

## ▶ Job Security Courtesy of Your Association

Sometimes dealing with difficult people leads to other job-related issues and concerns. You may need to protect your rights. If you need help, run—don't walk—to your nearest association rep or association president. Following is a list of concerns you may have that may not be covered by your contract.

### **Assaults**

Report the incident immediately to your supervisor. Write down all the details of the incident—date, time, names, location. Notify your association rep.

### **Child Abuse**

By law, education professionals must report suspected cases of abuse of children under 18 years of age to the Department of Social Services. Notify your supervisor of any evidence you have.

### **Discrimination**

According to state and federal law, your employer can't discriminate against you on the basis of race, sex, age, national origin, religion or color. Notify your association rep if you suspect any violations.

### **Reprimands and Suspensions**

If you get a verbal or written warning or reprimand or if you're suspended or dismissed, contact your association rep immediately whether you're guilty or not. You only have a short time to challenge the discipline.

### **Legal Representation**

You can request MEA legal representation for many job-related issues. If you need legal advice, contact your association rep or UniServ director.

### **Liability Protection**

You are provided with a \$1 million liability insurance policy for protection when you are criminally investigated, criminal charges have been filed against you, or you're being sued by a parent or student. These incidents must be job-related. Contact your association rep and UniServ director immediately.

### **Sexual Misconduct**

Sexually oriented contact between you and a minor child is illegal and can be grounds for dismissal. Complaints from parents or students should be reported to your association rep immediately.

### **Unemployment Compensation**

You usually are entitled to unemployment compensation when you are laid off. To be eligible, you have to apply for benefits immediately following your last day of work. Contact your UniServ director if you have questions.

### **Worker's Compensation**

Immediately report any job-related injury to your supervisor. Write down the important facts about how the injury happened. Contact your association rep and UniServ director if you have any questions.