



AEA RIGHTS NEWSLETTER



September 2009

So, you've been called in to speak to your supervisor. While it may simply be a friendly meeting, if you have a reasonable expectation that discipline may occur or that the meeting is being called for fact finding purposes, you have the right to union representation at the meeting.

This right to representation and other specifics are found in the collective bargaining agreement between the Anchorage School District and the Anchorage Education Association. According to the contract's Equitable Treatment clause Section 425 D and E:

D. When a member is required to meet with an administrator for disciplinary action, the member shall be given 48 hours prior written notice of the time and nature of the meeting and shall be apprised of the right to have an Association representative present...

E. When an administrator disciplines a member for some infraction of rules or delinquency in professional performance, the member shall be entitled, upon request, to have an Association representative present. When a request for representation is made, no action shall be taken until a representative can be present. The meeting shall be held as soon as possible.

Although it is often desirable to expedite a meeting of this kind for all parties involved, the administration must allow for a delay if necessary to accommodate the union representative. If an administrator insists upon holding a meeting immediately despite your request for a delay to include a representative, you should attend the meeting so as not to be insubordinate, take careful notes, refrain from answering questions regarding any accusations until representation is present, and call the union immediately after. If you have any questions related to this or another contract issue, please contact a building representative or an AEA staff member.

AEA Employee Rights Committee 2009-2010

Michael Scott – Chair – East High

Corey Aist, Polaris K-12; Ron Fuhrer, McLaughlin Secondary; Jane Gray, South High;

Rob Hartley, Dimond High; Scott Hickox, Boniface Mall Offices; Carol Larson, Bartlett High;

Karen Orfitelli, Whaley School; Ron Prewitt, ASD Continuation; Lucile Rense, Rabbit Creek Elementary

Grievance #	Filed	Issue	School	Status
08-06/FY08	5/5/08	420; 425 and any other relevant section	Mt. Spurr	Decision in favor of district
08-11/FY08	8/26/08	135A Contract Extension	ALL	Decision in favor of district
08-15/FY08	9/11/08	470 Emergency Coverage and past practice	ASSDHH	Settled
09-01/FY09	5/1/09	413 assign and transfer, plus other issues	Chugiak High	Withdrawn
09-02/FY09	5/22/09	Letter of Reprimand	Romig	Withdrawn
09-03/FY09	5/28/09	413 assignment and transfer, request for reasons	Chugiak High	Resolved
09-04/FY09	5/28/09	464B. 3; C. 2, 6 & 7; 510 D; 715	Mt. Spurr	Level I
09-05/FY09	6/10/09	425 F	Aquarian	Resolved
09-06/FY09	7/29/09	150, 401, 420, 425, 441 and any other	Chugiak High	Level II

