

## PTA Proposal X-8 Association Rights

Presented by PTA on Wednesday, April 9, 2025

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PTA makes the following proposal related to creating a new article entitled "Association Rights".

Article \_\_\_\_: Association Rights

### A. Contact Information

#### The Administration shall:

1. Provide to the Association the name, job title, unique employee number, and work location(s) of each new hire in the bargaining unit no later than ten (10) calendar days after the new Member's hire date.
2. Provide the Association with all personal contact information the district has on file for each bargaining unit member. Personal contact information shall include name, job title/assignment, worksite location, home address, work telephone number, home and personal cellular telephone numbers, work email address and personal email address, and unique employee identification number. This information shall be provided to the Association three (3) times per year (September 15, January 15, and May 15) in spreadsheet file format, or another format mutually agreed to by the parties. The Administration shall not release any personal contact information of any Member to any third parties unless required by law or court order.
3. Send the Association notice of change in employment status for any Member(s) as soon as reasonably possible and no later than thirty (30) calendar days after the change in status. For purposes of this article, status shall be defined by events including but not limited to, retirement, extended leave of absence, termination, resignation, job reclassification, title change, worksite change, and/or promotion.

### B. Access to Members

1. At the beginning of each school year, the Administration shall provide one (1) hour of Association Meeting time for all bargaining unit members and potential bargaining unit members. The one (1) hour of meeting time shall occur during the regular contracted workday in a space agreeable to the Association shall be provided to hold the meeting. The Association may use this time to: conduct vital union business, sign up new members, meet with union representatives, update members on communications from state and national



affiliates, provide benefit services and consultation, and other Association activities.

- a. For employees hired mid-year, the Administration shall provide one (1) hour of individual or small group Association Meeting time during the contracted workday to occur within ten (10) days of the Member's date of hire.
  - b. New Hire orientations, whether they take place at the start of a new school year or at any other time throughout the year, shall include a dedicated half-hour for the Association to engage directly with new hires. The Association shall have the right to include up to three (3) documents in the new hire paperwork, printed at the Association's expense.
2. When an Association representative enters a school building, they shall sign in as a visitor and shall be able to meet with Members in the staff common areas, such as lunch rooms, teacher conference rooms, meeting rooms, and break rooms, at times that do not interfere with their work. When a representative needs to travel between rooms within a building during the student school day, they shall be accompanied by a staff member of the Association's choosing.

**C. Representation**

1. The Association shall have the right to appoint a representative to attend informational meetings and training events organized by Pembroke Public Schools that are reasonably related to PTA members' terms and conditions of employment.
2. The Association and its representatives shall have the right to represent Members in matters related to discipline, assignment, and terms and conditions of employment.

**D. Non-Discrimination**

There shall be no discrimination by the District or its representatives against any Member because of their activity or membership in the Association. The District further agrees that there will be no discrimination against any Member for their adherence to any provision of this Agreement or their refusal to comply with any order which would violate this Agreement or the ethical standards of the Member's professional role.<sup>1</sup>

**E. School Committee Reports**

1. The Association shall have the right to make reports to the School Committee during School Committee meetings in open forum.

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<sup>1</sup> This language closely mirrors language that appears in other contracts for public employees in Pembroke, and is a necessary protection for Members.



2. A representative of the Association shall be allowed to sit with the Pembroke School Committee at open meetings and to participate actively in an advisory capacity.
  - a. The Association representative shall not have voting rights for School Committee votes and/or decisions.
  - b. The Association shall not participate in executive sessions, unless invited by the School Committee or participating in a Level 3 Grievance Hearing.
  - c. The Association representative shall be appointed by the Association.

Counter proposal: The School Committee shall comply with all provisions of M.G.L. Chapter 150E, including, but not limited to Section 5A.

#### F. E. MTA Delegates<sup>2</sup>

1. The Committee shall grant one (1) day's leave of absence, with pay, ~~minus the cost of a substitute for up to eight (8) elected delegates~~ to attend the Massachusetts Teachers Association Annual Meeting.

Reject – if the number of delegates increases, the PTA/MTA must notify the Committee.

2. The Association ~~will~~ shall reimburse the ~~delegate(s) District~~ for the real cost of hiring a substitute or substitutes pursuant to the provisions of this section.

Agree

3. This time shall not be deducted from, but shall be in addition to, any other leave provisions.

#### G. PTA President Release Time

1. The President of the Pembroke Teachers Association shall have the right to one hundred and fifty (150) hours of release time for the purposes of conducting Association business.
  - a. Release time may be claimed in one (1)-hour increments.
  - b. The President must provide notice to their principal or supervisor of intent to use President Release Time at least one (1) calendar day in advance, with an exception for extenuating circumstances that may prevent advanced notice.

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<sup>2</sup> This section "MTA Delegates" has been moved from Article XI Leaved, Section F



- c. For the purposes of conducting Association business during release time, the PTA President shall be provided with a private work space in the building where they are conducting Association business.
  - d. These hours shall reset at the beginning of each new contract year.
2. The President shall not be assigned duties in order to allow time each day for Association Business.

Reject.