

Local 372
Board of Education Employees
85 Broad Street 16th Floor
New York, New York 10001

General Membership Meeting Thursday February 23rd, 2021

The General Membership Meeting was held via Zoom Conference call and it was called to order at 5:20 p.m. p.m. by President Francois.

Welcoming remarks from Pres. Francois to the membership and a moment of silence as we stand by in support of those who are experiencing all kinds of difficulties, unexpected emotions and coping with grief and loss of a loved one due to the Covid-19 Pandemic.

The General Membership Meeting Minutes from October 15th, 2020 is available at www.local372.org for review and or corrections.

Please note, due to the Covid-19 Pandemic and the Executive Order from Governor Cuomo and the CDC guidelines, large gatherings are still prohibited. Hence, the in-person General Membership Meetings for February 23rd, 2021 is still prohibited.

Reading of the Minutes

A motion to wave the reading of the minutes from October 15th, 2020 was made by Sis. Rivera and it was seconded by Sis. Dunston.

Discussion(s): NONE

Vote: Yays: 128 Nays: 9. Minutes have been adopted.

A motion to move the agenda due to technical difficulties was made by Sis. D'Arrigo and it was seconded by Bro. Gennaro Miccio. Treasure's report was moved to allow Pres. Francois to discuss his report.

Discussion(s): NONE Vote: Yays: 132 Nays: 5. Motion adopted.

President's Report

Sis. Dolan from Research and Negotiations Department reported on:

- ❖ *Middle Schools will reopen on Thursday. Covid-19 testing and the vaccines are not required. The membership was encouraged to partake in the testing in the schools.*
- ❖ *Budget remains challenging in regard to getting 100% match for FEMA covered expenses.*

- ❖ *If the membership is being asked to perform any additional time keeping paperwork to document teleworking, that is because, it can be reimbursed by FEMA. The membership was advised to document teleworking paperwork.*
- ❖ *The remainder of the stimulus package is going to be voted on by the Congress. The senate is still 50/50. Pending.*
- ❖ *Money was allocated for the Fare Funding Formula that stabilizes the school's budget for this year, it does not help us for next school year yet.*
- ❖ *Job security is thru the end of this school year. Will be having ample discussions at the high levels regarding what will things look like after July 1st, 2021, and by then we will have the Federal, State and City Budget.*
- ❖ *Additional Compensation Fund: its 0.2% or 2/10 of 1% one percent what we are looking at and we are going to bring in the Bargaining Committees. Sis. Romaine Smith will be coordinating all the details. Committee members will be contacted by the Local the second week in March to participate in the evening meetings.*
- ❖ *PFL Deductions currently working with the DOE to properly code PFL deductions on the paystubs.*

Question/ Comment(s):

- ❖ **Sis. Donna Glick** asked what is the .2% Additional Compensation Fund?
- ❖ **Sis. Dolan** explained that the Additional Compensation Fund, is a small monetary increase from previous rounds of Economic Agreement that was set aside from each of the bargaining units. Individual titles decide how to invest that small percentage. All Local 372 have an Annuity account, money at present has been contributed to the account. Once a member retires, leaves, they get the accumulated balance.
- ❖ **Sis. Donna Santana** queried if every title has an Annuity and if 372 members can benefit from the ERI or a buyout to avert the layoffs.
- ❖ **Sis. Moira** explained that the annuity is for all PT/ FT titles in Local 372. PT get a pro-rated amount. The Local is supporting the idea of ERI, it must go to the NYS Legislature. The membership was encouraged to contact the legislators, to encourage them to support the buyout. The information is posted on the DC-37 website.
- ❖ **Sis. Maryann Berto** asked in regard to the summer programs for the S.C.G's.
- ❖ **Sis. Dolan** stated that it will continue for the summer, it was negotiated that there would be a new continuing benefit and they will continue to have health insurance coverage thru the summer at no cost.
- ❖ **Bro. Alfonso Giordano** requested an update regarding H.S. after the April recess.
- ❖ **Sis. Dolan** communicated that an update regarding the H. S.'s. is pending.
- ❖ **Sis. Sharon Lipscomb** asked if the loans can be consolidated into the ERI once is approved and offered.
- ❖ **Bro. Dallas Chiles** voiced that loan repayments are not mandatory. The account will be on a deficit, meaning the members would have to pay taxes on the outstanding loan balance. It would receive a reduce amount on the pension because the account would not be fully funded.
- ❖ **Sis. Allison Boston** questioned why is only the 0.2% is added to the Additional Compensation Fund.
- ❖ **Sis. Dolan** explained that because most of the money was put into the across-the-board wage increase.

- ❖ **Sis. Tina Mangum** requested clarification regarding which calendar the S.C.G's are supposed to follow for days off. In addition, her hours were reduced from 5hrs. to 4 and how can she change those hours on the ESS site.
- ❖ **Sis. Dolan** explained that prior to the Pandemic, the S.C.G's followed the DOE calendar. Because of the current Covid-19 Pandemic, the schools are feeding the students and the general population, therefore the S.C.G's are working more days and also during school holidays. Working on improving communication with the NYPD.
- ❖ **Pres. Francois** reiterated that contractual hours the S.C.G's is at the discretion of the NYPD and depending on the precinct.
- ❖ **Sis. Dannon Spivey D.9** suggested for the speakers to identify themselves to the membership.
- ❖ **Sis. Prudence Gousby- Rogers** who is looking to retire bought back time but her records were destroyed during Hurricane Sandy and needs assistance authenticating that in fact the time was credited.
- ❖ **Pres. Francois** advise her to contact Bro. Edwin Torres for assistance regarding this matter.
- ❖ **Sis. Lisa Nuñez** expressed that, yes, there is a lack of communication. She believes the miscommunication happens between the DOE to NYPD regarding the feeding sites. Also, questioned why if a S.C.G's working 5 hrs. and getting paid for 4 hrs. during a vacation day. Requested clarification regarding summer unemployment.
- ❖ **Sis. Dolan** echoed that it is as per contractual hours. The 5th hour is discretionary. The holidays are based on the minimum contractual hours as discussed in the Chapter meeting. The S.C.G's were cautioned not to file for summer unemployment because if they have a 20-25 hrs. assignments. Technically they are not losing hours just because they are below 30 hours. Filing for unemployment is considered fraud and the members can be terminated.

Members that want to apply for PFL may do so via SOLAS in the DOE's website. The members can get up to 12 weeks, intermitted or all 12 weeks consecutively; Health Insurance and partial income replacement.

- ❖ **Sis. JoeAnn Brown** asked for a moment of prayer for our beloved Sis. Belinda Banks Chapter Chair for the Family Workers and for all those individuals that have experienced the loss of loved ones.

A point of special privilege from EVP Nesbit. he thanked the membership for their hard work and dedication during unprecedented the Covid-19 Pandemic.

Secretary Treasurer's Report

Unaudited Financial Statements For the month ending October 31st, 2020.

The total membership for the month of October was 23,104.

The income for the month ending **October** 2020 was \$665,238.25 and the total expenses were \$ 198,561.15 which resulted in a net Income of 466,677.10

The accumulative income for the period of **January 1st, 2020**, through October 31st, 2020 was \$2,742,345.15 and the total expenses were \$2,480,159.82 which resulted in a Net Income of 262,185.33

A motion to approve the Unaudited Financial Report for the month ending October 31st, 2020, was made by Sis. JoeAnn Brown, S.A., D.13 and it was seconded by Bro. Kenny Blacks.

Discussion(s): NONE Vote: Yays: 94 Nays: 6

Treasurer's Report has been adopted.

Continuation of the President's Report

Pres. Francois was excused from the meeting due to a DC-37 Delegates Meeting which is running simultaneously with the General Membership Meeting. EVP Nesbit will be presiding the meeting from this point on.

EVP Nesbit introduced the following vendors to the membership:

Matt Kopko and India from Daily Pay. A voluntary payroll service. The presentation was shared via shared screen. For complete details visit www.dailypay.tn/DC-37.

G.C. Archibald asked the following questions:

- ❖ How is the sensitive information collected from the membership protected from piracy, entrusting into the organization in the event it falls in the wrong hands.
- ❖ What are the billing charges for participants in the event they have an interest to participate in this program and the interest rate for accessing the funds?
- ❖ **Matt Kopko** explained that the program is operated solely when the employer is involved, servicing large corporations, maintaining CCPA and GDPR data system compliance.
- ❖ Only obtain data thru a secure channel and only if authorized by the employer.
- ❖ Local 372 members will only pay a fee of \$2.99 for instant access and \$1.99 for Next Business Day only, if they access the funds. The interest rate will cost 2% of the amount request.

Keith Walden from VIP Voluntary Life Insurance Program. The presentation was shared via shared screen. For complete details visit www.myvipbenefits.com or contact:

Keith Walden Senior Account Manager at (917)635-1607 or (844)227-0544.

Johnny Reed and Kimberly Harding from ID Legal Shield Voluntary Program. The presentation was shared via shared screen. For complete details please contact Johnny Reed and Kimberly Harding at (347)460-1159 and (646)973-8070.

Dallas Chiles from Board of Education Retirement System and Tax Annuity System. BERS and TDA.

For further details please contact Dallas Chiles at dchiles@bers.gov. or visit www.bers.nyc.gov.

65 Court Street Room 1603 16th floor, Brooklyn, N.Y.
(800)843-5573 or (929) 305-3800

- ❖ **Sis. Janice Sutherland** asked if a member has years in the system and have not yet enrolled in the pension, can they still enroll.
- ❖ **Dallas Chiles** the member needs to enroll first and they are still eligible to buyback time.
- ❖ **Bro. David Lease** what is the time frame for a member to apply for retirement.
- ❖ **Dallas Chiles** encouraged the members to apply three months prior to the day of retirement.
- ❖ **Sis. Vicki Ali** asked if extra hours worked is credited towards retirement.
- ❖ **Dallas Chiles**, stated that, yes extra earned hours are added. It all depends on how it's being remunerated. Any additional earned hours may be accumulated to time worked and applied to reach a full year of service.

Covid-19 Vaccines:

- ❖ **EVN Nesbit** Middle Schools and Elementary Schools will be reopening. Members working in the schools will be giving priority to receive the Covid-19 shots. Of course, it is at the member's discretion. Covid-19 vaccines information will be posted on the DC-37 and Local 372 websites.

Queens Library: three Queens Libraries will be utilized as vaccinations sites.

Terminal Leave Covid-19 Coverage was signed into law by the Governor for the members who are determined as an Essential Workers and passed away from contracting Covid-19 Virus. The membership can ask their Reps for assistance with this new law.

Shop Stewards Training:

- ❖ Saturday March 6th, 2021. All Shop Stewards must register.

Early Retirement Incentives:

- ❖ The City of New York is still experiencing a Billion dollars deficit.
- ❖ ERI is still in conversation with the State, they are looking into the ERI bill. The bill has two different parts; one part of the bill will waive the penalty if the member is close to retiring, the second part of the bill is for waiving the years of service. Pending approval from the Legislature.

Mayoral Election Endorsements for the City of New York:

- ❖ The Local and DC-37 are working diligently to properly screen all possible candidates.

AFSCME: offers free college for the members and their dependent children. For more information visit. <https://freecollege.afscme.org>.

Question(s)/Comment(s):

- ❖ **Sis. Anisha Pass, S.L.H, D.17, S. 249** expressed interest in becoming a Shop Steward. In addition, Sis. Pass expressed that she has a pending grievance, and it is difficult to get a hold of the Rep to get updates on her case. She is waiting for a call back and has not seen the Rep at her school for a long time.
- ❖ **EVN Nesbit** explained the process on becoming a Shop Steward for her school. Reps are out in the field visiting the schools and she was advised to contact the Division.

- ❖ **Sis. Menduina** explained that due to Covid-19 all grievances were put on hold. The DOE just forwarded the M.O. A. agreement on the protocols to conduct virtual meetings.
- ❖ **Sis. Lisa Rodriguez, D.11, P. C.** asked a question on behalf of a S. A. not receiving a full paycheck during the summer months and a reduction of \$200 dollars less from her regular pay.
- ❖ **EVP Nesbit** explained that summer pay is pro-rated based upon hours worked for the year. If there is a discrepancy with her paycheck, she should contact Mr. Garcia to assist her with this matter.
- ❖ **Bro. Carlos Moray, D.11** what is the process when a member files for a grievance and the principal has moved on to another position.
- ❖ **Sis. Menduina** stated that they can request for the principal to be summoned to the grievance. The member was advised to contact Mr. Garcia.
- ❖ **Sis. Lisa Nuñez** asked for an update regarding the School Aides going to the DOE and S.C.G's going over to DOT.
- ❖ **EVP Nesbit** the city has not approached the union, they are continuing internal conversations.
- ❖ **Sis. Menduina** stated that members that receive the second Covid- 19 vaccine will receive three hours of comp time. Proof of the vaccine is required. The phone number to schedule a vaccination appointment is (212)815-1100 from 10:00 a.m. to 8:00 p.m.
- ❖ **Bro. David Lease** stated that 8 days are given to UFT members, who experience an adverse reaction after receiving the vaccines. He asked if this applies to Local 372 members.
- ❖ **EVP Nesbit** expressed that Local 372 do get the 8 days as well.

Division Director's Report

The Division Director's Report was addressed during the President's Report.

Unfinished Business

- ❖ **Sis. Denise Ferrante** asked if the NYPD has the same policy, in case the S.C.G.'s develop an adverse reaction from the Covid-19 vaccine.
- ❖ **EVP Nesbit** It is a city policy, however the NYPD at times falls under a different policy. Will contact the NYPD to see if they are following the same city policy.

New Business

Bro. Antonio Jordan 3- Year Trustee, D.9, P.S. 126 requested an Audit of records from Local for the 2020 physical year.

Good & Welfare

- ❖ **Sis. La’Nette Murphy** Black History Celebration for Local 372 is on Friday, February 26th, 2021 at 6:00 p.m. via Zoom.
- ❖ **Sis. Denise McLain** CARAT Team Meeting is the first Tuesday in March at 6:00 p.m. via Zoom. March 9th, 2021, DC-37 Advisory Committee via Zoom.

Adjournment

A motion to adjourn the February 23rd, 2021 General Membership Meeting at 8:25 p.m. was made by Bro. Dalkeith Palmer Loader and Handler and it was seconded by Carlos Murray S.A., D. 11. The vote was unanimously approved. The meeting has been adjourned.

Fraternally submitted,

Glenys Rivera

Recording Secretary