

LIVONIA
Paraprofessionals'
Association

LPA... Providing support in education

www.iammea.org/lpa

Newsletter

October 2018
Issue #2



No matter who you vote for – Please vote on November 6th –

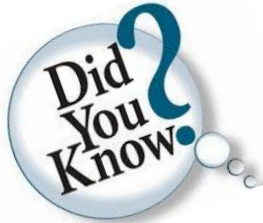
Voting for your Negotiating Team and Cluster Reps will take place October 23rd to 25th. Expect an email with a link to vote and instructions. Nominees are:

Negotiating Team:

Chele Dolan
Sue Gonyou
Cyndi Kaptanowsky
Ann Kosinski
Elissa Mugianis
Carrie Shelton
Phil Socie
Betty Jo Woodworth

Cluster Representatives:

Ann Kosinski



In your contract:

Article XI-Section C. Family and Medical Leave Act (FMLA) - paragraph 5

“An employee requesting a FMLA leave must provide the Assistant Superintendent of Human Resources at least thirty (30) days advance notice of when the leave is to begin. If such notice is not feasible, then notice is to be provided as soon as possible.”

--See the full language in your contract on pages 24, 25 and 26

We have received feedback from the district indicating that they are often not given the required notification. The sooner you let them know, the easier the process will be for everyone involved. Also, be sure to notify our membership chair, Phil Socie, so that we can notify the MEA and they can adjust your dues accordingly.
phil.socie@gmail.com

Weingarten Rights

As a union member, you have a right to have union representation at any interview or meeting that could lead to disciplinary action against you. Should you be called to see administration for a meeting, you should ask a simple question: “Could this meeting lead to possible disciplinary action against me?” If the answer is “yes”, you have a right to have a union representative at this meeting. It is your responsibility to make this request. Once the request is made, the meeting should be delayed until you are able to meet with your union representative.

Building Rep Meeting

The first Building Rep Meeting of the year will be October 25th at 5:15 pm at the MEA office, located at 40500 Ann Arbor Rd., Suite 100, Plymouth, MI. Phone: 734-937-0995

We look forward to seeing all of our building reps, both new and experienced.

Be sure to check out our UPDATED website!! www.iammea.org/lpa

Mandatory Professional Development

Our second and final Mandatory PD date is on November 6, 2018. Look for notification of the details from the district in the near future.

Transportation paraprofessionals who have already attended two days of mandatory PD will not be required to attend on this date.

Welcome New Paraprofessionals

Cory Linsner-Webster
Kimberly Hume-Transportation

All new employees receive a LPS email account. If you have not received your account information yet, please contact your administrator.

Do you know? Newly hired members receive \$15,000 in term life insurance free of charge from the NEA in their first year of employment! Contact **Phil Socie** to find out how to enroll... phil.socie@gmail.com

Save the date

Advocacy Training for Building Reps

Monday, November 19, 2019 - time and location to be determined

General Membership Meetings

Thursday, January 31, 2019 at 5:15 pm
Tuesday, March 19, 2019 at 5:15 pm

eDues Payments and Rebates

Sign in to the MEA website to be sure your payment information is up to date.

Back by Popular Demand!

Get a \$30 rebate by paying your dues in full up front!!

Members who pay their yearly dues in full by October 31, 2018 will receive a \$30 rebate. All members who are paid in full by that date will get a rebate form from MEA in November. If they sign that form and return it by December 31, 2018, they'll receive a \$30 check within 90 days.

New Hire Meeting

-session 2-

All paraprofessionals who have been hired from January 2018 to the present are invited to attend an informational meeting on **Wednesday, November 7th at 5:15 pm.** Arrive after 4:45 pm to enjoy dinner before the meeting.

You should attend *your* New Hire Meeting to go over important details regarding *your* contract. You will have the opportunity to ask questions and get details about personal days, vacation time and other benefits offered to you as a member of the Paraprofessional bargaining unit.

The meeting will be held at the local MEA office located at 40500 Ann Arbor Rd, Plymouth, MI.

Please RSVP and direct any questions to Cindy Ignash at cignash@gmail.com.

DON'T FORGET TO



If you haven't made time to check your payroll, please do it now!

Log into voucher system at the RESA website to be sure that your rate of pay is correct.

<https://hrweb.resa.net/eemployee>

If there are any problems with vouchers please contact the payroll office at: 734-744-2505

If there are issues with your rate of pay, you should document your concerns in an email to Kathy Wood in the Human Resources Office. kwood@livoniapublicschools.org. Emailing, rather than calling creates a record and helps ensure that each problem will be properly researched and resolved.



We have been contacted by members who have found errors in their rate of pay. The district will make corrections, but you need to let them know if there has been a mistake.