

OCTOBER 2016

# NOME EA NEWSLETTER

TO PROMOTE EXCELLENT EDUCATION FOR NOME'S STUDENTS BY SUPPORTING TEACHERS

## Know About Your Rights

Did you know that you have the right to bring union representation with you anytime you need to meet with your administrator for disciplinary reasons? Simply ask an NEA board member to accompany you to the meeting. You are protected under the Weingarten Rights established by the Supreme Court in 1975. These rights protect employees in an investigatory interview. If an employer asks questions of an employee that might result in disciplinary action or discharge, the employee has a right to ask for union representation. Your supervisor has no obligation to inform you of this right—you must request it for yourself.

Examples of such an interview are:

- The interview's purpose is to decide if discipline is necessary, or what the disciplinary procedure should be.
- The interview is used to investigate the employees performance.
- The interview is used to illicit facts for discipline, or to obtain admission of misconduct, etc.
- The employee is required to explain his/her conduct, compelled to give evidence, or defend their conduct during the interview.

Advocate for yourself and know your rights.



## DELEGATE ASSEMBLY 2017

Delegate Assembly 2017 is coming up in January. NEA will be asking members to nominate and vote on two delegates next month.

This event is the primary legislative and policy making body of NEA Alaska.

Selected delegates will serve as the voice of our district in voting on proposed amendments to the Constitution and Bylaws.

Information regarding nominations will be sent out in an email next month. Choose your representatives wisely!



SEPTEMBER 23: Five teachers spent an afternoon creating bird inspired poetry on Anvil Mountain in order to complete the Professional Development course sponsored by NEA and created by the Dept. of Fish and Game



OCTOBER 21: This year's Community Health Fair theme is Monopoly: Pass Go, Collect on Health. We will be looking for volunteers to run an activity and hand out information and prizes.



OCTOBER 29: T NEA will also be sponsoring a table at the Halloween Carnival. Members are invited to get dressed up in their spookiest costume and help pass out candy to trick or treaters!