



PLEASE! Help us protect your dues dollars...RSVP either way (if you can or cannot attend) to Kris Fessenden at NEA-NH 603-715-9309 or [kfessenden@nhnea.org](mailto:kfessenden@nhnea.org) by January 11, 2019

NEA-NEW HAMPSHIRE  
WESTERN REGION COUNCIL MEETING  
MONDAY, JANUARY 14, 2019 4:30 TO 7:00 PM

**\*\*LUI LUI's, W LEBANON, NH**

We hope you will attend the January Council Meeting. It's important to have your local association represented. If you cannot attend, please send another member. Your association members deserve to benefit from the affiliation and have a voice in decision-making.

AGENDA:

- Light Dinner
- Minutes
- UniServ Director Report...Settlements, What Comes Next, M.O.M. Information
- January 9 Code of Conduct Workshop in Kearsarge...Feedback
- Regional Sharing...What's Going On In Your Local? (Executive Session)



## UniServ Director's Report – January 2019

### Organizing and Membership Update

The following locals have increased their membership over the last fiscal year:

- Cornish EA: ▲ 15%
- Fall Mountain Regional SSA: ▲ 11%
- Franklin EA: ▲ 7%
- Hanover EA: ▲ 15%
- Hanover SSA: ▲ 24%
- Kearsarge Regional EA: ▲ 4%\*
- Lebanon SSA: ▲ 3%
- Lyme EA: ▲ 4%
- Mascoma Valley Regional EA: ▲ 3%
- Para Educators at Kearsarge: ▲ 7%\*
- Sunapee TA: ▲ 18%

\*A membership blitz was held in Kearsarge in October

### Negotiations Update

**Settlements were reached in all local associations prior to budget submission deadlines!**

- Franklin:** Ratified by the Association, waiting for ratification from the city council
- Fall Mtn. SS:** Ratified by the Association and the Board
- Grantham EA:** Ratified by the Association, waiting for ratification by the Board
- Hanover EA:** Ratified by the Association and the Board
- Hanover SS:** Ratified by the Association and the Board
- Kearsarge EA:** Ratified by the Association and the Board
- Lebanon EA:** Ratified by the Association and the Board
- Lempster EA:** Ratified by the Association and the Board
- Mascoma SS:** Ratified by the Association and the Board
- Newport SS:** Ratified by the Association and the Board
- Newport TA:** Fact-Finding Award ratified by the Association and the Board
- Sunapee TA:** Ratified by the Association and the Board

### Campaigns

Kris and I need to know ASAP if you want to set up a M.O.M. (Messaging, Organizing, Mobilizing) and/or America Votes training with your local leaders and/or membership. Contact Kris: [kfessenden@nhnea.org](mailto:kfessenden@nhnea.org).

Apply for \$300 Communication Grants through the NEA-NH website (you will need to sign in as a member):  
<http://edvotes.neanh.org/online-application/> - Deadline is February 15th

Deadline for assistance with postcards, signs, mailings, or other media is February 1<sup>st</sup>. See the website for more details: <http://edvotes.neanh.org/details-and-deadlines/>

NEA-NH can also assist with purchasing town voter lists, designing campaign strategies, and other voting related support. All Association presidents were sent a survey to detail the kind of support they're looking for – please fill this out.

## NH DoE Code of Conduct:

Contact Kris if you would like to set up a workshop for your local. The workshop in Kearsarge was cancelled due to snow but will be rescheduled – any member is welcome attend. We're also looking at holding a workshop in Claremont.

As a point of information – while you can violate the Code of Conduct, you cannot violate the Code of Ethics. The Code of Ethics is a document of guiding principles only.

## Contract Language:

### **Getting protocols in collective bargaining agreements.**

Clear contract language is crucial in grievances, to maintain consistency and fairness, and to memorialize practices of the District.

Some of the places where Associations tightened up or added language to provide clarity on protocols:

Sick Bank – who is on the committee? Who qualifies and how are days requested and granted? What qualifies for use of days?

Track movement – When can employees move tracks? What qualifies as documentation?

Professional development reimbursement – How do unused funds get distributed?

Evaluations – How often are all employees evaluated, by whom? Under what circumstances can an evaluation be grieved? How soon should someone be notified of a deficiency? What is the protocol once a supervisor identifies a deficiency? How are improvement plans developed, implemented, and completed?

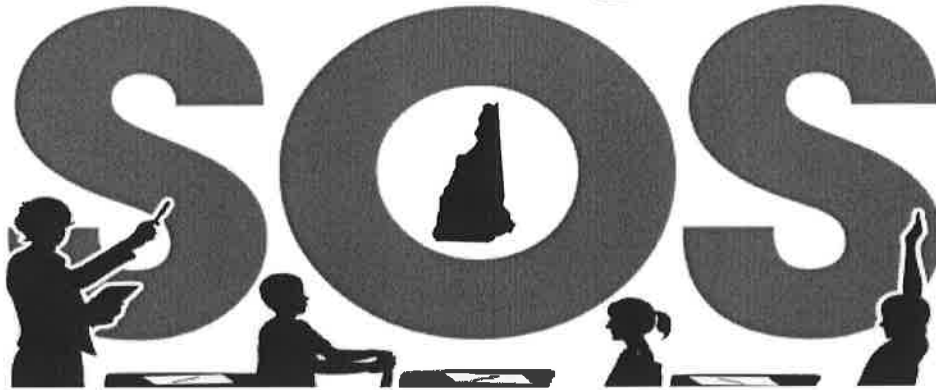
Reduction in Force – How are employees categorized for contemplation of reductions? How are reductions in a particular area determined and what happens if there is a tie? How are they notified of a recall and for how long are they entitled to a position? How much time do they have to respond to a recall?

### **Parental Leave**

This has been a hot topic recently across the region. Some things to consider in bargaining for increased parental leave:

- Keep in mind that the Family Medical Leave Act (FMLA) only guarantees that a job will be held for 12 weeks, it does not guarantee that you will be paid. And, you only qualify for FMLA protections if you have worked at least 1250 hours for your employer in the last 12 months. You can negotiate benefits that go beyond the law. For example, ensure employees are allowed to use any of their accrued paid leave and that they can receive sick bank days for the time they are disabled (typically 6-8 weeks after birth) – this is typically called Child Bearing Leave. If you don't have a sick bank, consider another solution to assist employees during this period.
- Include adoption leave and leave for the spouse/partner of the person who gives birth – this could be part of a Child Rearing leave provision, which could also grant the mother leave past the period of disability.
- Include an option for employees to take a paid or unpaid leave (also child rearing leave) that extends past the 12 weeks. Sometimes, employees may not think they will want to stay out further than the 12 weeks, but things change and it's nice to have the option of taking a paid or unpaid leave. Allow for flexibility of when employees can apply for paid or unpaid leave.
- The holy grail is to get parental leave paid for by the District – where employees do not use their accrued leave but are granted a certain period of time to be paid for by the District.

# *Save Our Schools*



## **SOLVE EDUCATION FUNDING NOW**

### **CURRENT FUNDING SYSTEM ISN'T WORKING**

- Relies heavily on local property tax to fund most public education costs;
- Enables some districts to provide more robust programs with lower taxes;
- Communities struggle to meet basic student needs;
- Economic implications are not limited to property-poor communities, but hinder the statewide effort to attract younger families, support broad job creation and work force housing Initiatives.

### **Become Well-Informed and Prepare to Take Action**

***ATTEND:* Ed Funding 101 Forum—Jan. 31st at 6pm**

**Manchester Memorial H.S. –One Crusader Way, Manchester**