

BTA General Meeting

Career Services Campus, Building D Conference Room

11-20-19

Present: Melissa Barreto, Eileen McGarvey, Stacey DiPaola, Maria DiNardo, Keith Mattos, Darlene Brice, Yanick Chevalier, Monica Johnson, Eileen Yip, Julie Crosier, Michael Star, Rosalie Consani, Tarik Curry, Allison Waskiewicz, Emily Nachson, Matthew Robertson, Ann Robertson, Billie Dolan, Lisa Culler, Christine Milano, Hannah Desir, Amber Fricchione, Sophie Graham-Bowen, Dorretta Grant, Tracey Lombardo, Sheryl Lopez, Danielle McGill, Emily Nachshen, Mike Piccolo, Melinda Pittis, Ann Marie Ross, Mairead Schuelein, Peter Tomaskovic, Armeata Diaz, Fran Turro – BTAR

Absent: Jason Poniatowski

Meeting Commenced: 3:40 PM

Melissa introduced all Executive Board members and Delegates.

Attendance and Timeliness

Some supervisors have spoken to Melissa asking her to remind members to arrive on time. We want to encourage our members to be on time.

Voting Time

The form was created by the district and the process was a disaster. Melissa and Eileen have brainstormed and reported suggestions to HR in hopes that the next time it will be organized. Members received mixed information regarding the process, but the information from HR regarding the process to supervisors was not disseminated to members. Some were told they had to put in for a half day. This was not correct and Melissa will confirm that they have the half day credited back to them.

Eileen added that some people mentioned that they were worried about retribution for taking the time to vote. We should not feel intimidated. If everyone took the time, we wouldn't have to worry about retribution.

Representation

Eileen stated that we want to be clear about protocol when a supervisor calls a member in to a meeting.

Take notes on what you are asked and write down the gist of your response.

If you are not clear about the question being asked of you, say so. Make your answer clear and factual. Responses should be short, precise, and factual. If you do not know the answer, state that.

Notify your union rep. They need to know I detail what you were asked. They want to be prepared if there is a future meeting.

Know that the supervisor is not your friend.

Don't:

- Feel rushed or intimidated.
- Answer for or about any other staff member.
- Speak about other staff members.
- Offer more information than is required.
- Confide in your supervisor.

If a supervisor recommends that you bring a representative with you, do so! The meeting could end up being punitive.

Timelines are in the contract; supervisors may present things differently. Don't mistake a conversation with your supervisor as a friendly conversation. Members can be too trusting. Certified staff doesn't have to answer questions and have *cadet* rights. Aides do not have the same protections and have to answer questions, but can assert *Garrity* rights if they believe it may lead to an investigation.

Aides' Contract

Revisions are being looked at again and it will go to print soon.

What have we done for you lately?

Flu Clinic – Keith spoke about the clinics held on three days in October. About 60 people took advantage of this. We will try to put the form online for next year and possibly bringing the clinics to every site. For those people already in the CVS system, the process went even quickly. We could offer it at lunchtime, but we would need permission from the administration.

New Member Reception and Appreciation

This event was a success. Everyone who helped with committees were also invited; 55 attended. It was an opportunity to meet new members.

Will Day

We held our second Will Day last week and will hopefully hold another one in the spring. The process went very smoothly. For \$75, a parent or in-law can also make a will. A Minor trust can be set up for \$55 per will. This would allow a child's guardian to access the money left to that child to pay for necessary expenses. Sophia Graham Bowen asked if aides can purchase the legal plan. Melissa advised her to advise members to contact NYSUT or to visit the webpage to inquire about legal plans they offer.

Budget

Stacey reported that we've only received dues for one pay period so far, so we haven't had much income. Michael Star asked about our reserve fund and possible uses for the money rather than saving it for a rainy day. He suggested creating a committee to discuss this. He suggested using it as a subsidy for union dues or a RIF Fund. Melissa expressed the importance of having a "war chest" so we available funds if the need arises. Stacey added that we have an investment company that advises us regarding investments. Melissa added that we have dipped in to these funds to cover increases in dues rather than raising the dues deduction for members. Annmarie Ross asked if we are spending more than dues plus interest earned on the investment. She also said that communicating information from the investment company should be disseminated. She thinks that is what a committee could look into. Michael Star reiterated the need for a committee. Melissa doesn't want to give the impression that we have all this extra money. The Executive Board will discuss the request to form a committee to explore ways to use our invested monies for the benefit of members.

Grievances

Monica noted that presently we don't have any outstanding grievances. The last two we had were regarding a member who was written up past the 40 day window and the other was regarding a parent complaint about two students without the member having the contractual right to meet

with the complainants. The Board determined that the issue should have ended at the principal's level. Monica stressed the importance of reading our contracts and knowing our rights.

Newsletter/Website

Jason has done a good job with the text list and website. The newsletter and Winter Waltz flyer are posted on the site.

Winter Waltz

Emily informed all that we will have similar food to last year. We will have baskets donated to be raffled off. Parking was questioned. Westchester Burger can accommodate 40 cars. People can also park at Stop & Shop. RSVPs are due by Dec. 4th.

Motion to adjourn made by Scott Nelson; seconded by Tarik Curry.

Meeting adjourned at 4:30PM

Minutes taken and submitted by Maria DiNardo.