

# WTU Update

Volume 25, Issue 5

February 2017

## FROM THE PRESIDENT'S DESK



### Negotiations/Mediation

Negotiations/mediation sessions have resumed with Vincent Ragosta as the mediator. Additionally, the mayor is now participating in mediation. The two sides met on January 5, January 11, January 18, and January 26. The parties have agreed to a media blackout so that there will be no negotiating in the press. Both sides further agreed to direct all questions to Mr. Ragosta, who will be the only spokesperson to the press and who said that he would limit his comments and not reveal specifics about mediation. Only this process will result in a successor collective bargaining agreement (CBA).

### Interest Arbitration

On January 24, the hearings for interest arbitration concluded. The next step is for the attorneys for both parties to write their briefs and submit them to the neutral arbitrator. The WTU attorney, Jeffrey Kasle, reserved the right to submit a rebuttal brief because the school department attorney, Andrew Henneous, was not fully prepared to submit the detailed argument with complete citations that on the first day of hearings he had promised to submit on the final day of hearings. Then

the neutral arbitrator will call the partial arbitrators together for the panel discussion. Finally, the neutral arbitrator will issue a decision. As I informed you in January's newsletter, interest arbitration began in December 2015. In interest arbitration there is a panel of arbitrators. One arbitrator is impartial, or neutral, and the other two, one for each side, are partial. The panel listens to each side's arguments as each side provides witnesses and submits documents as evidence to both support its case and refute the other side's case. After the school committee and superintendent have wasted over a year's worth of time and an exorbitant amount of tax payers' money, the question that one must ask is, "Are they going to be willing to accept the arbitrators' ruling?" If not, the question becomes, "Why?"

### Grievance Arbitration

Grievances that are not resolved with the superintendent result in grievance arbitrations. Each side agrees on a neutral arbitrator who hears the case. These arbitrations usually last only one day. Since the January newsletter, we have had the following grievance arbitration hearings: the failure to post newly created positions at the job fair, the elimination of the building athletic directors, the denial of a coaching position, and the elimination of co-op classes. The job fair grievance involved the school department's failure to abide by the provision in the CBA that all newly

created positions be posted at the job fair (Article 6-1.2). The issue with the elimination of building athletic directors is that the administration took bargaining unit work and assigned it to an administrator. Additionally, the administration had the audacity to then create positions called athletic site coordinators, who are performing the work of a building athletic director. In the case of the coaching position, in violation of the contract, the teacher who was qualified and most senior was denied the position. Finally, we all know the negative impact that the elimination of the co-op classes has had on our students, who are no longer receiving the services of both a content teacher and a special education teacher within the classroom setting. We currently have twenty-four grievances in various stages of the arbitration process.

### WTU GENERAL MEMBERSHIP MEETING

DATE: MARCH 1, 2017  
TIME: 3:30 P.M.  
PLACE: WINMAN

### AGENDA

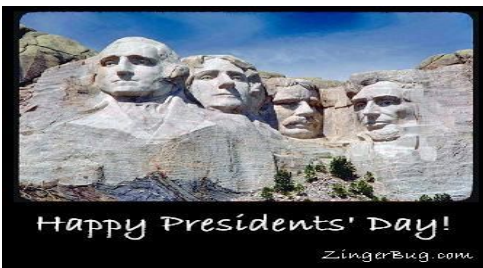
- I. CALL TO ORDER
- II. SECRETARY'S REPORT
- III. TREASURER'S REPORT
- IV. PRESIDENT'S REPORT
- V. OLD BUSINESS
- VI. NEW BUSINESS
  - A. ELECTION OF  
AUDIT COMMITTEE
- VII. ADJOURNMENT

## REMINDER

All communications regarding union business should be done by contacting the union office at 739-2260 or through your Building Rep. Do not use Google to send an e-mail to the Union Office.

## CHANGE OF ADDRESS

Have you moved recently? Do you have a new telephone number? If so, it is important that you call the Union office as soon as possible. We are in the process of updating all our bargaining unit information (names, addresses, telephone numbers, e-mail addresses, school locations, etc.), and it is important that we have accurate information so that we can communicate with you, if necessary, by mail, e-mail and by telephone.



## TAX PREPARATION INFORMATION

**WTU DUES FOR 2016**  
**\$ 917.54**



## **PLEASE NOTE THESE CONTRACT PROVISIONS**

12-25 CLASS ASSIGNMENT AND PROGRAM

12-25.1 **No later than March 1** the department head in the secondary school and the principal in the elementary school shall distribute a standard form to the teachers in their department or school respectively on which the teacher shall indicate his/her program preference. Special area teachers shall receive their form and return them to their department head or immediate supervisor. The forms are to be returned no later than one (1) week after distribution and shall be kept on file at the individual school until October 1 of the following school year. Program preference forms shall include space for high school teachers to specify if an extra class is desired.

*Please note: High school teachers who may be interested in teaching an additional class, in accordance with 12-8.7 (e) of the contract (\$56), should indicate interest on their program preference forms.*

13-3.2 Any teacher who wishes to receive his/her summer check in a **lump sum in June** shall make application in writing to the Human Resources Office **prior to March 1 of the school year.** Lump sum payment shall be paid prior to July 1st.

*If you are interested in receiving a lump sum payment in June, please remember to send your request by March 1st.*

## PLEASE NOTE



**Feb. 1 - WTU Executive Board Meeting**  
**3:30 p.m.**  
**WTU office**

**Feb. 7- Building Rep. Meeting**  
**3:30 p.m.**  
**Winman Cafeteria**

**Feb. 20-Winter**  
**Feb. 24 Vacation**

**WTU FAX NO. WTU PHONE NO.**  
**739-2287 739-2260**  
**WTU e-mail-wtu915@aol.com**  
**WEBSITE:**  
**warwickteachersunion.org**

## **WTU EXECUTIVE BOARD**

|                  |                    |
|------------------|--------------------|
| President        | Darlene Netcoh     |
| V.P. Secondary   | Michael Costello   |
| V.P. Elementary  | Karen Monteiro     |
| Secretary        | Diane Chaplin      |
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| Sec. Rep         | Matthew Hodge      |
| Elem. Rep        | Cindy Bowden       |
| Itinerant Rep    | Janet Goes         |
| Sp. Services Rep | Meredith McSwiggan |

*WTU Update* is a publication of the Warwick Teachers Union, Local 915, AFT, RIFTHP, AFL-CIO