



CHAPTER NEWSLETTER



Dear Friend,

As you probably know, the U.S. Supreme Court heard oral arguments on Feb. 26 in *Janus v. AFSCME*, a lawsuit aimed at starving public-employee unions, including the UFT, of the funds needed to provide services to and advocate for workers. We expect a decision this spring.

We are preparing for a decision in the plaintiff's favor. It is important that union members talk with their fellow union members to discuss why unions are so necessary. Our rights and benefits were not given to us; we, the UFT, fought hard to secure our salaries, working conditions and benefits.

Union members have been knocking on other members' doors in a city-wide door-knocking campaign. Our goal is to start a conversation about what *Janus* may mean and how members can protect their hard-earned rights and benefits by recommitting to the union. So far, we've visited thousands of homes and have had many wonderful visits with our colleagues. We've all been heartened to realize how much support our members provide each other and how so many of you realize the value of union membership.

We'll be heading to Albany on May 8 for our annual Nurse Lobby Day. Last year, our chapter was represented by three of our chapter members: Janet Carter, Jessy Warren and Sherry Lewis-Branch. This year, we've asked for the release of at least two more nurses, because we'd like to have five or more from our chapter advocating for nurses, health care and for our students. (*See item below for more details.*)

If you are interested in speaking to our legislators regarding school nursing issues, please contact me at 212-701-9479 or email me at cconnolly@uft.org.

Another point of interest for chapter members: [Our current contract](#) covering schools nurses is now online. You have to be logged into the website to visit this section. If you do not have access to the website, please register at www.uft.org/user/register.

I look forward to seeing you at our June 6 chapter meeting and our annual School Nurses Dinner on May 9, both at UFT headquarters, 52 Broadway.

In unity,

Cathy Connolly
School Nurses Chapter Leader

Consultation with Office of School Health on Feb. 14, 2018

Update on decreasing EpiPen paperwork: Gail Adman, OSH deputy director of nursing, would like to establish a focus group in May to explore how to reduce paperwork associated with EpiPen training. Ms. Adman stated the group will consist of the chapter leader and other nursing staff. If you are interested in joining this focus group, please contact me at 212-701-9479. Ms. Adman also stated the DOE is updating the protocol regarding non-safety EpiPen training for staff.

Universal pre-K EpiPen: We discussed the OSH directive given to school nurses who work in stand-alone UPK sites regarding the training of staff in the administration of an EpiPen — an EpiPen should be given to anyone having an anaphylactic reaction. We do not have a Chancellor's Regulation or a written policy from OSH on this. OSH said this directive was given in response to New York State guidelines. We want similar guidelines specific to New York City's UPK program.

Remember — when your supervisor gives you a directive and you have questions or concerns regarding that directive, send an email stating what you were told and that you want to clarify/confirm what you were told.

After-school Program Postings: The union has requested that the postings for these positions be accessible via the Automated Student Health Record website, which is available to school nurses.

Nurse responsibilities toward school staff:

- The nurse will respond to emergencies when available.
- The nurse cannot always respond immediately, therefore the nurse should not be the primary responder.
- Nurses may respond to emergencies involving school staff if they are not caring for a student. Nurses are primarily assigned to schools to care for the health needs of students. Nurses may not administer medication or treatments to school staff except to administer epi-pen to an adult having an anaphylactic reaction.

In the event that you evaluate a staff member, it is recommended that you clearly:

- Inform the staff member to contact their physician ASAP. If possible, have them make the call from your nursing office.
- Let the staff member know that you will be reporting to the principal that they were seen by the nurse.

This information is reprinted from the Key Talking Points for OSH School Nurses, September 2017.

Flu mask update: We agreed that students may wear a mask while waiting to be picked up. It was also agreed that nurses treating students exhibiting symptoms of an influenza-like illness may wear a facemask.

Self-Service Online Leave Application System: If you're having any difficulty at all applying for a leave through the Self-Service Online Leave Application System (SOLAS), contact Kenny Chez at kchez2@schools.nyc.gov. You may also contact any UFT borough office. Someone will assist you in filing for your leave.

UFT Nurse Lobby Day

The union has requested the release of staff nurses to attend Nurse Lobby Day in Albany, New York, on May 8. Last year, our chapter was represented by three of our chapter members: Janet Carter, PS 107, Queens; Jessy Warren, PS 178, Queens; and Sherry Lewis-Branch, PS 37, Queens.

This year, we'd like five members of our chapter to attend. If you are interested in speaking to our legislators regarding school nursing issues, please contact me at 212-701-9479 or email me at cconnolly@uft.org.

Your job when you're on leave

You are entitled to return to a staff nurse position when you come back from a medical or maternity leave, or when you return after receiving Workers' Compensation. That said, you have no contractual right to return to your former site, nor is there a specific length of time that the Office of School Health will hold a position for a nurse on leave. We have worked closely with the Office of School Health to meet the needs of both nurses on leave as well as the school administrators to ensure consistency in service for students.

We want a float pool

This has been an ongoing issue for our chapter members. The union has repeatedly pushed for the establishment of a float pool. The Office of School Health knows that certain districts have more vacancies than others and experience staff shortages on a regular basis.

Schools that are staffed with two nurses because the population calls for it often find themselves with only one nurse when the second nurse is pulled to cover another site. This can create unsafe staffing in the original site.

When that occurs, we ask you to complete the UFT'S [Floating Coverage](#) form and send it to me, Cathy Connolly, UFT School Nurses Chapter, 52 Broadway, NY, NY 10004. You can also fax the form to 212-510-6341. By filling out this form, you help the union gather concrete information so we can prove we need a float pool.

School Nurse Orientation on Feb. 26



Thirty-three new nurses attended an all-day orientation on Feb. 26 at UFT headquarters in Manhattan.

We hope this new staff will help alleviate some of the problems created when the DOE pulls school nurses from one site to address shortages elsewhere.

School Nurse Chapter Meeting on Feb. 28

About 50 nurses attended our chapter meeting on Feb. 28. Junior Linton, who coordinates the UFT Safety and Health program, was our guest speaker. He discussed Workers' Compensation and the benefits you can expect to receive if you are eligible.

Workers' Compensation is a type of insurance, paid for in advance by your employer, which entitles you to full medical coverage and part of your salary for job-related injuries and illness. Worker's Compensation is mandated under NYS Civil Service Law.

Before you file for Worker's Compensation, please contact Mr. Linton at healthsafety@uft.org. You may also call him at 212-510-6460. He and his staff will guide you through this process. Make sure you keep a copy of all completed forms; all documents should be sent by certified mail.

Functional Chapter Training Weekend



On the weekend of March 24-25, five staff nurses — Cathy Connolly, Marie Thompson, Cynthia Bennett, Jessie Warren and Ellen Sebastiano — attended the UFT functional chapter training weekend held in Rye, New York. BJ Darby, PM staffer at the UFT, also attended.

Paul Egan, UFT director of political action, spoke about how the plaintiffs in the Janus v. AFSCME lawsuit before the U.S. Supreme Court want to destroy public employee unions by weakening them. We expect a decision by the U.S. Supreme Court before the end of the school year.

UFT President Michael Mulgrew spoke about the upcoming contract negotiations. He highlighted the many benefits of union membership, including collective bargaining rights, and stressed the importance of remaining union strong. Amy Arundell, the UFT Queens Borough representative, ran a workshop for the school nurses on time, attendance and leaves.

This weekend provided an opportunity for all functional chapter leaders and many of their members to come together and discover we have more in common in terms of issues we face than differences.

How to handle a summons

If you are summoned to report to the principal's office for an interview that may lead to disciplinary action, you are entitled to union representation. If you are summoned, you must attend but should ask if the meeting could result in disciplinary action. If the answer is "Yes," "Maybe" or even "I don't know," you should insist on having a union representative present and you should not answer any more questions until your representative is with you.

As a rule of thumb, anytime you are called to a meeting, contact Chapter Leader Cathy Connolly to discuss your representation. For more information on this topic, please [visit the UFT website](#).

School Nurses Chapter Executive Board

Cynthia Bennett (Queens)
Beverly Briggs (Bronx)
Janet Carter (Queens)
Ellen Sebastiano (Brooklyn)
Marie Thompson (District 75)
Jessie Warren (Queens)
Mary Whelan (Manhattan)
BJ Darby, PM Staffer

Delegate Assembly Delegates

Cynthia Bennett (Queens)
Beverly Briggs (Bronx)
Janet Carter (Queens)
Ellen Sebastiano (Brooklyn)
Marie Thompson (District 75)

2017-18 important calendar dates

Please confirm the time and dates before attending any of the events listed below. Unforeseen events may cause rescheduling.

The last School Nurse Chapter general membership meeting of the school year is on Thursday, June 6, at the UFT, 52 Broadway, 19th floor, rooms B and C, from 4 to 6 p.m. [Register online now »](#)

The annual School Nurses Dinner will be held on Wednesday, May 9, at the UFT, 52 Broadway, 3rd floor, 3 North, from 4 to 6 p.m. We'll be sending you more information and an invitation in the near future, or you can [register online now »](#)

The UFT Delegate Assembly meets on May 16 and June 13 at the UFT, 52 Broadway, Shanker Hall, from 4 to 6 p.m.

If you have any questions about your rights or benefits, events, your work conditions or any concerns related to your employment, please contact School Nurses Chapter Secretary Kim Polite at 212-598-6898.

Take out your running shoes for the 5K Family Walk/Run

Bring family, friends and colleagues to the UFT Middle Schools Division's 5th annual 5K family run/walk on May 5 at Coney Island's MCU Park!

The proceeds from this event will go to the UFT Disaster Relief Fund, which has helped UFT members following Hurricane Sandy and has contributed thousands of dollars to international relief operations following natural disasters in Haiti, Japan, the Philippines and Colombia.

You can run/walk as an individual or as part of a team. We will have complimentary water, snacks and giveaways for each race participant. The cost to register is \$25 per participant and \$15 for children age 12 and younger. UFT members may [register online](#) but please note: **You must be logged in to the UFT website to access the online registration.** If you are registering friends or family members, please have them bring a check to register on-site (no cash accepted). If you are not able to participate this year, please [make a donation online](#) to help support the UFT Disaster Relief Fund.

UFT chapter elections this spring

In the face of the Janus case, having a strong union is more important than ever. The foundation of that strength is provided by the union representatives at the school level. This May, UFT members will elect chapter leaders, delegates and para reps for the next three years, from July 1, 2018, through June 30, 2021. Each school has a chapter leader elected by the members of that school. Functional chapters, which represent non-teacher members including secretaries, school nurses or school counselors, elect citywide chapter leaders.

UFT members have a right to run for office, nominate other members and vote for candidates. Electing a solid team is important to your interests, the strength of your school or professional community and the strength of our union. You must be a member of the UFT to hold office or vote in the union's elections. We encourage all members to vote.



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