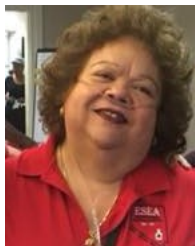


Unity Matters

A publication of ESEA for CCSD Support Professionals



January 2019

Happy New Year from your ESEA President

Happy New year to all! I hope the 3% extra pay that was negotiated by ESEA and paid out in December made your holidays brighter. The negotiation team and myself hear you when you say “working in the school district use to be a great place to work! Now it is just.....”

We will be working with ALL stake holders to make sure that this legislature and governor focuses on putting more money into Public Schools which means salary and benefits to Support Professionals! Until next time, **thank “YOU”** for all you do for our awesome students in Clark County.

Remember your Weingarten Rights

In 1975, the U.S. Supreme Court declared that employees protected by the National Labor Relations Act have the right to assistance from their union representative during an investigatory interview. The rights recognized in that case and in later court cases are called “Weingarten Rights”.

Nevada’s Employee Management Relations Board (EMRB) extended the right to union assistance during investigatory interviews to school districts employees.

An Education Support Professional (ESP) who is the subject of an investigatory interview with their supervisor, school administrator, Transportation Investigator or School Police are entitled to request their UniServ Director or union representation to be present at the interview.

Weingarten Rights apply to union assistance when an administrator or a supervisor questions an employee to obtain information that could result in disciplinary action against the employee or if the employee reasonable believes may lead to disciplinary action.

When an employee request representation at an investigatory interview, the person conducting the interview may: (1) grant the request and postpone the meeting until a representative can be present; or (2) deny the request and end the interview immediately. If a request for representation is denied or if a representative is not allowed to participate in the interview the person conducting the interview cannot ask the employee any questions or attempt to obtain information from the employee.

A representative who is present at an investigatory interview is entitled to take an active role in assisting the employee.



Calendar of Events

January 26th - **Clerical Job Family** -10AM-12 PM
February 13th - **Rep Council** -5:30- 6:30 PM
February 16th - **Transportation Job Family** -10AM- 12PM
March 13th - **Rep Council** -5:30- 6:30 PM
March 16th - **Skilled Trades Job Family** -10AM - 12PM
April 10th - **Rep Council** -5:30- 6:30 PM
April 13th - **Technical Job Family** -10AM-12 PM
May 8th - **Rep Council** -5:30 - 6:30 PM
May 11th - **Para Professionals Job Family** -10AM- 12PM
June 12th - **Rep Council** -5:30- 6:30PM



NEA Member Benefit of the Month

Wow Your Loved Ones with a Gift from 1800FLOWERS.COM or 1800BASKETS.COM Family of Brands! Love is in the air, so be sure to surprise your ‘special someone’ on Valentine’s Day

with a gorgeous floral arrangement or tantalizing gourmet gift basket—and get 20% off your order—from 1800Flowers.com and 1800Baskets.com! Choose gifts from an expanded array of popular brands such as Harry & David, Cheryl’s Cookies, The Popcorn Factory and more! For more information and to place your order, go to www.neamb.com/flowers

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