

# WTU Update

Volume 25, Issue 7

March 2017

## FROM THE PRESIDENT'S DESK



### Court Proceedings

On Thursday, February 2, 2017, we received Judge Gallo's decision on the school committee's appeal of the ruling of the State Labor Relations Board (SLRB), which had ruled in our favor on the unfair labor practice (ULP) that challenged the school committee's changes to the terms and conditions of our employment. This decision vacated the SLRB's decision. However, we were in Judge Gallo's court again on February 8, 2017. During these proceedings, he issued three decisions, which mostly were in our favor.

First, in closed session, the judge ruled that his decision of February 2, 2017 applied only to the two grievances that originally gave rise to the ULP.

Secondly, the judge denied the school committee's request to stop the interest arbitration based on a timeliness argument, which was that the interest arbitration had exceeded the statutory twenty days. The judge rejected this argument because he said the twenty-day schedule was "directory" not "mandatory." This ruling was a victory for us.

The third ruling was a partial win for us. The school committee had sought for the court to declare that layoffs are a "non-delegable" duty and cannot be bargained. The judge did find that the suspension of teachers (layoffs) due to "a substantial decrease of pupil population" under R.I. General Law 16-13-6 was a non-delegable duty that the school committee was not required to

submit to arbitration. However, Judge Gallo made clear that other types of layoffs are not subject to this ruling. He also said that the school committee does not "have a green light to run amok."

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### EAP

The executive board and I would like to once again remind the membership of the services of Coastline Employee Assistance Program. In my experience, the stretch from March to April vacation can be an arduous one. We are lucky to have unfettered access to this confidential resource.

Coastline EAP offers confidential consultation or support anytime, day or night for all employees and family members 24/7. You can contact Coastline at 732-9444.

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### 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

### 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 this 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 1.* submit to ar



## **REMINDER** **PENSION BENEFICIARY**

It is very important to keep your beneficiary information updated. Remember, you have both a defined benefit pension and a defined contribution account. Be sure to update your beneficiary on both of them.

You can access your records with the Employee Retirement System of Rhode Island.

You may contact ERSRI by telephone at 462-7600 or at their website, [www.ersri.org](http://www.ersri.org).



## **TAX** **PREPARATION** **2015 UNION DUES**

**\$917.54**

## **25 WEEK CLUB** **DRAWINGS HELD**

Julie Connors-Costello and Pauline Pinto, Co-Chairwomen of the Warwick Teachers' Union 25 Week Club announced that the following people were winners in Weeks 1-10 and the \$50 Bonus Drawings:

\$50 paid in full Bonus  
Michael Kozusko-Toll Gate

Week 1-Arthur Andolfo-Vets  
Week 2-Kristin McNamar-Park  
Week 3-Colin Smith-Pilgrim  
Week 4-Jess Kenney-Cedar Hill  
Week 5-Thalia Wood-Toll Gate  
Bonus \$50-Erica Harwood-O.B.

Week 6-Janet Goes-Norwood  
Week 7-Jason Buchanan-Vets  
Week 8-Jason Huddon-Pilgrim  
Week 9-Kristen Skodras-Norwood  
Week 10-Alison Creswick-Pilgrim  
Bonus \$50-Bob McGuire-Robertson

## **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.

YOU MAY CONTACT

THE WTU BY E-MAIL

AT:

**[wtu915@aol.com](mailto:wtu915@aol.com)**



## **PLEASE NOTE**

**March 1, 2017**  
**WTU General Membership Meeting-Winman-3:30 p.m.**

**March 9, 2017**  
**Building Reps Meeting Winman-3:30 p.m.**

**March 15, 2017**  
**Voluntary Staff Development Day**

**March 16, 2017**  
**WTU Ex. Board Meeting Union Office 3:30 p.m.**

**March 21, 2017 -Job Sharing Meeting-Ad. Building 3:15 p.m.**

**WTU FAX NO. 739-2287**

**WTU PHONE 739-2260**

**WEBSITE:**  
**[warwickteachersunion.org](http://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. Service Rep	Meredith McSwiggan

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