

# NEWARK TEACHERS UNION UPDATE

## February 10, 2022



President John M. Abeigon

[jabeigon@newarkteachersunion.com](mailto:jabeigon@newarkteachersunion.com)

### TO MASK OR NOT TO MASK? THAT IS THE QUESTION!

Currently, school districts across the state, and across the country for that matter, are grappling with this question, as states have set dates for lifting the mask requirement but are leaving it up to the districts to decide for themselves when the masks should come off in schools. And they are doing it this way for very good reasons—Newark is not Lavallette.

We have from the beginning placed our bets on Dr. Fauci and the CDC Director Rochelle Walensky. And we've done well. They told us from day #1 that the vaccines were not 100% effective, but that those who were vaccinated were less likely to end up dead or in the ICU.

They also told us that using masks along with other safeguards would be our best chance against the spread of the Covid. Again, they were correct. School-based spread & contact numbers are way lower than the numbers in the communities they service, and that math is true nationwide.

Before making any judgements, we'll wait for the district and the state to release their guidance on the March 7th lifting of the face mask mandate in schools, let's keep on doing what we know has been working. Take advantage of regular school-based staff & student Covid testing.

Encourage as many parents as possible to have their child vaccinated or at least get them to sign the student Covid testing consent form.

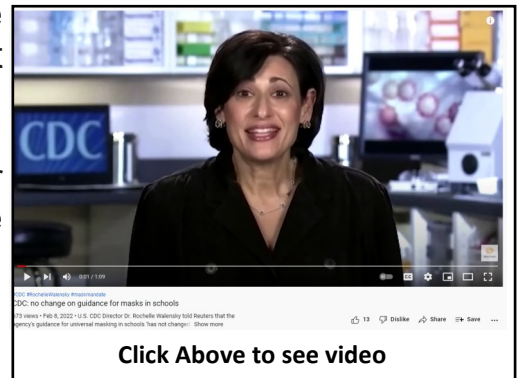
**In Solidarity,**

**John M. Abeigon**

**President/Director of Organization**

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

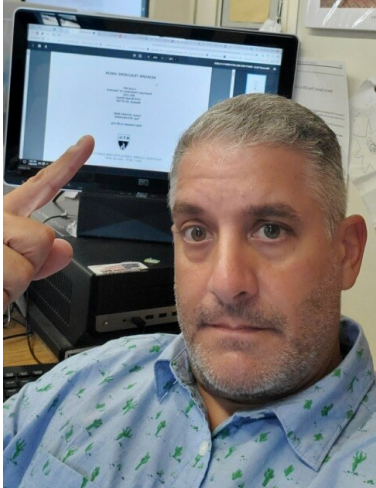
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### From the Desk of the Secretary Treasurer



Michael R. Iovino

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**Regarding Midyears:** I will keep this part of the conversation through the month because I know midyears are happening at different times and you will continue to have questions....so...back at it!

**Midyear participation:** If you are NOT on a CAP... attending the meeting is mandatory, BUT doing hours of work to present what you did for the first half of the year is not. Get your rating, work on improving for your annual.

**Rebuttals:** Write them. If you have an overall rating to an observation that you like, but there is a component that was rated low and you disagree....REBUTTAL (Follow instructions on this [REBUTTAL WRITING TIPS](#) document)

**Sick Days and Midyears/Annals:** While the NTU continues to fight to have sick days that were taken as a result of having Covid or being a close contact restored, you are still going to be concerned about the impact of those sick days on your Annual. Don't. I have it in writing, that sick days taken because of having Covid, or any other good-ole-fashioned illness, like the flu, or other contagious ailments, will not impact your annual. So, if you do have to take a sick day, go to the doctor, use TeleDoc, visit a CityMD or other service...the more documentation you have the better. Even if you have receipts for over-the-counter medication you picked up on a day you took off sick, keep it. If your midyear rating is lowered because of sick days, and you had Covid, email me at [miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com) and I will forward that information to the Superintendent.

**Days that DO NOT COUNT on Midyears/Annals/AIP:** Any personal day, full or half, does NOT count against your rating or towards AIP, nor do Administrative days, Jury Duty, FMLA days (regular or intermittent), days taken for religious observations, bereavement days, days for Military Service, or state holidays (for teachers).

#### Other Resources:

- [NBOE Teacher Evaluation Guidebook 2021-22](#) (Spend some time with this. It covers a lot)
- [NPS Leadership Framework](#) (so you can see how your administrator is evaluated)
- [Other Evaluations](#)

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## KNOW YOUR RIGHTS: LEGAL RIGHTS TO UNION REPRESENTATION

### THE WEINGARTEN RULES

In 1975 the United States Supreme Court, in the case of NLRB v. J. Weingarten, Inc., 420 U.S. 251 (1975), upheld a National Labor Relations Board (NLRB) decision that employees have a right to union representation at investigatory interviews. These rights have become known as the Weingarten Rights. These rights must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

#### What is an Investigatory Interview?

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

Examples of such an interview are:

1. The interview is part of the employer's disciplinary procedure or is a component of the employer's procedure for determining whether discipline will be imposed.
2. The purpose of the interview is to investigate an employee's performance where discipline, demotion or other adverse consequences to the employee's status or working conditions are a possible result.
3. The purpose of the interview is to elicit facts from the employee to support disciplinary action that is probable or that is being considered, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made.
4. The employee is required to explain his/her conduct, or defend it during the interview, or is compelled to answer questions or give evidence.



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## KNOW YOUR RIGHTS: LEGAL RIGHTS TO UNION REPRESENTATION (Continued)

- It is an obligation of the Union to educate bargaining unit employees about their Weingarten rights BEFORE an occasion to use them arises.
- As your school's Building representative you have a responsibility to educate bargaining unit employees about their Weingarten rights BEFORE an occasion to use them arises.
- An employee must state to the employer that he/she wants a Union representative present; the employer has no obligation to ask the employee if she/he wants a representative.

Sample standard statements to suggest to members are:

"If this discussion could in any way lead to my being disciplined or discharged, I request that my Union representative be present at the meeting. Without representation, I choose not to answer any questions."

"I request to have a union representative present on my behalf during this meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a union representative present, I will refuse to answer any questions that I believe may lead to discipline."

If the employer fails to observe this right of an employee:

- The employer will be ordered to cease and desist and to post a notice.
- Discipline that is imposed for insisting on Weingarten rights will be overturned.
- Discipline will not be overturned if the discipline was for reasons other than insistence on Weingarten rights.
- Although information gained by the Employer from the employee in a meeting during which a breach of Weingarten rights occurred, it may be excluded from a hearing on the matter.

### WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."



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## February 10, 2022

### AFT Plus—Membership Has it's Privileges

## Love is all you need

We love a good deal, and we love union members — the combination is a perfect match! We're here to spread the love!

**Feel the love with Union Plus everyday deals and discounts**

Black History Month is the perfect time to honor great moments and leaders of the past — as well as to recognize TODAY'S leaders and the important work being done now to help us all shine, tomorrow.

Check out the AFL-CIO's Black History Month Profiles and discover some amazing people working to improve their communities and conditions for workers, nationwide!

**Read the AFL-CIO  
Black History Month Profiles**

CELEBRATING  
**BLACK  
HISTORY  
MONTH**



## Get out of the cold and onto a beach!

When you use Union Plus Cash Back Shopping to book your next getaway, be prepared to watch the waves — and the cash back — roll in!



P.S. — We've thrown in a \$15 welcome bonus\* to pack with your swimsuit.

**Find a flight. Get cash back. Easy.**

Get cash back when you book your trip on [Expedia](#), [Travelocity](#) or [Priceline](#). Tip: Be sure to check out the cash back rates on [your favorite airlines](#)



**Oceanfront room + a cash back view.**

Book the perfect oceanfront hotel or resort and earn cash back at [Booking.com](#) or [Hotels.com](#). Tip: Book [your favorite hotel](#) directly + maximize your hotel points

\*Get your \$15 welcome bonus when you earn \$10 in cash back.

**Get cash back for your  
next getaway**

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### AFT Plus—Membership Has it's Privileges



Cupid-approved flowers and chocolate treats.

**Get 30% off Sitewide for  
Valentine's Day**

Save up to 35% off Budget SUV base rates\* for those trips when you need more room for more fun!

**Book Now**

\*Terms apply. Offer available on Intermediate, Standard Elite or Standard SUVs. Ends 3/15/2022. See [site](#) for details



## Will your mortgage have your back in tough times?

When USW member, [Lisa P. was facing a seven-month company work stoppage](#), the Union Plus Mortgage Assistance Program was there to help.

If you have a Union Plus mortgage and you lose income because of disability, lay off, lock out, or strike, you may be eligible for financial help to keep your home. Choose the mortgage that's got your back!

**Learn More**

Additional information and eligibility criteria can be obtained at [unionplus.org/mortgageassistance](https://unionplus.org/mortgageassistance).

# NEWARK TEACHERS UNION UPDATE

## February 10, 2022

### Parent Teacher Conference

#### From Teacher Talk, 1/3/2022

**February 17:** Parent/Teacher Conferences will be held virtually from 1 pm – 7 pm. If some of you want to hold these meetings from another location other than your school, you will have one-hour travel time so your sessions will run from 2 pm – 8 pm. It is important to note that once all of your meetings are over, you are done, regardless of the end time I've just noted or your location.

**IF YOUR ADMININSTRATOR IS NOT FOLLOWING THIS, SPEAK TO YOUR BUILDING REP OR REACH OUT TO THE NTU IMMEDIATELY!**

**Also remember that our contract gives us an hour dinner break, even if you are home. YOUR COMMUTE DOES NOT COUNT AS A DINNER BREAK!!**

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**SAVE THE DATE**

- Friday, February 11—Lincoln Birthday, School Closed
- Thursday, February 17, Parent Teacher Conference, 1 PM Dismissal for Students
- Monday, February 21—Presidents' Day, School Closed
- Tuesday, February 22 NTU Executive Board Meeting, 3:45 PM
- Tuesday, February 22—NBOE Business Meeting, 6:00 PM
- Wednesday, February 23 —NTU Building Rep Meeting, 3:45 PM
- Thursday, February 24—NBOE Regular Meeting, 6:00 PM

*Please note that February 10, 14, 18, and 22 are the work days before or after a holiday. To ensure that you get paid for the holiday weekend, you must take a personal day if you are going to be absent on any of those days.*

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### 2022 NTU Hall of Fame and Shanker Scholarship Awards

The NTU Education Foundation is proud to announce our **24<sup>th</sup> Annual Albert Shanker Scholarship Awards**.

In 2021, twenty-five students received academic scholarships from the NTU, including seven Presidential Awards in the amount of **\$2,500.00**, six Executive Awards in the amount of **\$1,750.00** and twelve in the amount of **\$1,000.00**.

Scholarships are available for paraprofessionals, Newark students, and the children of our members. The Application is below. The deadline is Monday, April 25, 2022.

You can support these fine young people and hardworking paraprofessionals by becoming a scholarship sponsor, placing an ad for your business in our Publication Journal, or publishing a personal message.

If you require additional information or forms, they can be downloaded at the Newark Teachers Union Home Page <http://newark.nj.aft.org/>

- [Scholarship Application](#)
- [2022 Sponsor Letter](#)
- [2022 Ad Journal Form](#)
- [2021 Ad Journal](#)

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### Essex-West Hudson Labor Council Scholarships

Every year, the Essex-West Hudson Labor Council gives out scholarships to the children of the affiliated unions. This year, ten \$1000 scholarships will be awarded!

[Please use the linked application, the deadline is April 15, 2022!](#)



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## 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](mailto:sscreven@newarkteachersunion.com) to let us know.

Also, if you don't get our weekly updates, send an email to [mmaillaro@newarkteachersunion.com](mailto: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](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!](#)

# NEWARK TEACHERS UNION

## Staff

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## Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

## Vice Presidents

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Yvette Jordan

Noor Alam

Kathleen Murphy-Butler

Cristina Balboa-  
Camacho

Silvia Pereira

Justin Petino

Chris Canik

Jennifer Ramos

Ronnie D. Carney

Marisa Rodriguez

Timothy Carr

Ryan Sandor

Cassandra Chapman-  
Talmadge

Larry Sullivan

Janae Taylor

Donna Charles

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John Cunha

Carmen Lopez Wolf

Mark Donetz

Josephine Donnellan

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Joicki Floyd

Love Gaillard

Francisco Garcia

Nancy Gianni



**NEWARK TEACHERS  
UNION**