



## BCEA/NJEA Overnighter - April 3-4, 2020

*at the Golden Nugget Atlantic City Hotel, Casino and Marina*

- Attached you will find information and a registration form for the annual BCEA/NJEA Overnight Workshop. Please read carefully the attached material.
- **Registration must be made through the PTEA office by February 7<sup>th</sup>. Fill out the form below, include your check in the amount of \$60.00 made out to the PTEA and send to PTEA office, c/o Brotherhood.**

**FORMAT:** Each person will attend **two (2) seminar sessions on Saturday** (each session is 2 hours). Choose one (1) seminar each from Session 1 and Session 2. The front of the seminar selection sheet lists seminar descriptions for SESSION ONE (A1, B1, etc.) and the back of the sheet lists seminar descriptions for SESSION TWO (A2, B2, etc.). Do not choose both D1 and D2, they are the same seminar.

### PTEA Obligation-Registration Form

**I will be attending the NJEA/BCEA Overnight Workshop on April 2-3, 2020. If I should not meet my commitment to attend the above function or follow the cancellation instructions provided, I realize that it will be my responsibility to reimburse the PTEA in the amount of \$225.00. Failure to attend selected seminars, Friday dinner and General Session will result in a charge to the association for which I will be responsible. (No-show charges: Dinner-\$80, Breakfast-\$30.00, Lunch \$35.00) All reimbursement will be for the full amount of the expense incurred by the PTEA for the workshop.**

\_\_\_\_\_  
(Signature)

NAME: \_\_\_\_\_ PHONE: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ PERSONAL EMAIL: \_\_\_\_\_

SATURDAY SEMINARS: (see Seminar selection on attached page) Participants will attend 2 seminar sessions on Saturday – each one lasting 2 hours. **DO NOT CHOOSE D1 AND D2-THEY ARE THE SAME SEMINAR.**

**Session One Choice** \_\_\_\_\_ **Session Two Choice** \_\_\_\_\_

All participants are expected to attend the Friday night dinner and General Session as part of the workshop. Saturday lunch is optional. **I will attend Saturday lunch: Yes** \_\_\_\_\_ **No** \_\_\_\_\_

Roommates will be assigned to those not indicating roommate choice. Roommates may be from another local. Please indicate roommate and name of Association. This is a non-smoking event. All rooms are non-smoking rooms.

**Roommate** \_\_\_\_\_ **Association** \_\_\_\_\_

**I would like to request a single room, if available.** \_\_\_\_\_ **(\$120.00 additional charge)**



East Ridge Plaza, Suites 3A & 3B  
621 Beverly Rancocas Road • Willingboro NJ 08046

## BCEA/NJEA Overnight Workshop

April 3 – 4, 2020

*at the Golden Nugget Atlantic City Hotel, Casino and Marina*

**Registration:** January 14, 2020 - February 13, 2020

**Cost:** \$60 per member; each person will attend two (2) seminar sessions on Saturday (*each session is 2 hours*)  
*\*A limited number of SINGLE ROOMS are available for an ADDITIONAL \$120.00 each.*

### **Important:**

- CHECK-IN AT THE HOTEL DESK. You will be required to show ID and present a credit card.
- BCEA registration begins at 4:00 p.m. in the Grand Foyer. At that time, you will receive your BCEA workshop credentials. Be prepared to show a photo ID.
- This workshop is for BCEA MEMBERS ONLY; guests or spouses may **not** attend.
- Commuters are **not** permitted at this event.
- This is a non-smoking event.

Registration will be accepted at the BCEA office until February 13, 2020.

- ✓ Any changes **must be made in writing or via email** through the BCEA office only; do **not** call the hotel.
- ✓ A confirmation will be sent for each change submitted.

Confirmation letters will be sent to you on February 20, 2020. We request that you give each participant a copy of the guidelines to avoid any misunderstanding regarding the registration, cancellation, replacement, and workshop/meal attendance procedures.

**Do not send members to the workshop who are not registered through the BCEA office; they will not be admitted.**

**Cancellation & Replacement Deadline: Thursday, March 5, 2020 5:00pm.**

- BCEA reserves the right to assign new roommates in the event of a cancellation.
- No refunds will be granted for cancellations after March 5, 2020 or for a NO SHOW.

Members must attend ALL SESSIONS AND MEALS including the General Session on Friday evening. Saturday lunch is optional and must be marked on the registration form. If a member is registered to attend and they do not show, the local association will be billed an additional:

- **NO-SHOW at dinner - \$85.00**
- **NO-SHOW at breakfast or lunch - \$35.00**
- **NO-SHOW at workshop - \$30.00**
- **NO-SHOW entire event - \$225.00 (per person based on double occupancy)**

*All local association presidents will be notified of any member who was not present for any portion of this workshop including seminar sessions. From the date of notification, locals will have 10 days to file a written appeal of the charges to the BCEA Officers. Appropriate documentation is required when appealing a NO-SHOW charge. The decision of the Officers will be final.*

**IF YOU HAVE ANY QUESTIONS, PLEASE CALL THE BCEA OFFICE (609) 871-2232.**

**NJEA/BCEA OVERNIGHT WORKSHOP**  
**April 3 & 4, 2020 - Golden Nugget Atlantic City**

**Saturday Session One (9:00 - 11:00 a.m.) Seminar Descriptions**

- A1 - Communicating, Job Actions with Members & the Public (1 - 2 hr. session)**  
Review best practices to successfully manage your local's internal communications to activate your membership and external communications to engage your community and maximize your organizing efforts.
- B1 - Grievance, Protected Activities, Gripe or Complaint (1 - 2 hr. session)**  
Emphasis is placed on member rights, the local association's role as contract enforcer and the role of the AR at administrative meetings/hearings. Topics include discussion on dealing with issues at the building level.
- C1 - School & PERC Law (1 - 2 hr. session)**  
Have you ever wondered why a half day counts as a full day? How snow days impact school personnel, like custodial and maintenance employees? What sick leave can be used for and why? These, and other issues, will be discussed in this workshop on school law and PERC. The goal of the workshop is to help members understand some of the basic rules that govern our public schools and public school employees.
- D1 - Stress Happens (1 - 2 hr. Sessions)**  
What you do about it is another matter! This session is designed to identify real or perceived stress signals and what individual fears and resistances do to thwart moving forward...be prepared to challenge your personal blocks in this process.
- E1 - Leaves of Absence, Amendments to FLA & FMLA (1 - 2 hr. Session)**  
This seminar will emphasize the relationship between disability/child rearing leaves, FLMA's, FLA and FLIA leaves with emphasis on stacking leaves through the Collective Bargaining Agreement, binding past practice, and case law.
- F1 - Special Ed Today (1 - 2 hr. Session)**  
Join us to learn the responsibilities of general and special education teachers, the district, CST responsibilities, behavior challenges, discipline and the least restrictive environment.
- G1 - Know Your Retirement Benefits (1 - 2 hr. Session)**  
Your pension benefits at retirement are crucial to your future financial wellbeing. Make sure you know what your benefits are. This workshop will explore the various aspects of the PERS and TPAF pension plans in New Jersey.

## Saturday Session Two (11:30 a.m. - 1:30 p.m.) Seminar Descriptions

### **A2 - Evaluations, Rebuttals, CAPS & Pre/Post Conference (1 - 2 hr. session)**

Learn the differences between state law and administrative code as they relate to evaluation, the important steps for a successful pre-conference, and why every single member should write a response/rebuttal to every evaluation.

### **B2 - AR is the Key to an Effective Organization (1 - 2 hr. session)**

Association representatives (and those who might like to give it a try) are trained to help them more effectively carry out the various functions essential to a strong organization. Roles of the AR include advisor, contract enforcer, organizer, communicator, spokesperson, problem solver and advocate.

### **C2 - Healthy & Safety (1 - 2 hr. session)**

The reports of mold and air quality issues in our school buildings have increased at ten times the usual rate this year due to an extremely wet humid summer. Learn what a local can do to combat these issues, organize their members, and demand remediation...before things get worse.

### **D2 - Stress Happens (1 - 2 hr. Sessions)**

What you do about it is another matter! This session is designed to identify real or perceived stress signals and what individual fears and resistances do to thwart moving forward...be prepared to challenge your personal blocks in this process.

### **E2 - Understanding Your Union & Its Importance to You (1 - 2 hr. Sessions)**

What your dues dollars pay for; what you are entitled to as a Union Member and what is your responsibility as a member.

### **F2 - Salary Guide Construction (1 - 2 hr. Sessions)**

This session will focus on salary guide construction. Topics will include the bargaining process, Chapter 78, and how an increment cost impacts the development of salary guides.

### **G2 - Bargaining Health Benefits (1 - 2 hr. Sessions)**

Bargaining over health benefits has changed dramatically since Chapter 78. Information on the latest trends and practices in bargaining health benefits will be presented.