



TAAAC
September 2023

Action Report

Nicole Disney Bates, President
Kristina Korona, Vice President
Diane Barnes, Secretary-Treasurer

What is union membership to you?

When I began teaching in Anne Arundel County, I knew that the union was there for me if I got in trouble with my administrators. I really had no idea what else my union did for me or what I could do for the teaching profession by being part of the union. Little did I know that my union is much greater than the place to protect me from discipline. My union, your union, our union has a variety of important jobs and all of them can be supported by you!

- 1. Negotiate our contract.** We begin our contract cycle in September/October and your Negotiations Team is comprised of 7 individuals from a spectrum of jobs! These folks meet during the school day and after school to discuss, negotiate, and propose items for your contract. Beyond that, there is a negotiations committee that provides input on the contract negotiations to make your contract, the best contract possible!
- 2. Advocate for your contract.** Getting the best contract depends on YOU! We as TAAAC attend budget hearings, legislative hearings and meetings, and school board meetings to advocate for the best contract possible!
- 3. Implement your contract.** Your contract has lots of different provisions that impact your day-to-day work from duty-free lunch time to planning time to student discipline. Your contract provides you with your contractual rights within the school! Contract implementation depends on you! You can bring your concerns to your colleagues, your Faculty Advisory Council, and your administration. Not sure, if your contractual rights are being violated? Contact us, your Building Rep, or your Board of Director Liason.
- 4. Support.** We are here for you. We have committees such as Special Education, Racial and Social Justice, Government Relations, Early Career Educators, Community Involvement, and more to support our union and to support each other. We also have UniSerts, an Executive Director, and me, the President to support you! We are happy to listen, visit, and even bring donuts!

Your union is not just here to protect you. That is one part of your membership, but we are so much more! We hope you join us, and become active with us because we look forward to working and advocating with and for you! Today is the day to ask yourself, how will I get involved in my union? What does my membership mean to me? What do I want to see at my school, my cluster, my county? You can help shape the future!



TAAAC STAFF

If you need support, have to file a grievance, or just want to learn about your union, contact your UniServ Directors:



Jason Fahie | jfahie@mseane.org

- Chesapeake, Glen Burnie, North County & Northeast Feeders

Mike Magee | mmagee@mseane.org

- Arundel, Crofton, Meade & Old Mill Feeders

Beth Ramey | bramey@mseane.org

- Annapolis, Broadneck, Severna Park, South River & Southern Feeders

TAAAC Board of Directors

Maria Cote
Dyana Cronin
Maryalice Davis

Cathy Flanders
Will Johnson
Chris Lerch

Melissa McHarg
Marissa Raimond
Jessica Roth

Geoff Turk
Karina Zotti



TAAAC Member Resources

For more information, visit www.taaaconline.org.

CONTENTIA: UniServ Update

The Pregnant Workers Fairness Act is a federal law requiring covered employers to provide reasonable accommodations to workers affected by pregnancy, childbirth, or related medical conditions absent a situation in which the accommodation will cause an undue hardship on the employer. Workers with healthy pregnancies are also permitted to seek accommodations under the Act, and there is no threshold in terms of the severity of physical and/or mental conditions for accommodation requests. Additionally, the Act includes a broad definition of pregnancy, childbirth, or related conditions including but not limited to lactation, miscarriages, and abortion. Temporary accommodations may include altering an employee's job duties by excusing the employee from strenuous activities and/or exposure to compounds/diseases not safe for pregnancy; providing additional breaks/closer parking; or time off. Accommodations are reviewed on a case-by-case basis.

SICK LEAVE BANK

Open enrollment to join the Sick Leave Bank ends September 30! Learn more and donate your day: bit.ly/3nEfApM

NOMINATIONS

Nominations are open for the Negotiations Committee until October 11. Submit your name: bit.ly/3PwsmC4

BARGAINING SURVEY

Take the FY25 Bargaining Survey at surveymonkey.com/r/H9ND8HB

MEET BETH

Beth got her start organizing as an undergrad at the University of Massachusetts Amherst (Go Minutemen!) organizing to protect the environment and cancel student debt. Over the last 10 years, Beth has worked on economic and environmental justice issues across the country before landing at MSEA in 2017. Before moving into the role of UniServ director with MSEA, Beth has focused on organizing pre-service through new educators. Beth's most proud of growing MSEA's union leadership training and a recent win to form the first ever, in Maryland, pilot program to pay student teachers \$20,000 for their internship. Beth is really excited to be working with educators in the county she has come to call home!

UPCOMING EVENTS

September 26: Special Ed/RSP

October 2: Bargaining Kick Off

October 9: Government Relations

October 11: Rep Assembly

RSVP at: taaaconline.org/events

NEW MEMBERS

Welcome the 593 educators in your buildings who joined TAAAC! Visit: taaaconline.org/2023/09/06/welcome-new-2023-taaac-members/