

The Voice

www.ceaohio.org

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Columbus Education Association

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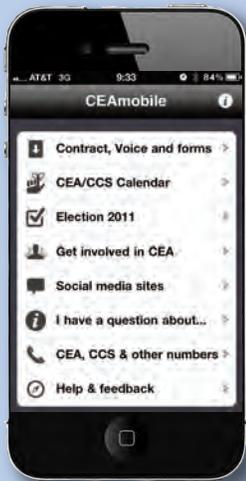
Yes, there's an app for that

The Columbus Education Association is leading the way in Internet-based member engagement. CEA maintains a variety of Internet social media outposts, conducts periodic electronic surveys and offers text message alerts as a service to our members.

CEA is proud to officially announce the unveiling of CEAmobile, our new mobile web app for Android and iPhones. Unlike mobile apps from iTunes and the Android store, CEAmobile is a web-based application and does not require downloading or frequent updates.

CEAmobile brings together Association publications like *The Voice*, the *CEA Master Agreement* and easily downloadable forms. An integrated CEA/CCS calendar, a list of frequently called phone numbers and a frequently asked questions list puts the power of our profession in your hands.

Go to <http://bit.ly/ceamobile> on your Android or iPhone to experience the power of CEAmobile. Scan the QR Code or the TagReader code with your smart phone to download the CEAmobile app.



Here's how we can repeal SB 5

We all know that SB 5 (Issue #2 on our ballot) is unfair, unsafe and hurts us all. But we can't assume everyone knows this. We've done a great job so far, but it's not even close to being over. We must tell our friends and associates why we must repeal this law. We must do it in a personal way, with examples that get to the heart of the matter: their safety and well being.

Here are some things you can say:

- ⑤ This election is really about fairness, safety and the middle class. Issue #2 is unfair, it makes our communities less safe and it's bad for the middle class.
- ⑤ Issue #2 puts the safety of all our families at risk by making it illegal for nurses, teachers and emergency responders to fight for safer staffing levels, critical safety equipment and training that protect them and our communities.
- ⑤ Issue #2 hurts Ohio families and blames public employees for a mess caused by Wall Street's greed.
- ⑤ The people abusing the system are not the hard working people of Ohio. They are the politicians making a



special exemption just for themselves and upper management. The real crime here is the thousands of middle class Ohioans whose rights have been stripped away while politicians pay back corporate donors.

- ⑤ I'm worried because Issue #2 will take away my voice in school decisions, like how big our class sizes are.

Adding five or six more students will really take away the personal attention that I know my students need.

- ⑤ You don't solve the problems facing Ohio families by attacking them and putting their safety at risk.

Need more? You also may visit www.weareohio.com.

From there, you can share information with everyone you know. Check future editions of *The Voice* for more talking points.

Making strides toward a cure



Cancer touches more than just the people diagnosed. It has an impact on everyone around them. The American Cancer Society's Making Strides Against Breast Cancer walk unites communities to celebrate people who have battled breast cancer, educates people about ways to reduce their risk and empowers communities to join the fight.

Every dollar you raise and every step you take will save lives by helping people stay well and get well by finding cures and by fighting back against breast cancer.

Since 1993, nearly 7 million walkers have raised more than \$400 million through participating in the noncompetitive walking events. In 2010 alone, nearly 800,000 walkers across the country collected more than \$60 million to save lives from breast cancer.

You can join CEA on Sunday, Oct. 23, along with thousands of others. The walk begins at 10 a.m. at COSI, 333 W. Broad St. Registration begins at 8:30 a.m. CEA is a flagship sponsor, so we would like to show strong support for this event by having scores of teams registered. Form a team at your school. Your team members do not have to be district employees. This is a great opportunity to involve the community in your school efforts. Some schools encourage students and their parents to join their teams.

There is no fee to register. Go to <http://bit.ly/cWoVMh> to register. Please be sure to add Columbus Education Association as your company. The first 30 people to register online can receive a free CEA Making Strides T-shirt. Once your registration is confirmed, you will receive your T-shirt. Sizes are limited, so register early.

For more information, call Ezetta Murray at CEA (253-4731).

Build your team, fight Issue #2

We care deeply about our students and are committed to their success. We're proud to do whatever they need to help them learn, grow and be protected. That's why we must stand up to the threat of Issue #2.

We have an important fight ahead of us to protect our students and their families, and we know that we can't defeat Issue #2 by ourselves. We need our friends, our families and our neighbors to join with us. Through We Are Ohio's Friends, Family & Neighbors program, we can help ensure that Issue #2 DOES NOT PASS by talking with our colleagues, family members, friends and neighbors.

Joining the movement to take back our schools and Ohio is just a click away. To download instructions on how to use this program, go to <http://bit.ly/waohelp> or go straight to <http://waofriends.com> to get started building your team. Additionally, 10-minute meetings will be held by faculty representatives in the coming week to help familiarize members on how to participate in this vital campaign.

We need the commitment of your friends, family and neighbors to vote NO on Issue #2 because it's unfair, unsafe and hurts us all.

You've got Weingarten Rights

Often times when teachers are called into the principal's office, they tend to say too much before they seek representation. Members should be cautious when their principal asks them to attend a meeting and does not tell them the reason.

First, ask the reason for the meeting. Then remember: The principal is under no obligation to tell you about your right to representation. But you are entitled to it any time the reason is for disciplinary action, allegation of abuse or a complaint by a parent, student or community member.

We can thank the U.S. Supreme Court, which 30 years ago protected unionized workers' rights to due process during questioning by a supervisor. The case, *NLRB v. J. Weingarten*, has come to define what's known as your Weingarten Rights. If you are asked to attend a meeting with your principal or supervisor for an unspecified reason, you should exercise these 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. But if the meeting becomes disciplinary in nature, you are entitled to CEA representation upon your request.

The choice of representative is up to you. It is your right as a dues-paying CEA member. 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 can attend. Section 404.01 of the *Master Agreement* provides members with a maximum of five school days to reschedule meeting to accommodate this representative.

Your Weingarten Rights can be found on the CEA Website at <http://bit.ly/qOc1g7>. If you have questions, please call CEA at 253-4731.

The May shuffle

This year, and every six to eight years, there is a three-week pay gap between school years. Since the payroll and deduction schedules had not been negotiated before the close of the school year, the three-week gap at the beginning of the school year would have caused members an unplanned lapse between paychecks.

The Treasurer's office agreed to defer the gap and to pay

employees on Sept. 9, 2011, preserving the two-week period between pays. However, there will be a change in the spring to deal with the three-week gap that occurs when there are 53 Fridays in a fiscal or calendar year or when there is a 12-week rather than an 11-week summer break.

In May, members will receive a full pay on May 4, followed by two half pays, two weeks in a row, on May 18 and on May 25 (with half-payroll deductions). The regular pay schedule will resume on June 8 with a full paycheck. Download the 2011-2012 Payroll and Deduction Schedule at <http://bit.ly/mSEFVj>. Call CEA at 253-4731 if you have any questions.

Come to the Fall Fling

Each fall, we hold a big party where you can unwind, enjoy some music, have great food, win prizes, get to know your colleagues and meet some local elected officials. CEA's 2011 Fall Fling is Friday, Sept. 23, from 4-8 p.m. at the Hilton Columbus Easton. Once again, we will feature music by the band, Lt. Dan's New Legs, a diverse mix of R&B, pop, dance and Hip-Hop. We hope to see you there! Admission is free, and beer and wine are just \$2.



Special notes

- ❑ The **deadline to check your voter registration is Oct. 11**. Visit <http://bit.ly/naFro6> to **check your name and address**. Make changes in person or by U.S. mail using the form at <http://1.usa.gov/neNjje>.
- ❑ You can get assistance with your dependent's college tuition from the **CEA Member Scholarship Fund**. The completed application form and documents must be received at the CEA office by 5 p.m. on Tuesday, Oct. 18. Go to <http://bit.ly/qXNvLT> to download an application form or obtain one from the CEA office.
- ❑ The **Columbus Division of Police Regional Training Center and Grant Writing USA** will present a **two-day grants workshop** in Columbus, **Oct. 17-18**. A special tuition rate of \$395 is being offered. Use code **OHNPO** to receive a \$30 discount off the full price at registration. Go to <http://grantstraining.com/cpd1> to register. Call 800-814-8191 or email cs@grantwritingusa.com with questions.
- ❑ **Join the Sick Leave Bank. Donate two days** to the bank and **borrow ten** if you run out. Download a form at <http://bit.ly/q1hhmd>. Return the completed form to the **CCS Treasurer's Office by Friday, Sept. 30**.
- ❑ **Strayer University** is seeking a **part-time adjunct faculty** member in the **English department**. Applicants must hold a Master's degree with at least 18 graduate semester hours in composition and/or literature, at least one year of teaching experience online and/or teaching adults and two to five years work experience. Send applications with transcripts to Kim Triplett, Strayer University, Columbus Academic Assistant, 8425 Pulsar Place, Suite 400, Columbus, OH 43240. Call her at (614) 310-6711 with questions.

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.

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