EWTA Constitution

Proposed Amendments
Constitution Committee:

Meryl Fordin
Ashley Rogala

Noel Cohen - EWTA attorney
The reason for the constitutional changes:

- To comply with the law
- To define a “member in good standing”
- To define rights of “members in good standing”
- To define rights of “non-members”
Members in good standing are members who have paid all dues mandated by EWTA, NYSUT and our National Unions.
Members in good standing are entitled to:

- Attend EWTA meetings
- Vote for officers/reps
- Run for office/rep
- Ratify contracts
- Make recommendations to the EWTA Executive Assembly
- Join the Retiree Chapter
- Benefit Fund benefits in retirement

Non-Members are not entitled to above.
Members in good standing are entitled to:

Representation in matters covered by the Education Law and/or Commissioner’s Regulation and/or the Taylor Law, including, but not limited to:

- Education Law 3020-a (discipline of tenured teachers)
- Education Law 3019-a (notice of termination)
- Education Law 913 – (medical examinations)
- Education Law 2510/3013 – (layoff and recall)
- Commissioner’s Regulations Part 83 (moral character complaints/revocation of certification)
- APPR appeals
- Proceedings before PERB.

Non-Members are not entitled to above.
Members in good standing are entitled to:

Representation in matters covered by the Civil Service Law including, but not limited to:
  - Section 71-73 (ordinary disability and work-related disability leaves)
  - Section 75 (discipline and discharge)
  - Section 80 (layoff and recall)

Non-Members are not entitled to above.
Members in good standing are entitled to:

Representation in matters covered by other laws, regulations and agencies, including, but not limited to:

- Unemployment Insurance hearings
- FLSA/Wage and Hour Compliance
- Retirement System Advocacy
- Workers Compensation Claims
- Disability Claims
- NYS Division of Human Rights, EEOC claims
- FMLA and ADA claims.

Non-Members are not entitled to above.
Members in good standing are entitled to:

- Representation at disciplinary hearings, meetings, or interviews with administrators, supervisors, lawyers or their agents that may lead to disciplinary action.

- Access any EWTA, NYSUT or national affiliate benefit plan purchased by any of these parties whose eligibility is limited to membership in good standing in any of these organizations.

- Participate in any Union activity: social, collegial, professional or other such events conducted by or for the EWTA.

Non-Members are not entitled to above.
Non-members shall be entitled to:

- Representation in the grievance/arbitration process concerning any alleged violation of a contractually guaranteed right.

- Every benefit in the contract as is provided to an EWTA member in good standing.
Process:
- Draft posted on the EWTA website as of March 11, 2020
Meetings in every building:
- Willets- March 11, 2020
- North Side - March 23, 2020
- Wheatley- March 31, 2020
Referendum vote in each building on Tuesday, April 21, 2020
Questions?