

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

General Membership Meeting Monday May 24th, 2021

The General Membership Meeting was held via Zoom Conference call and it was called to order at 5:13 p.m. by President Francois.

- *Welcoming remarks from Pres. Francois to the membership for their diligent work before and during unprecedented circumstances. A moment of silence as we remember those who are coping with the loss of loved ones as the result of Covid-19 Pandemic.*

The General Membership Meeting Minutes from the previous February 23rd, 2021 meeting is available at www.local372.org for reviewing and/or corrections.

Please note that due to the Covid-19 Pandemic and the Executive Order from Governor Cuomo together with the CDC guidelines, large gatherings are still prohibited. Hence, in-person General Membership Meetings for May 24th, 2021 is also still prohibited.

A motion to change the agenda to allow the President's Report to go before the Secretary Treasurer's Report was made by Sis. Vicky D. 24 and it was seconded by Sis. Tina Manqum D. 14.

Discussion(s): NONE.

Vote: Unanimous. The agenda has been changed.

Reading of the Minutes

A motion to waive the reading of the minutes from February 23rd, 2021 meeting was made by Bro. Antonio Jordan D. 9 and it was seconded by Diana Middleton D. 75.

Discussion(s):

- **Bro. Alfonso Giordano** expressed that minutes from February 23rd, 2021 were not posted on the Local's website.
- **Bro. Isbilar** minutes from the February 23rd, 2021 G.M.M. were previously posted and will be re-posted again on the Local 372 website.
- **Vote: Yays: 215 Nays: 9**

The waving of the reading of the Minutes from February 23rd, 2021 G.M. Meeting has been adopted.

President's Report

Pres. Francois expressed that, as part of his report, he will present to the membership several prominent Political guests Elected Officials' as well as candidates endorsed by the Local.

- **A point of order from Bro. Anthony Gordon.** **Bro. Anthony Gordon** uttered that the reading of the minutes was waived and that changed the order in which the President's Report was going to be delayed. In addition, the Treasurer's Report is not part of the President's Report, a motion was made to waive the Treasurer's Report.
- **Pres. Francois** explained that two separate motions were made. One was to move the agenda to allow the President's Report to go before the Secretary Treasurer's Report. The second motion was, to waive the reading of the minutes. As the Chair, both motions are correct and proper protocols were followed.
- **Sis. Dana Middleton** asked if a motion can be made to move flexibly the agenda in respects to the time constraints?
- **EVP Nesbit** explained that the actual motion that was originally made was to move with flexibility in regards to the Treasurer's report, since the President's report is not first on the agenda. The Treasurer's Report goes before the President's report.

Political Guests Speakers:

Corey Johnson Speaker of New York City Council. Candidate for NYC Comptroller

- Thanked and acknowledged and expressed a debt of gratitude to Local 372 members for the continued services provided to the City of New York during the Covid-19 Pandemic. Thanked Local 372 for the co-endorsement with Brian Benjamin.

Sis. Kimberly Cason P.C. D.23 stated the following:

- Pay increase for PC's. Cafeteria workers are not seen as an asset by the DOE.
- Outline job description.
- PC's have been asked to partake in meetings beyond normal work hours and no overtime is offered just, comp time. In addition, PC's have been asked to perform out of title work. "All hands-on deck".

EVP Nesbit explained the following:

- The contract ends on May 25th, 2021. The first stages of the contract are, all the city unions sit at the table at the beginning to create savings on healthcare.
- The following step is negotiating individual contracts with all the unions.
- The first union that goes to the negotiation table and every other union should get the same or similar contracts as per Collective Bargaining Laws.
- Union Bargaining is in addition to the economic piece.
- The Local is currently in the process of Unit Bargaining. Regarding obtaining a copy of the contract, Sis. Cason was advised to visit www.local372.org to obtain a copy of her contract.

- *If a member is not compensated for any additional work performed, contact the district representative. Moreover, the outline of the reopening for the schools is pending since the mayor just made the announcement today that the schools will reopen without remote learning option.*
- *Medical Accommodations has not been extended. If a member needs to apply for Medical Accommodations, they need to apply as Medical Leave. Same as prior to Covid-19. Once all the details are agreed on with the City of New York, the Local will inform the membership. Furthermore, the conditions of the contract are still in place under the NYC Taft Harley Law.*

Pres. Francois explained that all hands-on deck was to prevent support services from being targeted to do all the work.

- *All hands-on deck was not just for 372 members, administrative staff and teachers were supposed to be involved in that as well, as per previous meetings conversations.*
- *If a member feels that schools principals did not adhere to the agreement and the work was not disseminated accurately amongst the abovementioned titles, they are advised to contact the Leadership.*

Erick Adams Brooklyn Borough President. Candidate for Mayor of NYC.

- *As mayor of NYC, he's going to have ample and robust discussions with the Leadership regarding pay equity.*
- *Will fight for police reform and stop gun violence, affordable housing and will ensure that the children will not receive inadequate education.*
- *Thanked the membership and the endorsement from Local 372 and asked the membership for their support.*
- **Sis. Lorraine Di Palma D.22** asked if annual cooks are mandated to work an entire month over the summer to take time off and can excess vacation days be transferred to sick days; and what is the status of the buy-out?

EVP Nesbit communicated that if annuals have time accumulated in the bank, they are allowed to take vacation. If there's no time in the bank the member must work.

- *There are still assignments that need to be fill-in. If there's no one wants to work, the management will invert seniority.*
- *Vacation days do not convert into sick time. If a member has comp time it converts into sick time.*
- *There's no buy-out as an Early Retirement Incentive. Complete details have not been released until the DOE decides to opt-in into the program.*
- **Jennifer Hylton D.17 Family Worker with the School Assessment Team** queried, when can she schedule an appointment for retirement, does her medical benefits continues once a member retires, which office handles medical benefits for retirees, what happens with accumulated sick days, do Floating Holidays count towards retirement and lastly, once the ERI goes in effect and she decides not to take advantage of the ERI, is there a cutoff period for ERI?

- **EVP Nesbit** TRS has been holding virtual meetings. Sis. Hylton will be sending pertaining information to follow-up with a TRS representative. The ERI is a temporary incentive, it will only be available for approximately two months.

Sis. Marianna DaCostra stated that Sis. Hylton needs to fill a health insurance application at BERS. The form can be obtained with the school secretary or HR department. In addition, form must be filled out at 65 Court Street as well in Room 1.

- If the members are on any meds, they must have a three month supplies of meds because DC-37 might experience a lapse of service.
- The DC-37 benefits will remain in effect, a copy of the first pension check, the health insurance form and health insurance card must be submitted to DC-37. Any unused sick days will be calculated at TRS with a credible letter indicating the exact retirement date.

Pres. Francois voiced that sick days must be exhausted first prior to retirement.

Pierina Sanchez Candidate for the 14th Council District in the Bronx.

- Graduate from Harvard and Princeton.
- Advocating for affordable housing, pay equity.
- Worked at City Hall as a Labor Representative.
- Thanked Local 372 for the support and asked the membership for their support. When elected, will work with the leadership to advocate on behalf of Local 372 members.

Sis. Moira Dolan DOE has not yet opted in ERI. If the DOE decides to opt-in, it would be as follows:

- One month for each year of service with a maximum of three years of credit.
- For 17 years members will get 17 months of credits.
- For 24 years of service the member gets 24 plus additional months of credit, a total of 26 years.
- For 36 years members get a total of 36 months of credit.
- If you are not 65 years of age, you will have an age-related reduction.
- **Sis. Sandra Dorsett** queried, with the reopening of the schools, is proper and safe ventilation has been looked at and discussed? Also, requested for an update regarding monetary compensation for PC's for hours worked during the Pandemic.

Pres. Francois voiced that yes, it is safe. The construction authority focuses on safety first.

- **Sis. Mendumina** as per previous discussions the main concern for PC's is seniority. Hazard Pay is up for discussion. There's no definite answer yet.
- **Sis. April Dunston Family Worker for the School Assessment Team** when negotiation is going to start for Family Para's regarding salary, F.Wr's are performing secretarial work and are not compensated; the job that requires the F.Wr's to use several screens, when will the F.Wr's get a consistent salary vs. 10 months' salary because in October F.Wr's do not receive a paycheck. Sis. April Dunston voiced that DC-37/Local 372 provided stipends for union members and family that have passed, applied for a Scholarship, and did not receive a response.

- **Sis. Mendumina** stated that a percentage of full rate pay for FW's is calculated to get summer pay, the benefits continue throughout the summer.
- Because of the pandemic hourly employees will be paid every two weeks continuously. Moving forward, FW's will not experience a lapse in pay effective 2021. Payroll will no longer close.

EVP Nesbit regarding death benefits, members need to apply with DC-37 Health & Security. Local 372 does not administer death benefits payments.

- The Scholarship Dinner from 2020 was canceled, hence there was no one selected.
- **Sis. Trina Mangum S.C.G.** stated that General Membership Meeting should have been conducted differently, the special speakers should have had a separate meeting, since it is a 372 meeting. The membership should have been giving an opportunity to ask the candidates questions. Queried if a S.C.G. is asked to work during the summer and declines the offer, are they entitled to apply for unemployment?

EVP Nesbit the Local does not decide regarding unemployment benefits. The Department of Labor makes that determination. Regarding the guests' speakers, the point was duly noted.

Senator Brian Benjamin candidate for New York City Comptroller.

- Advocated for funding for the SAPIS.
- Endorsed by Local 372
- Main goal is to focus on making sure the government has support for those who are most marginalized.
- Attended Brown University and Harvard Business School with a background in finances.

Laura Wood Chief Democracy Officer for New York City.

Provided a presentation on Ranking Voting via shared Screen.

Question(s)/Comment(s) Regarding 372 Election.

- **Sis. Ersell Mellis** asked if it's going to be a debate regarding Local 372 elections.
- **EVP Nesbit** there's no debate scheduled. The tabulation of votes will take place within two weeks. In the past, there has been a debate but it was scheduled ahead of time.
- **Sis. Tina Mangum** stated that without a union debate on the election, how is she going to make a smart decision regarding her vote and rumors. The debate would have given the members an opportunity to ask the candidates questions regarding their accomplishments and what they are planning to achieve.
- **EVP Nesbit** expressed those candidates in the race have an opportunity to do mailings to all Local 372 members. Because of the Pandemic and mail-in ballots there was no debate scheduled.
- **Pres. Francois** recapped that the forum has been used in the past. If it was up to him, he would love to have the debate. The insurgent is normally the one that requests the debate, not the sitting President. If the request was made, he would have agreed with having the debate.

Sis. Moira Dolan recapped on the following regarding ERI.

- Awaiting to see if the DOE will opt-in and what titles will be approved for ERI.
- A couple of examples was giving on how the service credit will be added to your service.
- It does not add to your age. The members will get 1 month for each additional year of service up to 36 months.
- For 20 years of service, you will get 20 months added.
- 25 years will get 25 months added. Adding the years could possibly offset any age-related reduction in the pension.
- There will be an enrollment period and an end period. If ERI is approved, meetings will be scheduled to explain the process.

Collective Bargaining

- All terms and conditions remain in effect including job protection, job security, paychecks, grievance language and discipline language.
- An outstanding piece of business, which is the additional Compensation Fund, is a small .2 % amount of money that more than likely will be used to increase the Annuity Benefit.
- The Annuity is a savings account held by DC-37 Health and Security Fund. Those funds are invested and a yearly statement is sent to the membership. Looking into add the .2% to create an additional \$90.00 dollars contribution to increase the annuity amount to over \$300.00 dollars per year.

Economic Bargaining Agreement

- Once a new Local 372 endorsed Mayor is in the office, conversations will begin for the new Master Economic Agreement.

Question(s) Comment(s):

- **Sis. Sylvia Heath** asked if 55 yrs. with 25 yrs. of service is she entitled to the ERI and if Tier 57-10 is part of the ERI?

Sis. Moira Dolan recapped that regarding ERI, we are waiting for the DOE to opt-in to the plan, once they opt-in, the DOE will decide which titles will be eligible. For 25 years of service members will get one additional month for each year. Then the pension is calculated as if you had 27 years.

- For 57-10 same formula applies but will get a deduction based on age.

Please note for hourlies / PT employees 25 years in the pension takes a lot longer because the members must accumulate enough calendar time.

G.C. Archibald clarified that regarding the one month for every year of service, is capped at 36 months.

- **Sis. Joyce Richards** expressed that if at some point is the local going to make bold moves to revamp and update the Collective Bargaining Agreement that is extremely antiquated and eliminating the percentage pay throughout the summer months?

Sis. Joyce Richards emphasized that UFT members do not pay their members pro-rated checks. UFT members get an all year round pay including the summer vacation pay.

- **Pres. Francois** voiced that when the Local negotiates as part of D.C. 37, the Local always negotiates on the best interest of the membership.

EVP Nesbit the purpose of having the percentage in the summer, it was a way to preserve Health Insurance and the Welfare Fund for the membership throughout the summer months when the members are not working. It was always paid by the previous contract anyway.

- The members will continue to receive medical coverage even though they are not working during the summer. If the membership tries to retract it in anyway, it would have to be an option. Are members willing not to have health coverage throughout the summer as an option or prefer to take the percentage away.
- UFT members' annual salaries are spread-out in 12 months. It is different for Local 372 hourly employees.
- That is a matter can be presented during Unit Bargaining. We must take into consideration that there might be certain demands that may or may not be favorable for those individual titles.
- It is not a move that the Pres. can make. The bold move and the vote comes from the members putting their demands forward.
- The Leadership will be a part of the process, serving as an administrator; but the final say comes from each hourly chapters.
- **Sis. Charlice Trumpler S.A.** expressed what safety measures are going to be in place before the schools opens September 13th, 2021. It is concerning that she may be exposed to Covid-19 with an influx of students in the hallways. Protective barriers should be in place at her post.
- **EVP Nesbit** stated that once the school ends, the DOE has discussions with all of the unions. The Local will investigate what is the DOE's outline for the opening of the schools, such as ventilation, air purifiers as well as protective barriers for the members. A meeting was scheduled with various unions and parent groups. In that meeting the DOE was supposed to present the reopening plans for September 13th, 2021 and the DOE was a no show.

G.C. Archibald recapitulated:

- When the Mayor tried to open the schools last year, the Chancellor had put out his school reopening plan that was vetted and poured over by all the unions of interest including Local 372 and the UFT.
- There was a lot of pushbacks by all the unions and as result of that pushback, certain changes needed to take place. The number of students who were going to be permitted to come to each school and the numbers of staff who could work in the buildings as well as numbers who had to work remotely were all reconsidered.
- It was somewhat of a collaborative process but it's a process that Local 372 gets to play a role in. If things are not accurate, Local 372 is going to push back up to and include litigation if necessary to make sure that our members are safe.

EVP Nesbit when the UFT President Michael Mulgrew announced that the UFT was going to strike, the very next day Mayor announced that schools will re-open on September 10th. 2021.

- The Leadership went before the Executive Board in August 2020 and explained the reason why the lawsuit was warranted. The Executive Board unanimously approved the lawsuit.
- On September 8th, G.C. Roger Archibald notified the City of New York that he would be going into court to file a lawsuit. The DOE and the city of New York would have to produce 1,700 safety plans for every school in the city within two days.
- September 8th, 2020, during the mayor's press conference he announced that schools would not open September 10th, 2020.
- The Local made a dynamic powerful move the next day, the NYC Mayor and Local 372 President Francois had a walkthrough over school buildings to address safety protocols in the schools. The Local will push back on anything that does not protect the safety of the members. Moreover, EVP Nesbit and DC-37 have conducted walkthroughs to safeguard the safety of the members.
- **Sis. Starlet Charley F.W. with the School Assessment Team** voiced that she had an appointment with a counselor to buyback time, never received a response from BERS. Sis. Charley further stated that she was not aware that FW's can get a salary upgrade certificate. In addition, Sis. Charley feels that based on the high volume of work and experience, the S.A.T F.Wr's need a salary increase.
- **Pres. Francois** acknowledged Sis. Charley's remarks and expressed that the Local will bring it to the table.
- **EVP Nesbit** expressed that BERS is overwhelmed, not enough counselors to service the high volume of calls that's coming in. Looking into different strategies to accommodate the high volume of calls. The member was advised to send pertaining information be forwarded to BERS.
- **Sis. Sandra Dorsett** asked for clarification regarding ERI. Sis. Dorsett further stated that during campaign it is good to have a debate to give the opponent an opportunity to discuss everything. Furthermore, it is not up to the candidates to decide if they wanted to debate. The Campaign Chairperson and the Campaign Committee from DC-37 should have organized a virtual debate and acknowledged Pres. Francois for having an informative meeting.

G.C. Archibald restated that back in April the Governor signed the law. The law gives the City of New York the option to offer ERI. ERI deadline is May 31st 2020, the mayor needs to decide if they want to opt-in. Once they opt-in, they will decide which titles are going to be eligible, they will put in place an open enrollment program with all the eligible requirements.

A question was called by Bro. Antonio Jordan regarding ERI and it was seconded by Sis. Emogene Jones.

Discussion(s): NONE. Vote: Yays 80% Nays: 20%. Question has been called.

A motion to move the agenda to allow the Library and Schools Division to go before the Treasurer's Report was made by Sis. Eli and it was seconded by Bro. Winston.

Discussion(s): NONE Vote: Yays 95% Nays: 5%. Motion carried.

Education and Library Division

Sis. Michelle Mendumina reported the following regarding the Department of Education:

- *The School's Division was renamed Education and Library Division. The former Schools Division has also taken over the libraries in New York City.*

Family Workers:

- *First day of schools is Monday September 13th, 2021. Reasonable accommodations ended June 30th, 2021. Members who feel that they need to extend the accommodations, they will need to re-apply. If the members applied and they been denied, please contact the division for assistance.*
- *Family Worker's usually reported to work the Wednesday before the first day of school. Because of the Jewish Holiday this year, they report to work September 9th, 2021.*
- *DC-37, Local 372 along with the division have been working with Monroe College so all Family Workers titles may enroll at Monroe College. The open house will be done virtually on June 22nd, 2021 at 6:00 p.m. The program is a certificate program consists of 19 Life Skills credits. The program allows F.Wr.'s to increase their earnings. The information will be posted at the Local 372 website.*

Direct Deposit:

- *Approximately 90 % of the membership have applied for direct deposit. The membership will no longer receive the six pre-dated summer checks. Members will receive a paycheck every two weeks. Members who do not want direct deposit, the checks will be mailed to the address on file.*

Community Titles:

- *Have been meeting with the Community Titles to address questions and concerns regarding to clocking in and out, late night meetings, rates of pay, remote work, and improving the communication with their supervisors.*

School Aides :

- *Summer jobs postings were posted on May 14th, 2021. They are also available at the DOE's website.*

School Crossing Guards:

- *We are currently working on S.C.G's going over to the DOT. No updated information yet.*

The membership was reminded that in the event a member gets arrested they must notify the DOE.

Assistant Director John Burke reported the following on Schools Foods Services:

- Hourly laundry checks will be distributed on May 27th, 2021 and for Annuals on May 28th, 2021. It will be issued in one check not two separate checks.
- Approximately 750 summer feeding sites established which include the public, CBO's, Camps. It will be a grab-go service. For in-house summer schools' students, food service may be servicing a hot meal.
- Annuals are expected to report by September 1st, 2021 in preparation for the opening of the school year. Hourlies can not be mandated to work in the summer but are encouraged to give at least two weeks to work in the summer if possible.
- First day of work for hourly employees is September 13th, 2021. Notify the representative in the event hourlies are being told differently.
- Summer feeding trucks will not be utilized across the city in the summer.

Summer Vacation Checks:

- The DOE will no longer be utilizing anticipated payroll for hourlies.
- The summer vacation check will be distributed every two weeks as dated. If a member decides to work in the summer, the member will receive a working summer check which the dues will not be deducted from. It will only be deducted from the summer vacation check.
- Members that signed up to direct deposit will get their pay at their banking institution, for those without direct deposit, the summer checks will be mailed to their residence. For those members that opted to work in the summer, the working summer checks will be distributed on Wednesday prior to the Thursday's summer vacation check. For any questions contact the Reps.

Question(s)/Comment(s):

- **Sis. Maria Hernandez STH Family Worker** stated that she's assigned to different shelter. It is in a sub-basement, there's no ventilation, no windows or AC and she has a medical condition. Queried if she is mandated to return to work under those conditions? In addition, she never enrolled in the pension can she benefit from the ERI?

Bro. John Burke stated that will look at all the shelters across the city to find out what the safety help protocols are for the FW's in the shelters.

- Sis. Hernandez was advised to contact Bro. Burke. His contact information was provided via the chat. Bro. Burke further stated that because she never enrolled in the pension, whenever the DOE decides to opt into it, unfortunately since she is not a pension contributor therefore, she will not be entitled to ERI.

The membership is always encouraged to join the pension.

- **Pres. Francois** expressed that Local is still working on an Automatic Enrollment Bill that was vetoed by the governor. The Bill will be put back on table.

- **Bro. Anthony Gordon** expressed that he is part of the community titles and in the Bargaining Unit he was never informed regarding the division visiting the schools and having conversations with the community titles.
- **Sis. Michelle Mendumina** clarified that the school visits was for the school-based community titles that work in different areas.
- **Bro. Gordon** stated that the Local gave the Politicians a platform to campaign and in doing so the Politicians will campaign on behalf of the President.
- **Pres. Francois** communicated that his allegations are incorrect. He orchestrated and put together a group of people to question the debate and the politicians.
- **Sis. Lisa Rodriguez** queried if the union assists with the planning for the Summer Rising program because it is not developed properly. Furthermore, who is going to be doing lunch duty since there is no funds to hire S.A.'s and how will she be protected from doing S. A.'s duties, and if the DOE is planning to install ACs for offices that lacks proper ventilation?
- **EVP Nesbit** the city's budget is going to be finalized July 1st, 2021. The union will demand that funds must be allocated to hire S. A.'s.
- **Sis. Michell Mendumina** echoed; the DOE will hire more S.A.'s. The members were advised to contact the Reps to report any out of titles assignments.
- **Pres. Francois** communicated that each building will be assets individually to have a better count of what is need it.

Treasurer's Report

Bro. David Keye read the Unaudited Financial Statements Report for the month ending December 31st, 2020.

The total membership for the month of December was 22,789.

The income for the month ending **December 2020** was \$210,814.98 and the total expenses were \$217,313.58 which resulted in a net Loss of (\$6,498.60).

The accumulative income for the period of **January 1st, 2020** through **December 31st, 2020** was \$3,147,282.45 the total expenses were \$3,020, 472.70 which resulted in a Net Income of \$126,809.75.

Expenses Incurred:

Political Contribution(s) Paid and Unpaid – Attached None

\$500 to Assembly Member Latoya Joyner. She is also the newly elected Labor Chair NYS assembly. She is running for re-election in 2022.

Conference(s): None

A motion to approve the Unaudited Financial Statements Report for the month ending December 31st, 2020, was made by Bro. Antonio Jordan it was seconded by Sis. LaNette Murphy.

Discussion(s):

- **Bro. Anthony Gordon** stated that the report read was for the year, 2020, since we are in the month of May is there's a report for the year 2021?
- **Bro. David Keye** explained they go month by month and they just completed December 2020.
- **Bro. Gordon** if there was a General Membership Meeting in March, a report from January-March should have been read to the membership. Moreover, how is it that the Local does not have report for the 2021 year.
- **Bro. David Keye** reiterated the 2020 report is month-month and they just completed December 2020. Hence, the 2021 report is not available yet. Bro. Gordon was advised that if he wants to see the records, he may do so by making an appointment with the business office.

Bro. David Keye apologized to the membership for his choice of words .

- **Sis. Murphy** requested an explanation regarding the net profit.
- **Bro. Arif Hossain Business Manager** the major contributing factors for the net profit are: no expenses in meals for all meetings, conferences and no major expenses for that period.
- **Sis. Sandra Dorsett** stated that budget should have been presented quarterly to the membership and the membership should have gotten an updated report.
- **Sis. Tina Mangum** questioned how the membership money is being spent?
- **Pres. Francois** clarified that money is being spent on the membership and approved by the Executive Board. Inaccurate rumors are being spread during the Local's Election time to tarnish the Leadership. In addition, Pres. Francois ordered an Audit from AFSCME International Union from the time he became the President of Local 372 to current; to clear any speculations under his administration. Audit is pending from AFSCME.
- **Bro. Antonio Jordan** voiced that the membership has the prerogative to make an appoint to review the books at any time. The membership was reminded that the books are always available not just during elections.

Bro. Antonio Jordan D. 9 called a question on the Treasurer's Report and it was seconded by Sis. Imogene Jones D. 18.

Discussion(s):

- **Sis. Dana Middleton Family Worker D.75** is against calling the question. Based on Robert's Rules of Order the majority and the minority must be able to have conversations and she feels that when a question is called, it is to block members from raising points.

Pres. Francois explained as the Chair of the meeting and as per Robert's Rules of Order, the purpose of the meeting is to answer questions and concerns from the membership and allow both sides to have respectful discussion.

- **Bro. Anthony Gordon** uttered that based on Robert's Rules of Order, to close a question on a motion, there should be no one else who is able to answer a question.

A Point of order from Bro. Anthony Gordon.

General Counsel Archibald clarified that regarding the motion that is currently pending, the only motion is to end the debate on the Treasurer's Report. The motion was made and seconded. There's a first motion and a second, followed by discussions, at the end of the discussions there's a vote.

Vote: Yays: 87% Nays: 13%. Debate ended.

Vote: Yays 80% Nays : 20%. The Treasurer's Report has been adopted

Unfinished Business

- **Sis. Vickilyn Allie** stated that due to personal reasons she will not be able to work in the summer, will she be able to regain per-session seniority for the summer 2022?
- **Bro. John Burke** members do not lose their seniority. Summer per-session is based on seniority.
- **Sis. Nereida** asked if F.Wrk's are entitled to longevity and if the union pays for the master's degree program?
- **Pres. Francois** stated that all members are entitled to longevity after the fifteen year is completed.
- **Bro. John Burke** communicated that based on the salary pay scale of the F.Wr's contract, once they complete the B.A. their salary is plateau. The next highest title is Parent Program Assistant; that title is obtained if the district has the budget for that line. Sis. Nereida Pastrana was advised to request a payroll inquiry form from the payroll secretary and suggested to take advantage of Monroe's open house for further details.

New Business

Bro. Anthony Gordon expressed that during the meetings he asks questions based on Robert's Rules of Order and some members feel that those questions are disruptive. He apologized to the membership if his questions were interpreted as unruly.

- **Bro. Tarik Johnson** asked if the jobs posting can be made available on the DC-37 website?
- **Bro. John Burke** based on the wording of the contract; the DOE has now transition from paper to paperless, all DOE job posting are available on the website.

A motion to adjourn the May 24th, 2021, General Membership Meeting at 9:54 p.m. was made by Bro. Alfonso Giordano and it was seconded by Bro. Paul Sforza.

Vote: Yays: 93% Nays: 7%. The meeting has been adjourned.

Fraternally Submitted

Glenys Rivera

Recording Secretary