

Legal Services Policy for Local 2335

Whereas, the American Federation of Teachers Massachusetts adopted a program of providing certain legal services on a members only basis on the Sept 8th Executive Board meeting to interested Locals;

Whereas, Norfolk County Agricultural High School Federation of Teachers Local 2335 wishes to have the American Federation of Teachers Massachusetts Legal Department provide these legal services for qualified cases to the Local's members;

Whereas, Norfolk County Agricultural High School Federation of Teachers Local 2335 wishes to conserve resources by not extending non-collective bargaining services to non-members;

Therefore,

We hereby adopt a policy of providing the listed legal services for qualified cases for members only:

1. Statutory Dismissals of Teachers with Professional Status
2. DESE Licensure Hearings and Appeals [note: as above]
3. Department of Child and Family Services (DCF) Appeals of support decisions of neglect and/or abuse under Chapter 119 §51A
4. DALA Retirement appeals, excluding ordinary disability and accidental disability retirement
5. DUA Unemployment administrative appeals

We adopt the American Federation of Teachers Massachusetts Members Legal Services program under the qualifying standards set forth in that program:

1. Must have been a member for one entire calendar year from date when the event arose (or from start of employment if less.) In an evaluation dismissal case, the "event" shall be the placement on either a Directed Growth or Improvement plan.
2. Must remain a member throughout process (or through end of employment if applicable)
3. Retirement DALA appeals: must have been a member at all times for last five years
4. AFT MA Legal will evaluate case to determine whether case qualifies for services. Cases will qualify for services only if substantial facts and legal standards support an appeal.

On November 16, 2018, the Executive Committee, consisting of Eileen Czyrkliis (Treasurer), Leah Barton (Secretary), Missy McKenna (Vice President), and Aaron Chernisky (president), voted unanimously to approve of and adopt the Legal Services Policy.