

## **EKCSSEA LABOR MANAGEMENT MEETING MINUTES**

**February 26, 2020 at 4:15 p.m., Room 106**

Present: Tanya Truesdell, Bill Hill, Cheryl LaPlant, Joni Tresidder, Bill Wheat, Shammie Robinson, Robin Oelschlager, Chris Harris, Erin Woods, Amy Sykes, Lura Hughes, Michael White, and Randy Collins

**Clerical Department:** There are concerns about potential building project and intruder problems. Tanya asks what plans are for entering into building. Erin says they will enter through office. Amy will be in Sherry White's office. CSE will be in Guidance Office. Lura reports that she will be with Sam Deleel and a secretary. Room 106 will be the Art room. Looking at putting a conference room in the front. Amy reports that she will hold parents/visitors in conference room and will ask someone to send them down to her office when she's ready. Angie, Brandie and Erin's room are staying the same.

Chris says construction project will start on the 9<sup>th</sup>. Going to do library and cafeteria over break. Replacing carpet in library.

Erin reports that she will offer all staff with the building project plans so all are aware.

Amy says there should be vacant office location for CP, MIT Team, etc.

**Teacher's Assistants:** Joni reports that TA's are asking for and need more professional development. Erin says there is a meeting coming up in March 2020. Some wanted to do some on-line training. TA's could see appropriate building level principal for more training. Lura says there are extra training's through safe schools and she would encourage TA's to look at it and do training. They are free through safe schools. Erin says can look at BOCES website and get on my learning plan, sign up for conference, frontline.

**Cafeteria Department:** Robin questions when the cafeteria manager is not there, she should be second in command. Robin would like Randy to remind the crew that she is second in command. Erin says she was told that duties were split between two people, Robin and Michelle. Robin is head cook. Robin says not until Randy was a manager did it change. Erin thought it was a dual split. Tanya and Robin disagree. Robin is confused as it has never been that way. Tanya says since Kathy Whitmarsh was here it has been that way. Randy says he also told that it was a dual split. Erin will look at past payroll.

**Transportation Department:** Joni Tresidder mentions the lamp post/light in back corner. Chris says the lights goes off and on and thinks the control/timer is bad. Chris will look into it.

Erin and Tanya are organizing a presentation with Loren Fountain on public employees and the dangers of social media. This will be for transportation, custodial and cafeteria employees. There are no half days or staff days the rest of the year to do this training. TA's and clerical did this training last school year. Erin says she will look into doing possibly two training sessions, maybe 8:30-9:30 and 1:00-2:00.

Bill Wheat says the 3-11 custodial crew will not come in unless they are paid. Erin indicated they would be paid.

Joni was asked from a monitor to do a refresher course. Bill says they have until April to do it. Bill says few years ago, they changed guidelines when it needed to be done earlier. There is a bigger window now. Erin will follow-up with Tanya. All schools fall under the same deadline.

Erin says there is a 19A audit happening, going really well, records are up to date. Have to scan all driving tests and associated records so we can prove drivers can be behind the wheel.

Had to consolidate bus runs, students moving in and out of programs. Erin thanks Bill Hill and Tanya for their time. Toni is doing some bus things now and Joni says all is well. Sub drivers are happy, getting more time. Erin says there is a request to change regular drivers to subs. Tanya indicated that if the BOE brings up a policy to change the language in our Contract, we do not agree. A unit member

now is a sub bus driver as well as a monitor. When a driver needs to be called in, it makes sense to use the monitor who is the driver and then call in a monitor; it is easier to call a monitor in than a driver. Bill says the bus monitor is always here. One bus driver is hit or miss, one driver is only available in the morning and one only on Tuesday and Thursdays. This person being referred to is always here.

Erin would like clarification if a unit member, as a monitor, has rights over a sub driver. Our regular drivers have seniority over sub drivers. If no regular bus driver is available, then it would go to a sub and the bus monitor is the sub driver. Erin wants to make sure our subs are getting enough runs to make them stay with us. Tanya agrees, but there is not a rule that they all get the same amount of hours. Erin says recently it hasn't been an issue.

Tanya says there are reports that members are not going through the proper chain of command when there is an issue. Members need to go through the chain of command. There are reports that a BOE member is contacting members directly, which is inappropriate. Erin says we have to have evidence that the BOE has communicated with members who feel uncomfortable.

Mike White says there should be a process for members who do not feel comfortable going to chain of command to come to BOE. Mike said some members came to BOE members and indicated they went through chain of command. Says union members have to feel comfortable going to union members with issues.

Robin indicates that is what a shop steward is for. If someone does not feel comfortable going to President, etc., one should seek out his or her shop steward. In addition, that is the purpose of Labor Management Meetings. Tanya mentioned the problem is not that members are afraid to approach us; it is that they automatically get their way through a board member. It is a manipulation of the system.

Bill Hill states that everyone gets Labor Management dates, newsletters, etc. Some members are saying they did not know any of these dates. Tanya indicates there is a bulletin board at garage that posts upcoming dates, as well as everyone is provided a newsletter.

Erin says things have been cleaned up since an issue at the bus garage. Erin says that if there is proof of miss-communication then we need to let her know.

Bill Hill indicated everyone wants a good working relationship with the BOE and Administration. We want to increase our communication with members. Some members said they did not have emails, but all employees are provided an email. Erin provided training but only one driver showed up for training.

Erin says communication needs to improve and members need to understand the contract.

Bill proposes that for future labor management meetings, he would like the BOE or Administration to bring things to us.