



The Members Run This Union!

February 2015

Dear Trumbull paraprofessionals and members of UE Local 222 #78,

UPSEU has been making claims and promises to get your vote. One of the claims by UPSEU is that they filed 30 grievances and won 28 for Trumbull school custodians.

UE filed an information request with the school administration and received **all** of the **UPSEU grievances filed since January 2014**. There are **eight (8)** of them. The undersigned UE representatives who service locals in CT, have reviewed them all. They are attached. **UPSEU has not, to date, taken a single one of these grievances to the Superintendent**. It is very unusual to just file grievances with no intent to go further with them.

The UPSEU “Official Grievance Form” contains the phrase **“I authorize UPSEU as my representative to act for me in the handling of this grievance”**. You will never see this on a UE grievance form (official or otherwise). Settling a grievance in the UE is, ultimately, a local’s decision alone – with assistance and advice from UE national representatives.

Amongst these grievances there is one for a custodial worker who was fired in June 2014. **UPSEU didn’t file the grievance for a month and missed the timeline**. The missed timeline became one of the reasons the administration denied the grievance.

The rest of the grievances, in the bunch, were denied and one had a “settlement” attached to it.

By filing, in writing, certain kinds of grievances and having them denied, in writing, the union could be establishing “bad practice”. Even for the next contract negotiations. These kinds of grievances are best discussed and investigated (and potentially resolved) at the verbal level. If the facts merit the grievance being pursued, however, it would then be put into writing.

When you have an outside union staff representative, like UPSEU, making all the decisions about filing and handling your grievances, you can easily and unnecessarily damage the relationship of your elected leadership with front-line supervision.

We don’t believe letting UPSEU take over your Union is in the best interests of the Trumbull Paraprofessionals. We will continue to work hard day and night for the members of UE and to protect and defend the rights and interests of Trumbull paraprofessionals.

We invite you to check out the information and resources on the UE Trumbull paraprofessional webpage at www.ueunion.org. Just type in “trumbull para” in the UE search window.

In solidarity,

Barbara Resnick, Field Organizer

Colleen Ezzo, Field Organizer

Mike Lewis, Field Organizer

Peter Knowlton, President, UE Northeast Region

Annie MacDonald, Field Organizer

John Woodruff, International Representative

Omar el Malah, Field Organizer