

The CEA Voice

www.ceahio.org

Volume XL, No. 8

Columbus Education Association

October 12, 2009

This area of
The Voice
has been
intentionally
left blank because
it contains a
political endorsement.

Job-share deadline earlier

CEA is compiling a list of members who are looking for job-share partners, and the application deadline is earlier than last school year. Principals or program supervisors must approve requests by Jan. 22, 2010. Proposals for job sharing, including proposed schedules, are due to the CCS Human Resources Department by Feb. 5.

We realize it is very early to be thinking about next school year, but contractual changes affecting notification for retirement and the 211 process require new timelines. If you are looking for a job-share partner, fill out the form on the back page of this *Voice*. Return the form to Carol Wagner at CEA by Friday, Nov. 6. A list of potential job-share participants will be sent to each person who submits the form. The job-share packet, including the calendar form and other important information, is available on the CCS Intranet.

United Way's bold goals

The United Way campaign has begun; and, this year United Way of Central Ohio has set nine ambitious 10-year Bold Goals for advancing the common good and bringing our community together to achieve them. United Way is harnessing the power of its relationships with partners in business, government, health/human services and education to help solve the most persistent problems in the Columbus community. The economic downturn has made this mission critical to the well-being of our neighborhoods.



Among its goals:

- ◆ Increasing success on the literacy portion of the Kindergarten Readiness Assessment from 71 to 85 percent.
- ◆ Increasing the high school graduation rate from 87 to 95 percent.
- ◆ Meeting more family basic needs and bolstering safety nets to assist families with food, shelter or short-term financial assistance.
- ◆ Teaching students how important it is to eat nutritious food, make healthy food choices, get more exercise and practice safety during natural disasters and individual emergencies.
- ◆ Reducing crime and vacant housing in the city's most disadvantaged neighborhoods: Franklinton, King-Lincoln, Northland, Near South Side and Weinland Park.

The goals will take time. The United Way has a 10-year plan to implement the programs necessary to affect these changes. United Way is looking to us to help our students, their families and the communities in which we work.

When you receive your pledge form, please give generously.

Fight breast cancer by Making Strides

October is Breast Cancer Awareness Month. The facts are out there: Breast cancer is the most frequently diagnosed non-skin cancer in American women. An estimated 213,000 American women will be diagnosed with breast cancer in 2009. The risk increases as women get older. Many women and men who develop breast cancer have no known risk factors.

That's a powerful reason to keep leading the fight. Let's help raise funds to support research for a cure. Join CEA for the Making Strides Against Breast Cancer walk, scheduled for Sunday, Oct. 25. Free registration begins at 8:30 a.m. with the walk starting at 10 a.m. at COSI, 333 W. Broad Street. Turn in all monies collected when you register at the CEA tent.

To register in advance, visit the CEA Web site. Be sure to list Columbus Education Association as your team company. Call CEA for team leader packets at 253-4731.

Know your Weingarten Rights

The U.S. Supreme Court protected unionized workers' rights regarding being questioned by a supervisor more than 30 years ago. The court ruled in favor of the National Labor Relations Board in the case *NLRB v. J. Weingarten*. From that time forward, those rights have been known as Weingarten Rights.

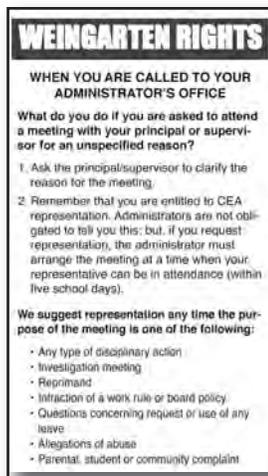
If you are asked to attend a meeting with your principal or supervisor for an unspecified reason, you should exercise your Weingarten Rights. First, ask the principal or supervisor to clarify the reason for the meeting. You cannot refuse to attend a meeting called by your principal—to do so would be insubordination. If the meeting becomes disciplinary in nature, you are entitled to CEA representation upon your request.

If you ask for representation, the choice of your representative is up to you. Your administrator should never arrange for representation on your behalf. Once you request representation, the administrator is obligated to arrange the meeting at a time when the representative of your choice can be in attendance. Article 404.01 of the *Master Agreement* provides members with up to five school days to reschedule the meeting so that the representative of your choice can attend.

CEA suggests representation any time the purpose of the meeting is one of the following:

- Disciplinary action (Any type)
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of leave
- Allegations of abuse
- Parental, student or community complaint

To download a copy of the Weingarten Rights card, go to <http://bit.ly/1mmQva>. If you have questions, please call CEA at 253-4731.



Don't suffer alone. Use the Employee Assistance Program

Personal difficulties, such as work-related stress, marital or family problems or alcohol and drug addiction can affect almost anyone. Sometimes such problems can impair one's performance at work. An important benefit of your CCS employment is the Employee Assistance Program (EAP). It provides for counseling services for many of the stresses that occur in daily life and for those unusual situations that prove to be more than we can handle.

The program, run by People Resources and stipulated in Article 815 of the *Master Agreement*, allows you visits to a psychologist or counselor. Most of the cost is covered. EAP is confidential and private. No one will know if you use it.

You also can find therapists, financial advisors, elder-care specialists and legal consultants; read helpful articles; and perform a self-assessment by setting up your own account at www.Worklifetools.com.

Topics you may need assistance with include: financial planning; health and wellness; marriage and family; stress and anxiety; legal problems; dependent care for children and the elderly; emotional and psychological concerns; community resources; and alcohol and drug abuse.

The service offers a 24-hour phone number. People Resources is set up for in-person, telephone and online assistance. Don't wait until stress builds to a health-threatening level. Seek help. Call People Resources at 1-800-765-9124.

Special notes

- ❑ CCS will continue to support leadership development for teachers interested in participating in the SAIL for Teacher Leaders program. This 18-month professional development program blends face-to-face institutes, online support learning, and professional coaching. **SAIL for Teacher Leaders** is about energizing and mobilizing the untapped attributes and contributions of teachers to strengthen student performance and increase student achievement. To get an application, go to www.columbus.k12.oh.us/staffdev. The **deadline for registration is Oct. 29**.
- ❑ **Save the date: Friday, Oct. 16, is Capital Day** at the Hyatt Regency.
- ❑ **Health insurance open enrollment will be Oct. 13–Nov. 6. Everyone must re-enroll.** You must meet with the plan counselor even if you want to waive coverage. Certain documents are required for changes to your plan. For questions, call 365-6475.
- ❑ **CEA Member Scholarship application deadline: Saturday, Oct. 31.** Receive **\$750 in tuition assistance** for each eligible dependent who is a college senior. For details, call Cora Miller at 253-4731.

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

Please contact us today and allow our experience to work for you.
(614) 461-4455 or www.cloppertlaw.com

Job-Sharing Request

If you are looking for a job-share partner, fill out the form below and return it to the CEA office. A list will be printed and mailed to each person who submits the form to assist him or her in finding a partner for job sharing. Even if you submitted your name last year, **fill out a new form this year**. Please return this form to **Carol Wagner** at CEA by **Friday, Nov. 6**.

Name: _____

School: _____ Phone: _____

Present Assignment: _____

Home Phone: (____) _____

Certification Area(s): _____

Mobile Phone: (____) _____

Teaching Preference for Next Year: _____

E-mail Address: _____