Know Your Rights
Did you know you have the right for union representation at investigative interviews? This is called the Weingarten Rights.

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.”

At that time, management must grant the request or end the questioning. If management continues the questioning without union representation that has been requested, they are committing an unfair labor practice.

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What’s Going On . . .

We continue to have disagreements with the Security Department Administration. We are not happy with the change in work conditions for some of the Security staff, which may lead to an Unfair Labor Practice charge. The Security Department is also running extremely short staffed. In the seven pay periods from July 16, 2012, to October 6, 2012, the security staff of only twenty have worked 4,371 hours in overtime! That is a cost of approximately $122,161.00 paid out for overtime, in only seven pay periods! That would easily pay the annual salary of three additional officers! Plus, it is a serious safety issue when they are working 60-80 hours over their regular scheduled 40 hours a week!

ESPA MEETING
We will be having an ESPA Meeting in January 2012 at the Warwick Campus. Further information will follow. This meeting cannot be held during company time, so it will be after hours.

The ESPA Sick Leave Bank will be frozen for 2013. Anyone currently in the bank will remain, any member wishing to join will be able to do so. An email will be sent out soon with further information.

ESPA Holiday Party! December 14, 2012, at Dusk in Providence. Full buffet dinner will be served! Cost is $10 for members, $15 for non-members. Please RSVP by November 30, 2012 to the following:
Leslie Florio—Warwick Campus
Leslie Kennedy—Lincoln Campus
Ken Dupuis—Providence Campus
Kerry Murphy—Newport Campus

REMEMBER: All Ginger Bread Express gifts have to be delivered by December 5, 2012. Anyone that would like to participate, please contact Leslie Florio at 825-2220 or llflorio@ccri.edu. Please do what you can to make a difference in a child’s life.

NEARI is offering free two hour workshops to help you understand the new pension system and how it effects your retirement. The next one will be:
WORKSHOP C on Tuesday, December 4th From 5:00pm – 7:00pm at Cumberland Public Library, 1464 Diamond Hill Road, Cumberland, RI 02864. Please RSVP to 508-847-5854 or WILLIAM.SYLVIA@LPL.COM. Take advantage of this opportunity to ask as many questions as you need.