

PAC PROFESSIONAL STAFF ASSOCIATION
American Federation of Teachers (AFT)
AFT Massachusetts
Local 6210

AFT MASSACHUSETTS POLICY ON LEGAL SERVICES

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

Whereas, PAC Professional Staff Association, Local 6210 wishes to have the American Federation of Teachers Massachusetts Legal Department provide these legal services for qualified cases to the Local's members;

Whereas, PAC Professional Staff Association, Local 6210, 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. Massachusetts Department of Elementary and Secondary Education (DESE) Licensure Hearings and Appeals.
3. Department of Child and Family Services (DCF) Appeals of support decisions of neglect and/or abuse under Chapter 119 §51A.
4. Massachusetts Division of Administrative Law Appeals (DALA) Retirement appeals, excluding ordinary disability and accidental disability retirement.
5. Massachusetts Department of Unemployment Assistance (DUA) 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 (1) 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. DALA Retirement appeals: must have been a member at all times for last five (5) years.
4. AFT Massachusetts Legal Department 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.

Adopted by a majority vote of the membership present at the General Membership Meeting on **Date-TBD**, 2023.

Melissa Toffolini

Melissa Toffolini, President
PAC Professional Staff Association