


**WHAT WOULD YOU DO?  
WHAT COULD YOU DO?  
WHAT SHOULD YOU DO?**

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## Objectives:


1. Differentiate, where there is a difference, between actions I would take, actions I could take, and actions I should take both as an individual and a union representative.
  2. Understand the importance of identifying the source of your rights.
  3. Apply these understandings to real-life situations.
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A supervisor (asks) (directs) you to stay with a student after school until the parent arrives to pick up the child. This means staying beyond the contracted work day.

- What would you do?
- What could you do?
- What should you do?

# YOU TAKE A PERSONAL DAY TO...

- ...work some extra hours at your second job. Your administrator finds out.
- ...do your holiday shopping and run into a Board member.
- ...volunteer at your church fair. A parent of one of your students is there.

- What would you do?
  - What could you do?
  - What should you do?
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# GENDER IDENTITY


A student in your eight-grade class asked to be identified as a male and by a name that is different than the name assigned to them at birth. You comply with the request, because you have always allowed students to decide what name they want to use in your classroom. The student's parents find out and demand that you use the student's birth name and refer to them by their assigned gender at birth. You worry that abiding by the parent's wishes will harm the student and send the wrong message to other students.

- What would you do?
- What could you do?
- What should you do?

You have a sick parent who needs care. You request a 12 week leave of absence. Does it have to be granted? Can you use (paid) sick leave?

- **What would you do?**
- **What could you do?**
- **What should you do?**


You fly to California during February vacation. On your way home you miss your flight. Due to holiday traffic and a storm, you can't get home until Tuesday night. You apply for emergency personal leave. Your leave is denied and instead you are given notice to attend a disciplinary meeting.

- What would you do?
  - What could you do?
  - What should you do?
- 


- You discover that you have been underpaid for over two years. Can you recoup the lost money?
- You have been mistakenly overpaid for three years. Do you have to give it back?
  - What would you do?
  - What could you do?
  - What should you do?




Your school has to be closed as the result of a fire. The repairs are expected to take months to complete. Arrangements are made to move the students to a neighboring district for school and you are told that you have to report to the new school. This school is over 30 minutes away.

- **What would you do?**
  - **What could you do?**
  - **What should you do?**
- 


You are the School RN. While you are out to lunch, the School's LPN administers insulin to a diabetic student. When you return from lunch and review the medication log you realize that he has given the student the wrong dose.

- What would you do?
  - What could you do?
  - What should you do?
- 


You took a day off to attend your spouse's aunt's funeral. The collective bargaining agreement allows one day for the funeral of an aunt. When you receive your paycheck you see that you are docked a day's pay. When you inquire, your supervisor explains that since it was your spouse's aunt, you are not entitled to paid leave.

- What would you do?
  - What could you do?
  - What should you do?
- 


You have the opportunity to accompany your spouse on a one-week business trip to Aruba during the school year. There is no vacation time in the contract & personal leave cannot be taken for a vacation. You make a deal with the administrator to work an extra hour each day for 8 weeks in order to get paid leave for the trip.

- What would you do?
  - What could you do?
  - What should you do?
- 


A unit member comes to you complaining that the supervisor frequently compliments a co-worker's performance, but never compliments the unit member. The member wants you to file a grievance.

- **What would you do?**
  - **What could you do?**
  - **What should you do?**
- 


As a \_\_\_\_\_ (bus driver; cleaner; teacher) you get 15 sick days every year. At the end of four years of employment you have no accumulated sick leave. You have not had any traumatic illness . . . just a sick day here and there. You are not rehired. Or, if tenured you are disciplined.

- What would you do?
  - What could you do?
  - What should you do?
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You are a teaching assistant who holds a teacher's license. There is a one-year leave vacancy for a teacher position, and you are offered it. If you take the position, you will be placed in the teacher's unit.

- What would you do?
  - What could you do?
  - What should you do?
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Two parents and their child have accused you of sending numerous text messages to the child, some of which are of a sexual nature and late at night. You have been asked to a meeting with your supervisor. You have also been asked to bring your cell phone(s) with you.

- **What would you do?**
  - **What could you do?**
  - **What should you do?**
- 



You have been directed by the Board of Education to report to their physician/psychiatrist/psychologist for an examination. You are currently under the care of a health practitioner for a \_\_\_\_\_ condition.

- What would you do?
  - What could you do?
  - What should you do?
- 