



United Teachers of Seaford

Executive Board Meeting Minutes

November 22, 2019 ~ Manor School

Present:

Absent:

Margaret Glancy-
Edward Kent -
Maura Coghlan-
Jennifer Wemssen-
Curtis Tripoli-
Keri Degnan-
Jen Walsh-

Jean Marie Aplustille-
Lisa Gagliano -
Ann-Marie Motisi

Laura Liepa-
Charlotte Loake-
Suzanne Mooney-

Brian Horner-
Eric Lichtwar-

Matthew Adler-
Christine Lindquist-
Joanna McCloskey-
James Scourtos

Absent
Danielle Alveari

1) Recording Secretary: Keri Degnan

- a) Jen made a motion to approve the minutes from October 21, 2019
- b) Approved – all in favor

2) Treasurer Membership Chair: Jennifer Wemssen

- a) Distribution of copies of the Executive Board contact info
- b) Discussion the 2019-2020 budget summary reports
- c) Suzanne made a motion to approve the proposed budgets summary reports. Approved – All in favor

3) PRESIDENT-Margaret Glancy; GUEST SPEAKER-Kevin Pollitt, NYSUT LRS (Labor Relations Specialist)

- a) Kevin Pollit facilitated the NYSUT Leadership Conference and gave a presentation. The conference theme was “Power.” How to give your members power?

Session 1 Power

- Union power is greatest when we act collectively.
- Union leaders “wield power” FOR their members

Session 2 Vision

- We need to engage union members and move them to action. We need to inspire them with a positive vision of what a union is.

Session 3 Transforming Collective Bargaining

- Everything affects our members. Is it better to bring the members into the negotiation process early? Is it better to bring community into the process? The new thought of unions is to increase transparency in the bargaining process, this opens the doors for better member engagement.
- Contract bargaining should not wait until the contract is out. You should start bargaining on the day after is it ratified.
- Further discussion at the 12/16 meeting: poll UTS members about issues that are important to them. Everyone on the EXEC board should come back from break with ONE idea of improvement.

Activity – Is it a union issue?

- What is a union issue? **Anything that impacts any union member is a union issue**; if it impacts your workday, if it is impacting your students, if it is impacting your instruction, it is a union issue. This is important especially in the age of JANUS and our members can opt out. We need a better understanding of our member issues. The old thought process “if it doesn’t appear in the contract, it is not a union issue,” is over.
 - a. We are all union members, if there is an issue between members, the UTS would rather work out conflicts then get administration involved. If members are not able to work together, the UTS should try to mediate. It will result in better working conditions for all.

- b. Look at your contract, what is working well? What is not. How do you change it? We should try working during negotiations of the contract for the common good of the community too.
- c. Do away with closed door negotiations? Open bargaining – everything that happens is open to the community. This could be good?
 - i. “Bread and butter” – Salary issues, may not be an issue. We are not fighting for 10% increase, usually 1-2%. Let the community see what the union is fighting for.
 - ii. Professional issues- do these in the open?
 - iii. Student centered issues – do these in the open?

Session 4 Solidarity and Militancy

- Collective actions of a union of the negative kind must be purposeful and well thought out.
- Collective actions should be strategically implemented to gradually increase in intensity to demonstrate solidarity.
- The UTS should explain the WHY we need to do an action. Encourage our members to wear GREEN UTS on Fridays. Why? We need to send a powerful message, we are a UNION!
- Suggestions of making a holiday card. Wear them UTS shirt in every building – take a group photo in the SAME shirt. Send it out as holiday card from the UTS.

b) Goals for the UTS– Improve Communication

- President & VPs will meet with the building reps once a month.
- Building reps should meet at least twice a month with the building administration.
- Building reps and exec board should share the good happenings in the buildings during building reports instead of just concerns.

4) OFFICER REPORTS

- a) The Islanders are holding Labor Union Day on Saturday January 18th. The information will be shared with the membership through the PR team.
 - i) Kevin Pollitt mentioned that NYSUT is organizing a NYSUT day at the May 17th Mets
- b) The Hot Chocolate Run is on December 7th. We are still looking for volunteers to help register runners in the morning.
 - i) Jen Wemssen made a motion to spend up to \$400 on UTS lip balm to be distributed at the Hot Chocolate; all were in favor.

5) GRIEVANCES

- a) Arbitration-Postponement of Arbitration for Denial of Request for Personal Leave

6) NEGOTIATIONS

- a) Updated Stipend Schedules – there were a number of stipends on the contract that had an asterisk. Those clubs had not run prior to the contract. Those clubs were inactive prior to 2014. When the business superintendent updateing schedules they were inadvertently removed They are working out the revisions to the stipends
- b) Contract will be printed as soon as language issues were cleared up.

7) PAC

- a) There is a NYSUT Vice President election coming up. There are 5 members from Long Island running for the position. There was a discussion about whether or not the UTS should endorse a particular candidate. At this time, we feel that there are 3 candidates that we would feel comfortable supporting.
- b) There will be a Red for Lawrence Day on February 14th; Lawrence has been without a contract for 10 years.

8) PUBLIC RELATIONS/EVENT PLANNING

- a) Homecoming - The UTS had a nice representation, but there seemed to be a decrease in the community members at the parade
- b) UTS Social Events - Building reps, please touch base the PR member in your building to see if they have ideas planned for upcoming events.