

NEWARK TEACHERS UNION UPDATE

June 18, 2021



John M. Abeigon
jabeigon@newarkteachersunion.com

Colleagues,

Today's President's Report is real simple. I am asking you, your family, and your friends to reach out to the state legislators to show support for NJ's Responsible Collective Negotiations Act. The last several years, labor has been under constant attack. Through the efforts of NTU, AFTNJ, AFL-CIO, we have ensured that NJ continues to be very progressive when it comes to labor issues, and this bill is the extension of that!

Urge N.J. lawmakers to support the Responsible Collective Negotiations Act

[S3810/A5862](#), officially described as the Responsible Collective Negotiations Act and nicknamed the "Janus 2" bill, seeks to address three issues to public employee union membership in New Jersey:

- 1) Parity for state workers, including *all workers in our four-year state university system* and civilian local government workers, regarding the imposition contracts
- 2) Subjects of collective bargaining or "scope of bargaining"
- 3) Reforms generated in response to the U.S. Supreme Court's 2018 anti-union ruling in the [Janus v. AFSCME case](#).

The legislation [passed the Senate](#), but it is currently stalled in the Assembly. Your voice can make it law by the end of this legislative session.

Here is how can you help:

Call these elected officials:

N.J. Assembly Speaker Craig Coughlin: (732) 855-7441

Essex County Democratic Committee Chair LeRoy Jones: (973) 979-7300

District 29 Sen. M. Teresa Ruiz: (973) 484-1000

Join the New Jersey State AFL-CIO's letter campaign — click [here](#).

Please make the calls, send the letters and send the emails! Your voice needs to be heard!

In Solidarity,

John M. Abeigon
President/Director of Organization
Newark Teachers Union Local 481, AFT, AFL-CIO

NEWARK TEACHERS UNION UPDATE

June 18, 2021



By Yvette Jordan
NTU Vice President

Social Studies Teacher, Central High School

History in Perspective

JUNETEENTH

“On “Freedom’s Eve,” or the eve of January 1, 1863, the first Watch Night services took place. On that night, enslaved and free African Americans gathered in churches and private homes all across the country awaiting news that the Emancipation Proclamation for all enslaved people in the Confederate States were declared legally free. However, in the westernmost Confederate state of Texas, enslaved people would not be free until June 19, 1865, when some 2,000 Union troops arrived in Galveston Bay, Texas.” This is Juneteenth.

Clearly, it is encouraging to see President Biden sign legislation establishing “*Juneteenth*” as federal holiday, yet it also highlights the challenges that African Americans have faced in our country throughout history as well as today. Many will ponder the question of why Juneteenth is celebrated so vociferously while student loans, mortgages and lack of work at a living wage still weigh so heavily on these Americans.

As our own leader of the AFT, Randi Weingarten stated yesterday, “*While we celebrate this new federal holiday, we also must learn from it, particularly the lessons of struggle, trauma and violence, as well as perseverance, triumph and achievement, that is the lived experience of Black Americans. Ironically, because of some new laws passed in states like Texas—the birthplace of Juneteenth—educators will be stopped from teaching about this new holiday and its importance. That is just wrong.*”

As a Union, we must acknowledge the impact *Juneteenth* and other federal and local legislation has had on our membership. For example, the loss of over 38,000 Black teacher jobs in the South and border states following the Brown vs. Board of Education of Topeka, KS in 1954 has a direct correlation to the shortage of teachers of color in classrooms today. While 13 percent of the country is Black, only 7 percent of its teachers are African American (Edweek 3.26.2021). The push for rights of the rank and file doesn’t stop at the federal level; we realize that this holiday symbolizes more than a day off, more than the acknowledgement of elongated enslavement. For this Union, it must symbolize action; action to keep pushing for equity within the ranks.

Retrieved from <https://nmaahc.si.edu/blog-post/historical-legacy-juneteenth>, June 18, 2021.

Retrieved from [https://newprairiepress.org/cgi/viewcontent.cgi?article=1085&context=ojrrp#:~:text=Over%2038%2C000%20black%20teachers%20in,of%20Education%20ruling%20in%201954.&text=5%20Losing%20tens%20of%20thousands,effects%20on%20today's%20teaching%20force.](https://newprairiepress.org/cgi/viewcontent.cgi?article=1085&context=ojrrp#:~:text=Over%2038%2C000%20black%20teachers%20in,of%20Education%20ruling%20in%201954.&text=5%20Losing%20tens%20of%20thousands,effects%20on%20today's%20teaching%20force.;); June 18, 2021

Retrieved from <https://www.aft.org/press-release/educators-celebrate-juneteenth-federal-holiday-and-support-full-and-accurate-june-18>, June 18, 2021

NEWARK TEACHERS UNION UPDATE

June 18, 2021



Michael Iovino

miovino@newarkteachersunion.com

EVALUATION UPDATE

A couple weeks back we indicated our displeasure with how the district handled responses to annual rebuttals. Our Framework Evaluation Committee made recommendations to the Newark Board of Education on how to improve the process.

We are pleased to inform you that your concerns and ours were heard and changes have been made. Staff who filed rebuttals can now expect a reasonable response with detailed information as to how the determination was made whether to keep or change a rating.

It is vital for staff to do rebuttals on all Observations and Evaluations that they disagree with. Follow our [REBUTTAL WRITING TIPS](#), for our comprehensive guide to writing a Rebuttal.

Please make sure you click and complete the 2021 ANNUAL RATINGS SURVEY and let your NTU Building Rep know if you have received a PARTIALLY EFFECTIVE or INEFFECTIVE!

NEWARK TEACHERS UNION UPDATE

June 18, 2021

End of the Year Updates

- Next Friday, June 25 will be the last day of school for students and ten month staff.
- Next Friday's last pay check will be for eleven days.
- Discretionary Funds will be paid next Friday as well. There will be no tax deductions taken from that payment
- As per the Superintendent, staff will be allowed to leave at 1 PM next Friday as long as all of their close out activities are done.
- NTU Summer Hours—Monday to Thursday, 9 AM to 3 PM starting Monday, June 28th. Office will be closed July 5th for Independence Day Observation.



New Rules for Entry to NTU Offices Effective June 1, 2021

**Upon showing vaccination card to Security
FULLY vaccinated members/visitors can sign in
& proceed to NTU OFFICES without a mask.**

**Members/Visitors without proof of vaccination
MUST WEAR A MASK**

These rules are aligned with the CDC and NJDOH &
ARE SUBJECT TO CHANGE.

THANK YOU!

NEWARK TEACHERS UNION UPDATE

June 18, 2021

Register for AFT TEACH 2021

It's time! Registration is now open for AFT's signature biennial conference--to be held virtually July 6-10. A powerful way to engage leaders and members, this conference features more than 50 plenaries and workshops focused on ensuring students' freedom to thrive. Sessions will address key areas including rebuilding academically from the COVID-19 pandemic, creating anti-racist classrooms, civics throughout the curriculum and more. Don't miss this important union-hosted professional learning event. Learn more and register now at www.aft.org/teach.



Do you need another reason to join us virtually July 6-10 for AFT TEACH 2021? You won't want to miss this civic education general session panel on Thursday, July 8!

Preparing Our Students: Civic Education, Engagement and Participation

Thursday, July 8, from 3:30 - 5:00 p.m. EDT

How do we ensure students are well-prepared to participate meaningfully in civic life? AFT President Randi Weingarten will chair a conversation on teaching civic education and readying students for all aspects of civic life, including their participation in free and fair elections. Attendees will leave with ideas, tools and strategies to help students better understand and participate in our democracy.

This esteemed panel will include:

- Stacey Abrams, founder, Fair Fight Action
- Danielle Allen, director of Harvard's Edmond J. Safra Center for Ethics
- Randi Weingarten, AFT president



NEWARK TEACHERS UNION UPDATE

June 18, 2021

Employee Assistance Program

Dear Member,

We're all looking forward to the end of the school year, longer days, and a slower pace of life. But even though school's out, we're still working hard to continue expanding and providing services for our union members. Following 15 months of a pandemic, [HealthCare Assistance with Member Support \(HCAMS\)](#) knows we're still experiencing more difficult issues than ever before—increased stress, health, and financial concerns. And now, we're facing anxieties that can arise as we find our way back to our old routines. We've had to balance working from home with childcare and caring for loved ones, then adjust to teaching in person, and hybrid education. The additional stressors have caused an increase in stress, anxiety, and substance abuse.

Your **Union EAP** is ready to support and assist you all summer long. Now more than ever, it's important to know that *you're not alone*, and there are people ready to help you navigate through these issues.

If stress and anxiety are affecting your already complex daily routines, there's help available to our Members. **HCAMS** offers a confidential, no cost **Employee Assistance Program (EAP)** to all our members and their families [24 hours a day, 7 days a week](#).

We are ready to help you navigate the following:

- [Covid Stress Syndrome](#)
- [General Stress Anxiety/Trauma](#)
- Job Protective Employee Assistance
- Drug and Alcohol Dependencies
- Depression and Anger Management
- Families First Coronavirus Response Act, FFCRA 2021 Extension **(NEW)**
- Americans with Disabilities Act, ADA
- Chapter 69

"You can't exercise your rights, if you don't know your rights."

Job Protection is their number one goal particularly in these difficult, uncertain times. Don't let "stressors" affect your job security.

Call **1-888-828-7826** for more information.



In Cooperation with Your Association

www.unionsupport.org

NEWARK TEACHERS UNION UPDATE

June 18, 2021

MEMBER SERVICES

NTU Members should never hesitate to communicate with us by phone, email, etc regarding any of the issues we handle at the Newark Teachers Union.

- Planning for Retirement
- Pension & Buy Back Issues
- ER+D Staff Development
- Health and Supplemental Benefits
- AFT Membership Benefits
- FMLA and other leaves of absence
- Assistance with Evaluations and Observations
- Disciplinary Hearings
- Labor Relations & Payroll
- Legal Representation
- Workers Comp
- Tuition Reimbursement

Under the current situation, it is vital to stay informed! If you have changed your address, phone number, or location, please reach out to

sscreven@newarkteachersunion.com to let us know. Also, if you don't get our weekly updates, send an email to mmaillaro@newarkteachersunion.com to make sure you are on our mailing list.

Don't forget to follow us on Facebook (<https://www.facebook.com/NewarkTeachersUnion481/>) and Instagram (https://www.instagram.com/newark_teachers_union/?hl=en)

[If you are not an NTU member, make sure you fill out a membership application on our website!](#)

NTU Education Resource Center

Unfortunately, the NTU's Education Resource Center will not be available this school year. There was no way to reopen following CDC Guidelines. We will send out updates if and when the situation changes.

NEWARK TEACHERS UNION

Staff

**Editor/Director of Research
and Communication**

Mike Maillaro

mmaillaro@newarkteachersunion.com

**Assistant to Secretary/Treasurer
Subrina Screven**

sscreven@newarkteachersunion.com

**General Counsel
Eugene Liss**

Education Resource Department

Johanna Rios

Marivelle Ocasio

Part-Time Staff Reps

Robert Palumbo

John Alvino

Security/Maintenance

James Santiago

Office Staff

Wendy Huang

**Newark Teachers Union
Local 481, AFT, AFL-CIO**

3rd Floor

1019 Broad Street

Newark, NJ 07102

Phone: 973-643-8430

Fax: 973-643-8435

Fax: 973-242-5880

<http://newark.nj.aft.org>

Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

Vice Presidents

Victor Afonso

Yvette Jordan

Noor Alam

Kathleen Murphy-Butler

**Cristina Balboa-
Camacho**

Catia Nascimento

Silvia Pereira

Chris Canik

Justin Petino

Ronnie D. Carney

Jennifer Ramos

Timothy Carr

Marisa Rodriguez

**Cassandra Chapman-
Talmadge**

Ryan Sandor

Larry Sullivan

Donna Charles

Janae Taylor

John Cunha

Neil Thomas

Mark Donetz

Tennille Wasek

Josephine Donnellan

Carmen Lopez Wolf

Kristyn Faison

Joicki Floyd

Love Gaillard

Francisco Garcia

Nancy Gianni

