

# Northeastern Division 2023-2024 Workshops



## 2023-2024 ESP Northeastern Division Officers

### Ann Monaghan President

203 Keystone Street  
Hawley, PA 18428-1319  
(570) 470-1733  
[amonaghan@verizon.net](mailto:amonaghan@verizon.net)

### Jennifer Marmeleira Vice President

1458 Hemlock Farms  
Hawley, PA 18428-9067  
(570) 229-6721  
[jmarmeleira@gmail.com](mailto:jmarmeleira@gmail.com)

### Joyce Gombeda Secretary

435 Adams St.  
Freeland, PA 18224  
(570) 578-9620  
[Joyce.gombeda@gmail.com](mailto:Joyce.gombeda@gmail.com)

### Brenda Daniels Treasurer

201 Bishop Road  
Kingsley, PA 18826-7779  
(570) 289-4746  
[mabm@epix.net](mailto:mabm@epix.net)

### ESP Northeastern Division Liaison

Bernadette McHugh  
(800) 432-8619

Wednesday  
August 2, 2023  
8:30 a.m. to 2:00 p.m. -  
Business Meeting &  
Workshop

Saturday  
October 21, 2023  
8:30 a.m. - Breakfast  
9:00 a.m. - Business  
Meeting & Workshop

Tuesday  
January 16, 2024  
5:00 p.m. via Zoom

Wednesday  
April 10, 2024  
5:00 p.m. - Dinner  
5:30 p.m. - Business  
Meeting & Workshop

**\*Northeastern Region Office  
1188 Highway #315, Wilkes Barre, PA 18702**

**\*Division meetings may change locations or be held using a virtual platform. Please check your email or contact the Division office prior to each event for updated information.**

## The Year of the Member

All Northeastern ESP Division local members including their local officers will have the opportunity to study effective training skills to support your local more efficiently. This year we will be addressing past practice, grievance and bargaining, compensation awareness and living wage that could possibly be affecting you, the local member. The last workshop session is the Legal Update where you will gain an understanding of how legal opinions change frequently and you will receive updates on statuses and case law.

### Wednesday, August 2, 2023 - In-Person meeting All day Leadership Development workshops "Grievances" & "Bargaining"

**Business Meeting - Adam Lanza, Outgoing Division President**  
**ESP Liaison/Staff Update - Bernadette McHugh, PSEA UniServ Rep**  
**Vendor: Kades-Margolis**  
**Facilitators: William Lydick and Virginia Cowley, PSEA UniServ Reps**

Division meeting with Business meeting beginning at 8:30 a.m. and two workshop sessions. A light lunch will be provided.

The morning workshop will be *Grievance Training*. Is it a gripe or grievance? Is it a grievance, an unfair labor practice or both? Grievance versus complaints? Learn what constitutes a grievance and essential language to include in the written complaint.

The afternoon workshop will be *Negotiations*. Some Northeastern ESP locals will be engaged in contract negotiations in 2023-24 - is your local one of them? Are you prepared to negotiate effectively, or are you going to engage in organized begging and hope for the best? Even if your local is not negotiating now, the process of building relationships and preparing to bargain never ends. Arm yourself with knowledge now so that you are prepared!

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**If you work in Bradford, Susquehanna, Wayne, Sullivan, Wyoming, Lackawanna, Pike, Monroe, Luzerne, Columbia, Montour, or Northumberland County, you should attend the Northeastern ESP Division Meetings.**



## **Saturday, October 21, 2023 - In-Person meeting** ***"Compensation Awareness & Living Wage"***

**Business Meeting - Ann Monaghan, Division President**  
**ESP Liaison/Staff Update - Bernadette McHugh, PSEA UniServ Rep**  
**Vendor: Liberty Mutual**  
**Presented by: TBD**

A living wage in the Northeast provides the minimal annual income needed to meet an individual or families' basic needs, including the payment of all applicable federal, state and local taxes, without relying on either public or private assistance. Estimates of the annual income required for a "living wage" assume that the employer provides healthcare coverage, which is not true for many ESP members. Learn more about both compensation awareness and living wage by attending this worthwhile workshop.

## **Tuesday, January 16, 2024 - Zoom meeting** ***"Past Practices & Maintenance of Standards"***

**Business Meeting - Ann Monaghan, Division President**  
**ESP Liaison/Staff Update - Bernadette McHugh, PSEA UniServ Rep**  
**Presented by: John Holland, Northeastern Region Field Director**

Contracts are more than just the four corners of the paper it is written on. The way the parties act upon the language itself or the customs in which the parties create are equally enforceable. This presentation is dedicated to a widely referenced, but oftentimes misunderstood contract benefit known as Past Practice. Moreover, this program will discuss Maintenance of Standards, which is a provision your Association can negotiate at the bargaining table to 'maintain the standards' of your employment. Your presenter will unravel the mystery surrounding Past Practice. Together, we will learn why Past Practice and Maintenance of Standards are important, and how we can ensure that they continue to exist in your locals.

## **Wednesday, April 10, 2024 - In-Person** ***"Legal Update/Roundtable"*** ***Annual Spring Meeting***

**Business Meeting - Ann Monaghan, Division President**  
**ESP Liaison/Staff Update - Bernadette McHugh, PSEA UniServ Rep**  
**Vendor: Kades-Margolis**  
**Presented by: Jeff Husisian, PSEA NER Staff Attorney**

This meeting will cover topics of interest to the Northeastern ESP members. These decisions as well as a variety of other legal issues that have the potential to affect staff and students, will be covered in this informative session presented by our region attorney. An overview of recent court decisions on a variety of topics that might affect you in the workplace. We will also review administrative and arbitration decisions, as well as other significant developments that may impact local associations and PSEA.

**Ask your local officers to be registered for the division meetings. There is no registration fee for any of the meetings, however prior registration is required for the food count if the meeting is held in Region office. Sorry, but there are no registrations by phone.**

**If you have any questions please contact Ann Monaghan, Northeastern ESP Division President.**

**Flyers containing specific details will be sent to all local officers around one month prior to each activity and will be posted on the Northeastern Region website. <https://www.psea.org/ner>**

**As a reminder, an email will be sent to all local presidents approximately two weeks before the registration deadline.**

Flyers containing specific details and registration information will be sent to all local presidents three weeks prior to the workshops and posted on the region Facebook page at: <https://www.facebook.com/groups/NERRegionPSEA> and region website at <https://www.psea.org/ner>.

**Workshop topics, dates, and times are subject to change.**