley

Officers for 2009 – 2010
President: Larry Kramer
Vice President: Christine Giacomozzi
Treasurer: Rhonda Tenill
VP Membership: Lisa Parino
Webmaster: Jane Cleary

Website: <http://braintree.maesteacher.org/>
Send email to: braintreebea@yahoo.com

BEA Office Braintree High Room 107 128 Town Street Braintree, MA 01984 (781) 848-3842	MTA Uniserve Consultant – Dorine Levanneur 100 Grandview Road Suite 320 Braintree, MA 01984 (781) 380-1420
--	---

Opinions expressed in signed articles are those of the author and do not necessarily reflect the views of the BEA Officers, Board of Directors, or the BEAM editor. BEA/NEA Locals are invited to reproduce articles if a credit line for the BEA is included.