

GEA

Advocacy Responsibilities



2023

Employee Rights

- Employees have the right to know what is expected of them and what the consequences of not fulfilling those expectations will be.
- The employee has the right to consistent and predictable employer responses to violations of rules.
- The employee has a right to fair discipline based on facts.

Employee Rights

- The employee has a right to question the facts and to present a defense.
- The employee has the right to appeal the disciplinary decision.
- The employee has the right to progressive discipline.
- The employee has a right to be considered as an individual.

Right to Representation

RED FLAG MOMENTS

There are moments for an educator that will cause concern and raise "red flags." In those cases, the member should consider finding the Granite Education Association (GEA) Association Representative (AR) or call for a Director before participating in a meeting with a building administrator. Many times members will acquiesce to questioning without representation. This is not a wise decision!



GEA is your advocate anytime employment issues arise!



WHAT TO SAY IF AN ADMINISTRATOR ASKS QUESTIONS THAT COULD LEAD TO DISCIPLINE:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request postponement of this meeting until I can arrange to have a GEA representative present."

THE FOLLOWING SCENARIOS ARE EXAMPLES OF WHAT MAY OCCUR, AND A GEA MEMBER SHOULD VIEW THIS AS A SIGNAL THAT IT IS TIME TO FIND THE FIRST AVAILABLE REPRESENTATIVE:

An administrator requests that you attend a meeting with a parent and you feel it may become overly emotional, volatile, or think there may be discipline action.

An administrator starts getting "hot-under-the-collar" with you, and you're alone.

You walk into the office and you're met by two administrators: one is from your building and one is from the district. You are unaware what the meeting may be about.

Your administrator says anything that sounds like:
- "I've had some parent complaints about you."
- "I have some concerns we need to talk about."
- "There are rumors in the community about you that we need to discuss."

YOU DEFINITELY NEED A GEA AR OR DIRECTOR IF:

Your administrator asks, "Do you want representation?" **THE ANSWER IS ALWAYS, "YES!"** If your administrator is offering or suggesting representation prior to the meeting, you can be assured the meeting will be a serious matter.

Your administrator uses any of the following words in the course of a meeting: discipline, termination, employment status, or negative evaluation.

Granite Education Association
5180 South 875 East #1, Murray, UT 84107
(801) 266-4411
Directors: Jessica Dunn and Barbara Antonetti



GEA Red Flag Moments



Role of the AR

- The Association Representative (AR) should have an initial conversation with the member about the allegation(s) and determine whether or not the member should speak with a Director.
- The AR should encourage the member to document the event in writing as soon as possible. This is for GEA purposes, not for the principal.
- The AR should keep everything confidential.

Role of the AR

- The AR can attend a meeting between the member and the principal for the purpose of taking notes.
 - These notes are for the member and GEA, not the principal.
 - Note the date, time, and who is in attendance.
 - Write down ACCURATE quotes.
- If the meeting is progressing toward a bad situation, the AR may say, "I respectfully request that this meeting end so that a GEA staff person may be present."

Member Responsibilities

The member should -

- Keep all emotions in check.
- Be truthful with all responses; but, never answer more than has been asked.
- Sign the document as an acknowledgment of receipt.
- Get a copy of any document that the member signed.
- Contact a Director, if one is not already involved.

Directors

- GEA employs two Directors - an Executive and an Associate, who provide advocacy within GSD.
- If two members are involved on opposite sides of a concern, each member will be assigned a Director for full advocacy representation.
- A Director can be involved in any Corrective Discipline meeting.

Directors

- A Director should help a member respond to a written request (formerly known as a Request for Information or RFI), respond to a discipline letter, or navigate a suspension or termination.
- A Director should be involved if the allegation involves sex, money, abuse or other criminal matters, or if the police (city or District) are involved.
- A Director should be contacted immediately if a member is placed on Paid Administrative Leave.

UEA Legal Services

- A Director must be contacted before the UEA Legal Services process can be initiated.
- UEA provides legal services for members for legal needs within the scope of employment.
 - Covered:
license review by UPPAC, RIF, discrimination, etc.
 - Not covered:
termination for abuse, drugs, sex, porn, etc.



Questions?

If you are unsure how to support a member or if you need advocacy, contact the GEA Office.

801-266-4411

