

YOUR RIGHTS AND PROTECTIONS WHEN HURT AT WORK

- 🍎 If you are hurt, go to the school nurse to seek medical care and report the incident to your Principal.
- 🍎 Keep ALL records of medical visits to receive benefits under Workers' Compensation and/or Assault Leave (Article 44).
- 🍎 File a Workers' Compensation claim if you missed work, even if you don't expect a long absence.
- 🍎 Fill out a building specific student discipline referral form to document the incident.
- 🍎 Notify your HTA Building Rep & Leadership of the Incident via the HTA Health & Safety Incident Report Form

Need more support? Have questions? Worried management isn't following the contract?

- 🍎 Let your building rep know and/or email us at holyoketeachersassociation@gmail.com immediately.
- 🍎 Attend the next HTA Health and Safety meeting to ask questions, give feedback, or get involved.



Find your building rep and the date of our next Health and Safety meeting at holyoketeachers.massteacher.org

HTA CONTRACT SPOTLIGHT - Did you know Article 44 - Assault Leave guarantees a fully paid leave while you recover from an injury caused by an assault without being charged any sick time (Article 44, page 26).

Link to Contract: bit.ly/HTAContract

FREQUENTLY ASKED QUESTIONS WHEN ASSAULTED AT WORK:

“What do I do if I witness a student-to-student altercation?”

- If you are not trained in de-escalation and restraint practices, DO NOT attempt to break up a student-to-student altercation.
- Loudly call for help multiple times like the HPS Lockdown & Shelter in place protocol.
- If you are in imminent danger call 911.

“What should I do in the event I am directly attacked by a student?”

- Try to physically separate yourself from the student as much as possible.
- Utilize de-escalation strategies to redirect the student and ensure the safety of yourself and others.
- Loudly call for help multiple times like the HPS Lockdown & Shelter in place protocol.
- If you are in imminent danger call 911.

“Can a student be suspended if their continued presence in my classroom poses a danger to educators and/or students?”

- Yes. According to M.G.L. c. 71, § 37H^{3/4}: “...Nothing in 603 CMR 53.00 shall prevent a principal from removing a student from school temporarily when a student is charged with a disciplinary offense and the continued presence of the student poses a danger to persons or property, or materially and substantially disrupts the order of the school, and, in the principal's judgment, there is no alternative available to alleviate the danger or disruption. The temporary removal shall not exceed two school days following the day of the emergency removal...”

“Is there language in the contract that protects me if I have to miss work due to an injury from student assault?”

- Yes. Article 44: Assault Leave guarantees a fully paid leave while you recover from your injury without being charged any sick time (Article 44, page 26).

“Do educators have to be drug tested to qualify for Workers' Compensation or Assault Leave?”

- No. The only time an employer can ask you to take a drug test is if there is evidence that alcohol or drug use is what caused your injury or the accident.
- If HPS still asks you to take a test, you have the right to refuse. Refusing a drug test will not disqualify you from receiving Workers' Compensation or Assault Leave benefits.



NEED SUPPORT?

- Fill out the HTA Health & Safety Incident Report Form to notify your Building Rep and union leadership.
- If you believe management is not following the contract, and your rights have been violated, contact holyoketeachersassociation@gmail.com at any time.