



REP COUNCIL UPDATE

October 4, 2017

575 CRANBURY ROAD - SUITE B1 EAST BRUNSWICK, NJ 08816 732-390-6600 FAX 732-390-6603 WWW.MY-EBEA.ORG

Hot Topics from the President...

It is very important if you are called into a meeting with an administrator and you feel this meeting may be disciplinary or may affect your working conditions, that you invoke your Weingarten Rights. Weingarten Rights allows for you to have an EBEA Representative with you during the meeting, allows you to meet with this EBEA Rep prior to the meeting, and allows you to know the topic of the meeting in advance. When an employee makes a Weingarten request, the administrator has three options: 1) grant the request; 2) deny the request and stop the meeting immediately; or 3) reschedule the interview. It is important that you are proactive and know your rights. If an administrator tells you it is not necessary to have an EBEA Rep present, you may continue the meeting. However, if at any point during the meeting you feel it has the potential to be disciplinary, please invoke your Weingarten rights.

Weingarten Rights

"I have a reasonable belief that this meeting may lead to disciplinary action against me. I respectfully request that my EBEA Representative be present at this meeting. Without representation, I choose not to answer any questions." [NLRB vs. Weingarten, Inc. U.S. - 251 (1975)]

Prudential open enrollment will begin this Fall. A Prudential Rep will be in the buildings during lunch as follows: Oct 17 – all elementary schools; Oct 18 – CJHS, HMS, Admin; Oct 19 – EBHS, and Oct 20- SOF.

As EBEA members, we are united and work together. If you have an issue with a fellow member, please bring your concerns to either your building rep or to the EBEA office.

Upcoming Events



- October 12 – EBHS PRIDE presentations at BOE meeting
 - October 12 – "Evaluate IT" workshop at EBEA office 4-7pm.
 - October 12 – MCEA Early Career Member Benefits Reception
 - October 14 – NJEA Teaching and Learning Symposium 8am-3pm
 - October 17 – Rep training at EBEA office – "How to Rep a Member"
 - October 18 – MCEA Workshop "Succeeding with Challenging Students for ESPs"
 - October 21 – EB EdCamp Exit 9 – HMS- 8:30-12:30pm
 - October 20-21 – NJEA Urban Education Symposium
 - October 25 – MCEA workshop "Succeeding with Challenging Students for Teachers"
 - October 27-28 – NJEA Jim George Collective Bargaining Summit
 - November 9-10 – NJEA Convention
 - November 9 – MCEA Reception at Bally's 4-7pm (you must register)
 - November 14- MCEA ESP Member Benefits Social at Grand Marquis
 - November 20 – MCEA workshop "Universal Design for Learning"
 - November 28 – Optical Academy at the EBEA office 11am-6pm.
 - November 29 – EBEA Fall Fest Social at the Ria Mar 4-7pm
- (all information can be found on our website at www.my-ebea.org)

What You Need to Know...

There are many ways to save money and earn back the amount you pay into membership. Please go www.njea.org and then click on the "membership" tab at the top scroll down to "membership benefits" and start exploring. You can save money on the purchase of appliances, hearing aids, a new car, insurance, travel, computers, legal services for personal matters such as home closings and so much more.

The EBEA scholarship committee welcomes your donation to support an EBHS senior who will be pursuing a career in education. Your

donation can be directly withdrawn from your paycheck for as little as 50 cents per paycheck by filling out the form on our website. Please click on "Committees" and scroll down to "scholarship". You can also make a onetime donation by sending a check to the EBEA - "scholarship" in the memo.

The EBEA PRIDE committee is very busy again this year. PRIDE will be sponsoring the "Learning Across the District" presentations at the BOE meetings. Also, PRIDE will sponsor the EB Mall-o-Ween trick- or-treat event on October 31st, and the Sociology

Intergeneration Studies Program at EBHS. PRIDE is also very excited for the late Fall ribbon cutting ceremony of our EBEA Bears Bargain Den. This will be a second-hand shop at the EBEA office for East Brunswick students. Please begin saving your pre-school through high school size clothing to donate to our worthy cause. A flyer with information will be coming out shortly. Volunteers have working tirelessly to prepare the Bargain Den for its grand opening. If you are interesting in volunteering for this year-round event, please email JoAnn Peterson at jpeterson@ebnet.org.

Actions You Need to Take...

1. Join us at EB EdCamp Exit 9 on October 21, 2017 to participate in the ultimate "unconference". Raffle baskets, free giveaways will accompany outstanding discussions and hand-on sessions. All community members and educators from around the state our welcome. The event runs from 8:30am to 12:30pm. This event is sponsored by EBEA PRIDE! Please join us and register at <http://ebedcamp.weebly.com/> Bring a friend! If you want to volunteer please register at <https://www.surveymonkey.com/r/EBEdCampVOLUNTEER>
2. Please register to VOTE by October 17, 2017. Vote-by-mail ballot applications are due by postal mail to county clerk by October 31, 2017. Deadline for in-person Vote-by-Mail ballot applications for general election is 3pm November 6, 2017. REMEMBER to VOTE November 7th! See www.my-ebca.org for a list of PAC endorsed candidates. <http://www.nj.gov/state/elections/voting-information-vote-by-mail.html>
3. If you have not received an EBEA email from us please sign in to your NJEA account and update your profile information at www.njea.org (you will need your NJEA PIN# found on your membership card, passwords are the last 4 digits of your social security #.) This is the best way for your Association to communicate with you regarding private, important and contractual information as well as sharing upcoming happenings in your union. Please **DO NOT** use your school email address.