

Hearing Education Services

CHAPTER NEWSLETTER



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UFT Delegates: Amy Cohen, Dana Kafko

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MESSAGE FROM Cecilia Cortez

I have visited all the boroughs except Staten Island, which I hope to do soon. I have met HES teachers and I see a group of strong teachers. We are going through interesting times. Changes might come our way.

We have done a lot in this school year, which is drawing towards a close. I know that you will all continue doing your best.

By working together we show that we are strong and nobody can divide us.

I stand united with you.

—Cecilia

Things to do

When you are going to be observed by your supervisor you should ask for a pre-observation and a post-observation meeting. If you get a U-rating in your observation, please contact Chapter Leader Cecilia Cortez immediately (ccortez@uft.org).

Know Your Rights

Grievances

Grievances are the way union-represented staffers enforce their contract and protect their rights. You cannot be disciplined or discriminated against for exercising your rights. If you believe that a supervisor has violated your contractual rights and you and your chapter leader have been unable to resolve your complaint, you should file a grievance against the DOE. Your chapter leader and district representative will help you prepare the grievance, citing the violated contract clause, and represent you at the hearing. In certain instances, your chapter leader can file a grievance on your behalf (i.e., class size, mandated consultation, postings, program deadlines). If necessary, the union will consider taking the grievance to the final appeal, which is arbitration in front of an independent and neutral panel, selected jointly and paid for equally by the DOE and the UFT.

You Should Know

You are entitled to a 50-minute duty-free lunch every day. You have a 40-minute preparation period. Please make sure you take both of them. Use them. Your schedule should reflect that. Use your preparation time to prepare your lessons, make phone calls, answer e-mails and contact parents. Use that time for things you can't do while you are teaching. Don't give up lunch and preparation time. These are rights that the UFT has fought for you to be able to have.

Next Consultation Meeting

The next consultation meeting with Ms. Kaufman is on Wednesday, May 19 at 4:00 p.m. at 400 1st Avenue in Manhattan. Please send your questions and concerns to ccortez@uft.org.

"History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them."

Martin Luther King, Jr.

