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# NEWARK TEACHERS UNION

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## WEEKLY UPDATE

NOVEMBER 17, 2022

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LOCAL 481  
AFT/AFL-CIO

NOVEMBER 17, 2022

# NEWARK TEACHERS UNION UPDATE



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## PRESIDENT'S REPORT



**“Unions have been the only powerful and effective voice working people have ever had in the history of this country.”**

—Bruce Springsteen

The Anti-Union crowd is at it again, sending postcards out to Union members about the “advantages” of quitting Unions. While I will admit I am biased, I always have to question the logic that if Unions aren’t relevant any more, why do these groups spend so much time and money to try and take them down?

In fact, Unions are more important than ever. Every day, you will see stories about workers at Starbucks, Amazon, and other companies fighting for their right to Unionize. The National Labor Relations Board reported a 57% increase in union election petitions filed during the first six months of fiscal year 2021. Union support has improved in the 13 years since and now sits at a level last seen nearly 60 years ago.

Throughout this issue of the NTU update, we wanted to remind staff about the many advantages being part of a Union offers. The NTU goes far beyond the bread and butter contractual issues. From workshops to scholarships to writing mortgage letters for members, we always strive to make sure every member is getting their value from this Union.

Thank you for your trust and faith in us.

IN SOLIDARITY,

JOHN M. ABEIGON  
PRESIDENT/DIRECTOR OF ORGANIZATION  
NEWARK TEACHERS UNION LOCAL 481, AFT, AFL-CIO  
[JABEIGON@NEWARKTEACHERSUNION.COM](mailto:JABEIGON@NEWARKTEACHERSUNION.COM)

### TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3](#)
- [Legal Report pg. 4](#)
- [Kudos/Honoring Staff Members pg. 5-7](#)
- [Member Services pg. 8](#)
- [Union Plus pg. 9 - 10](#)
- [Employee Assistance Program pg. 11](#)
- [NTU Ed Resource Center/Upcoming Events pg. 12](#)

[HTTP://NEWARK.NJ.AFT.ORG](http://newark.nj.aft.org)

# *From the Desk of the Secretary-Treasurer*



On Tuesday, December 6 and Tuesday, December 13, the NTU will be presenting an afterschool workshop for NTU members called **"High School Courses, Google, and your Annual Evaluation, Perfect Together."**

If you are a High School teacher and want to learn how to make Google Classroom, Docs, Forms and Sheets work for you to improve your Observations and your Annuals, then this workshop is a MUST. **To register, click here.**

MICHAEL R, IOVINO  
SECETARY/TREASURER  
[MIOVINO@NEWARKTEACHERSUNION.COM](mailto:MIOVINO@NEWARKTEACHERSUNION.COM)

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## IMPORTANT!

- EVALUATION FRAMEWORK
- REBUTTAL TIPS
- RSVP TO MANDATES
- MISSED PREP FORM
- SUPPLEMENTAL TIME REPORT





LISS LAW OFFICE  
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Teaching in Newark has never been easy. For first year teachers, it is oftentimes quite the eye opener. Who could believe that so many students are two and three years behind grade level? Who could believe that legally-required aides are missing from so many classrooms? Who could believe that so many teachers are leaving the district or the profession altogether?

Why has there been a decade long drop in the number of college students graduating with education degrees in our state? In NJ, the number dropped by 49% between 2009 and 2018. One explanation is that teachers are not paid commensurately with other professionals who have similar education. Another explanation is that unlike most professions, teachers are not treated like professionals by their superiors or the general public.

In college and university education courses, students who are on the teacher pathway are told of the vast amount of autonomy they will have upon entering the education world, only to find out that nearly every educational move they make is directed by an administrator. Highly motivated new teachers all too soon realize they have little say about the education process of their students, and they feel like they are being turned into robots under the control and direction of administrators. Everything flows downward upon the teacher who must follow a system and who is held responsible for the resulting student consequences notwithstanding the urban deficiencies and environment the students suffer from.

The urban school teacher, whether working in Newark, Paterson, Chicago, Philadelphia, or Washington, D.C. can never be the reason for the problem of student progress, therein. The reason is that the system for educating the children has not been changed to address the societal problems existing within these cities. Newark school staff should be loudly commended by every administrator in the system, instead of being blamed for the failings of the system.

VERY TRULY YOURS,

EUGENE LISS, ESQ.

NTU GENERAL COUNSEL





# NTU Staff

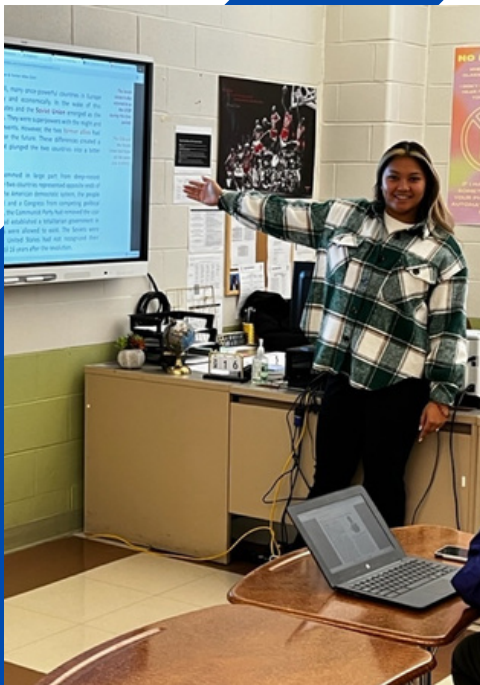
## Member of the Week

Christina Catone  
Teacher, 8th Grade ELA/SS  
Lafayette Street School

Nominated by: Amanda Ritterson

Christina consistently goes above and beyond for her students and her colleagues. In addition to being a wonderful teacher she also runs the debate team, the sunshine club, and the dance club. She works with many different individuals throughout the school and is known as the bubbly teacher who is always welcoming. She is truly a wonderful addition and sets a great example at Lafayette St. School!





# NTU Staff

## Member of the Week

Louise Borja  
Teacher, Social Studies  
Central High School

Nominated by: Yvette Jordan

Ms. Borja is a third year teacher who brings energy to everything she does at Central HS. She is a great teacher and facilitator during our PD in PLC. In addition, she realized that some of our department was unsure how to capture data and she created a Loom video for staff to use so that their jobs would be easier and less stressful. Finally, she's an Assistant Coach of the Girls Basketball team and the Advisor for the Yearbook; she steps up when she is asked to help both our students and staff. Oh, and did I mention she creates innovative lessons for our students that are engaging with real world examples. She rocks!



# NTU STAFF MEMBER NOMINATION

*don't miss it*

It takes a team to help a school function effectively.  
Each and every one of you play an important role.  
Each week, in our NTU Update the NTU would like to  
recognize outstanding staff members that are going  
above and beyond.

To nominate an NTU member,  
please click the link or QR code.

*click  
here!*



SCAN ME



# MEMBER SERVICES



**Disciplinary Hearings  
Labor Relations & Payroll  
Legal Representation  
Assistance with Evaluations and Observations  
Planning for Retirement  
Health and Supplemental Benefits  
AFT Membership Benefits  
Family Medical Leaves  
Workers Comp  
Tuition Reimbursement**

If you have changed your address, phone number, or location, please let us know by emailing [sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com)

Also, if you don't get our weekly updates, make sure you are on our mailing list by reaching out to [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com)

Don't forget to follow us on [Facebook](#) and [Instagram](#)!

If you are not a NTU member, make sure you fill out a membership application on our website!

NTU Members should never hesitate to communicate with us by phone or email.

Phone: 973-643-8430

Fax: 973-643-8435

Fax: 973-242-5880

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

email: [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com)



# How do you want to save money today?

Saving money is ridiculously easy. Your union affiliation gives you discounts on things you do every day.

## Members Benefits



1. [Money](#)
2. [Home & Auto](#)
3. [Shopping & Discounts](#)
4. [Insurance](#)
5. [Travel](#)
6. [Education](#)



More help when you need it the most!



[Join Now](#)

- EXCLUSIVELY FOR UNION MEMBERS -

## 30% OFF BOUQUETS

THANKSGIVING IS THURSDAY, NOVEMBER 24



THANKSGIVING IS THURSDAY, NOVEMBER 24

Send a beautiful arrangement to decorate the holiday table. It is a great way to let your loved ones know you're thinking of them during Thanksgiving dinner.

[SHOP NOW](#)



THANKSGIVING BOUQUETS  
[SHOP NOW](#)



CHOCOLATE TREATS  
[SHOP NOW](#)

# Employee Assistance Program

Employees Assistance Programs are an important resource for Union members, especially as we head into the holiday season, which can be tough for a lot of people. Below are some of the services our EAP provides for our members:



- Low productivity, carelessness, takes needless risks
- Poor concentration, deteriorating work habits
- Unexplained absenteeism, persistent tardiness, inappropriate use of FMLA, disregards consequences
- Interpersonal problems on the job – inability to get along with co-workers/supervisors
- Outbursts, anger management issues, and/or aggression
- Avoidance and isolating at work (i.e. excessively long lunch breaks)
- Higher than average accident rate and Work's Compensation claims
- Inconsistent work quality, frequent mistakes, blames others for poor performance
- Inappropriate conversations at work about personal problems, unpaid loans from co-workers
- Conduct unbecoming of an employee
- Off-Duty Conduct: DUI, domestic abuse, other arrests
- Exhausting all available time
- Inability to provide documentation to return to work fit for duty

For more information  
contact us on

**877-468-1416**

or visit our website

**[www.UWIUSA.com](http://www.UWIUSA.com)**



# NTU ED RESOURCE CENTER



The NTU Education Resource Center has a new **FULL COLOR POSTER PRINTER** and new **LAMINATORS** available for our members to use. **We do charge nominal fees to cover the cost of the materials.**

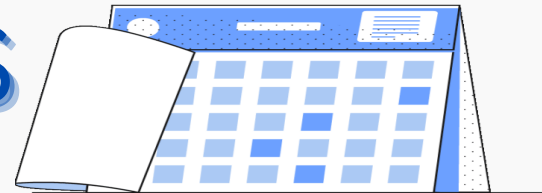
For best results, bring in a hardcopy or a PDF on a thumb drive for the poster printer.

Our Resource Center is open from  
3:30 PM to 5:30 PM  
Monday through Thursday.

1019 Broad Street, 1st Floor  
Newark, NJ



## IMPORTANT DATES



- FRIDAY, NOVEMBER 18—PUERTO RICO HERITAGE DAY, SCHOOL CLOSED
- TUESDAY, NOVEMBER 22 - NBOE MEETING
- WEDNESDAY, NOVEMBER 23 - PAYDAY/ EARLY DISMISSAL 1 PM
- THURSDAY - FRIDAY NOVEMBER 24 AND NOVEMBER 25: THANKSGIVING HOLIDAY, SCHOOL CLOSED
- TUESDAY, NOVEMBER 29 - NTU EXECUTIVE BOARD MEETING
- WEDNESDAY, NOVEMBER 30 - NTU BUILDING REP MEETING

PLEASE NOTE THAT NOVEMBER 17TH, 21ST, 23RD, AND 28TH 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.

YOU CAN TAKE A SICK DAY ON THOSE DAYS AS LONG AS IT IS PART OF AN APPROVED MEDICAL LEAVE. UNLESS IT IS PART OF AN EXTENDED FMLA, YOU MUST SUBMIT A MEDICAL CERTIFICATE TO NBOE OFFICE OF ADMINISTRATIVE SERVICES WITHIN 3 DAYS OF YOUR RETURN TO WORK.

## **EDITORIAL STAFF**

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EUGENE LISS

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### **OFFICE STAFF**

JANAE TAYLOR-LOYAS

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## **SECURITY/MAINTENANCE**

JAMES SANTIAGO

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## **EXECUTIVE BOARD**

JOHN M. ABEIGON  
PRESIDENT/DIRECTOR OF ORGANIZATION

MICHAEL IOVINO  
SECRETARY/TREASURER

## **VICE PRESIDENTS**

VICTOR AFONSO  
NOOR ALAM  
CRISTINA BALBOA-CAMACHO  
CHRIS CANIK  
RONNIE D. CARNEY  
TIMOTHY CARR  
CASSANDRA CHAPMAN- TALMADGE  
JOHN CUNHA  
MARK DONETZ  
JOSEPHINE DONNELLAN  
KRISTYN FAISON  
JOICKI FLOYD  
LOVE GAILLARD  
FRANCISCO GARCIA  
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