

COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF LABOR RELATIONS CHARGE OF PROHIBITED PRACTICE M.G.L. c.150E

Cana Na	Data Filed
Case No.	IDate Filed

	Application	Section 1
NSTRUCTIONS: Answer all applicable questions. Failing	to provide information may result in the	dismissal of the charge.
Note: Pursuant to 456 CMR 15.04, the DLR will not issue a complaint un	less the charging party has complied with the ap	plicable provisions
of M.G.L. c.150E, §§13 and 14. 1. Employer	Representative to contact	4. Telephone Number
		nga-a-regar
Pittsfield Public Schools 3. Address (street and No., city/town, state, and ZIP cod	Russell Dupere	(413) 562-3300
the state of the s	de)	5. Fax Number
94 N Elm St, Westfield, MA 01085		
6. Employee Organization (if any):	7. Representative to contact	9. Telephone Number
Pittsfield Federation of School Empoyees	Harold Jones	617-423-3342
 Address (street and No., city/town, state, and ZIP cod 	de)	10. Fax Number
38 Chauncy Street Suite 402 Boston MA 02111		
11. This charge is filed against (check one)		**************************************
Employer	Employee Organization	
The above named employer or employee organization	n has engaged or is engaging in a proh	
meaning of Massachusetts General Law, Chapter 15	0E, Section(s) (enter all appropriate se	ctions/subsections)
Sec 10(a)(1) and 10(a)(5)		
Failing to specify an appropriate section/subsection may result in		TERMINANTO DISSIPATATION AND ARRIVANTA MARKININA SI DIS ENTERNISTE DI VINITI GISTI TRI INCINCIA SI MINISTE DI VINITI ARRIVANI ARRI
Summary of basis of Charge (be specific as to name	s, dates, addresses, etc.)	
The Pittsfield Federation of School Employees is the		
others) at the Pittsfield Public Schools (" the Emp	loyer ") has unilaterally hired a s	taffing agency, Soliant, to
place paraprofessionals in the schools. See Exhibits paraprofessional bargaining unit work but are not	s A, B and C. These workers are	performing
contract. The Employer gave no notice and did no	it calculas employees not received	he Union. This is an
ongoing violation that the Union became aware of	in October of 2022.	
By these and other acts, the party complained of has interfered with	th metrained and/or occupied rights guaranteed	ho sha I au

14.	4. (a) Is there a collective bargaining agreement that may apply to the conduct that is alleged to have violated the Law? Yes No								
	(b) If you checked "Yes" in question 14(a), please list all of the clauses alleged to apply and attach a copy of each.								
	Recognition clause								
	(c) Is there a grievance concerning this matter pending? Yes No								
15.	Without limiting your rights to later amend your remedial request, please explain what remedy you seek. Include the amount of any financial remedy to which you claim entitlement.								
Make the Union whole including returning to the status quo and bargaining over any unilateral change.									
16.	16. Have you attempted to settle this case? If not, why not? Yes No								
	This was done without any notice to the Union while the parties were already in mediation								
	Note: The DLR may decline to issue a complaint unless reasonable settlement efforts have been made by the charging party. 456 CMR 15.04(1).								
	The orientian passey. 100 Court 10.01917.								
[47]	INFORMATION ON CHARGING PARTY 17. Name 18. Perceptative to contact 19. Telephone Number								
17.	Name		18. Representative to contact Harold Jones	Appending	elephone Number				
	sfield Federation of School Emp) 423-3342						
19.	19. Address (street and No., city/town, state, and ZIP code) 21. Fax Number								
38 (Chauncy Street Suite 402 Boston	n MA 02111		eccionadad					
22.	The Charging Party is an:	Individual	Employee Organization	☐ Emple	oyer				
		n	ECLARATION						
I hav	ve read the above charge of probit		d swear under the pains and penal	ties of ner	iury that the				
	rmation contained in it is true and	•		nes or per	jusy usue are				
Nam	ne (print)	Signature	11/	Title ((if any)				
Har	rold Jones	M	W (M)	Asso	ociate Counsel				
Addi	ress (street and no., city/town, state,	and ZIP code)		Telep	hone Number				
38 (Chauncy Street Suite 402 Boston	n MA 02111		(617	7) 423-3342				
		CERTIF	ICATE OF SERVICE						
I hereby certify that I have served a copy of this Charge of Prohibited Practice on the following representative of the opposing party.									
Nam	ie	Address (street a	nd no., city/town, state, and ZIP code) Telep	hone Number				
Rus	Russell Dupere 94 N Elm St, Westfield, MA 01085				(413) 562-3300				
Meth	Method of Service In hand First Class Mail Other (specify): EMAIL								
Sian	Signature of Person making Certification / / / Telephone Number								
3.	(617) 423-3342								
-			(/4)	1 for	1445-5544				

Cost of Contract Paraprofessionals 4/21/2023

	А	В	С	D	Е	F	G
1	Name	Start Date	End Date	School Building	Hours/Week	Hourly Rate	Weekly Total
2	Bookert, Quincey	4/25/22	4/29/22	CES	13.00	\$50.00	650.00
3	Duff, Alexandra	7/5/22	6/30/23	RMS	32.50	\$50.00	1,625.00
4	Melanson, Breanna	7/5/2022	6/16/23	CES	32.50	\$50.00	1,625.00
5	Mitchell, Hannah	7/5/22	6/30/23	WES	32.50	\$50.00	1,625.00
6	Reyome, Pamela	7/5/22	1/26/23	CES	32.50	\$50.00	1,625.00
7	Harford,Miranda	7/5/22	7/29/22	CES	32.50	\$50.00	1,625.00
8	Melendez, Julia	7/5/22	7/5/22	CES	32.50	\$50.00	1,625.00
9	San Marte, Amabelle	8/22/22	6/30/23	AES	32.50	\$55.00	1,787.50
10	Marauszwski, Tanya	8/22/22	12/20/22	CES	32.50	\$55.00	1,787.50
11	Myers, Erin	8/29/22	11/10/22	AES	32.50	\$55.00	1,787.50
12	Markey, Hailey	8/30/22	6/30/23	AES	32.50	\$55.00	1,787.50
13	Andolina, Jeff	9/1/22	6/30/23	CES	32.50	\$50.00	1,625.00
14	Jackson, Lawerence	9/1/2022	6/30/23	CES	32.50	\$50.00	1,625.00
15	Smith, Willie	9/1/22	6/16/23	CEA	32.50	\$50.00	1,625.00
16	Ward, Kristen	9/1/22	6/30/23	HMS	32.50	\$50.00	1,625.00
17	Potts, Casey	9/1/22	11/27/22	RMS	32.50	\$55.00	1,787.50
18	Mera, Lidia	9/1/22	12/15/22	CCS	32.50	\$55.00	1,787.50
19	Lavalley, Nicholas	9/12/22	9/12/22	THS	36.00	\$55.00	1,980.00
20	Kushi, Kristen	9/12/22	9/12/22	MCS	35.00	\$55.00	1,925.00
21	Starbid, Casidy	9/12/22	9/20/22	MCS/Pre-K	35.00	\$55.00	1,925.00
22	Moore, Richard	9/19/22	6/30/23	PHS	37.50	\$55.00	2,062.50
23	Moyet, Fonsee	9/21/22	6/30/23	RMS	35.80	\$55.00	1,969.00
24	Braman, Beth	9/26/22	9/26/22	MCS	35.00	\$55.00	1,925.00
25	Grierson, Tiffany	10/3/2022	6/30/23	MCS	35.00	\$55.00	1,925.00
26	Therrien, Brianna	10/3/22	10/3/22	CCS	35.00	\$55.00	1,925.00
27	Charles, Steffon	10/3/22	10/3/22	CEA	35.00	\$55.00	1,925.00
28	Beran, Christine	10/10/22	6/30/23	CES	35.00	\$55.00	1,925.00
	Sherman, Carmen	10/10/22	6/30/23	CES	35.00	\$55.00	1,925.00
	Odney, Amaree	10/10/22	1/3/23	CCS	21.00	\$55.00	1,155.00
31	Lumford, Ebony	10/10/22	2/10/23	MCS	35.00	\$55.00	1,925.00
	Potts, Jennifer	10/12/22	6/30/23	MCS	35.00	\$55.00	1,925.00
	Klein, Kayla	10/31/22	6/30/23	CEA	35.00	\$55.00	1,925.00
34	Fogle, Alexis	10/31/22	10/31/22	CES	35.00	\$55.00	1,925.00
35	Bombardier, Charlene	10/31/22	3/24/23	CES	35.00	\$55.00	1,925.00
36	Austin, Ellen	11/9/22	6/30/23	CES	35.00	\$55.00	1,925.00
37	Osorio, Nick	11/14/22	6/30/23	CES	35.00	\$55.00	1,925.00
38	Evangelisto, Amanda	11/14/22	11/14/22	AES	35.00	\$55.00	1,925.00
39	VanAlstyne, Jerrod	11/21/22	6/30/23	PHS	35.80	\$55.00	1,969.00
	LaRochelle, Marki	11/29/22	6/30/23	CEA	35.00	\$55.00	1,925.00
	Kingston, Reayanna	12/5/2022	6/30/23	CEA	35.00	\$55.00	1,925.00
	Pagan, Tavia	12/5/22	6/30/23	CES-Pre-K	35.00	\$55.00	1,925.00
	Ryan, Timothy	12/5/22	6/30/23	HMS	35.00	\$55.00	1,925.00
	Kelly, Ryanon	12/14/2022	6/30/23	AES	35.00	\$55.00	1,925.00
	Sims, Trayon	12/19/22	6/30/23	MCS	35.00	\$55.00	1,925.00
	Taft, Kijuame	12/19/22	6/30/23	RMS	35.80	\$55.00	1,969.00
	Young, Aja	2/13/23	6/30/23	CES	35.00	\$55.00	1,925.00
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