

Local 372
Board of Education Employees
20 West 33rd Street 8th Floor
New York, NY 10001

General Membership Meeting

Tuesday October 29th 2024

The General Membership Meeting was held via Zoom Conference call and it was called to order at 5:40 PM.

A motion was made by Dawn Best to table the reading of the minutes until the next meeting and the motion was seconded by Sheryl Leveret. 94% said YES 6% said NO. The motion carried.

Welcoming remarks were given by President Shaun D. Francois I, welcoming everyone joining on ZOOM and how he valued their time and work ethics.

Secretary Treasurer's Report

A motion to approve the Unaudited Financial Statements Report by La'Nette Q. Murphy and it was seconded by Yvonne Dupree. 87% of the members agreed to accept the Treasurer's report 8% of the membership said NO. The treasurer's Report has been adopted.

Discussions ensued.

President's Report

The President started by informing everyone that our next General Membership Meeting might be held in-person depending on the space and time. The President went on to say that we have purchased our own building to have a place of our own that we could call home. Even though D.C. 37 Headquarters at 125 Barclay Street will be opening soon, we will still have our meetings at our current location. We will be utilizing 125 Barclay Street from time to time, it just depends on the meetings and the event.

You are the union; we are all in this together. We have over 2,300 members, however the ones that always complain are not here. We must invest in our youth; we have lots of members that are under 40 years old. We need the youth and the seasoned to work together. The young members have the energy, and the seasoned members have the knowledge and experience; therefore we must bring them both together to be involved. I believe in technology but not at the expense of our members, we will need everyone to get more involved.

There were 236 members online at 6:27 pm.

The AFL-CIO and the Local have endorsed Kamala Harris for President. We believe that Harris and Walz are the best team for the job at this time.

We will be doing Unit Bargaining with the city real soon let's get involved and stay ready.

Roger Archibald Council for the local said pigging back on what the president said earlier that we are in a better position now that we own our own property. We made a 10-million-dollar purchase that will make profits over time. The plan is to have 5 million dollars in our rainy-day fund. We made \$540,000.00 in savings and \$12,000.00 goes to the principal. The local is in a 1.26 million dollars stronger position to own, therefore this was a very wise investment.

Question: from Linette Sullivan, what is he talking about?

Mr. President said that Brother Roger is just letting us know that we are in good standings better than we were before. Owning is better than renting.

Special Guest: AFLAC- Nando Albercci (Whole Term Life)

Jaicyn Simpson (347)248-8969 or (212)920-9031 jaicynsimpson@us.aflac.com

Nando (646)353-5373

They gave a brief summary of some of the benefits of having AFLAC insurance, such as Accident Plans, Disability Coverage for up to 6 months and more. There was a quick overview with questions and answers to follow. President Shaun encouraged everyone to give them a call if they are interested in any of the benefits.

There were 244 participants online at 6:45 pm

Education and Library Division

Questions ensued:

Marie France, are we going to get 4 hours off from work to vote if we work on election day? I work from 7:45 am until 3:45 pm. Mr. John Burke said you will be working remotely so there's your answer.

SAPIS workers, it's not fair that some people can work remotely, and others can't. We will fight for you as best as we can. Every year we go to the city to fight for better living wages.

Jennifer Bravo, School Aide RFK High School, is school base remote all day? Answer YES.

Mr. Grossman said there was a memo that went around saying that it is a full remote day for all staff except for the Loaders and Handlers. John Olsson said that community titles as of Monday will no longer work remote after 1 year.

Tonya Fleming asked, are the reps going to have district meetings? John Burke said Yes.

Question: Jabbar Baker a School Aide for 17 years asked, what's a seniority list?

A Seniority List is a ranked list of workers within the school where individuals are listed based on their years of services and who has worked the longest.

1. There's a district wide Seniority List for elementary schools.
2. There's a borough wide list for high schools; seniority prevails if there's a lay off the senior person gets the job, the one who's been working in the borough the longest.

Question: Glayds Gomez, I live in the Bronx with two young children, and I don't come out at night. That's why I would like to continue with the virtual meetings. Is that possible?

President Francois said we must follow the guidelines of AFSCME. If AFSCME says that we have to go back to in-person meetings, then I have to follow those guidelines. Otherwise, we will be in violation and that's something we don't want to do.

Question: Celeste Mathis, District 17, who is our union Rep? We haven't seen a rep in about a year.

Andrainer Coleman covers district 16 and 17. Email: acoleman@dc37.net Contact Phone: (646)359-3371 ext.1953.

Question: Mary Ann Umberto, why is there a change to healthcare every time we negotiate the contract? Why is everything NO when you negotiate. Please don't change our health coverage.

Answer: That's what negotiation is all about, however this is the council's decision not the local one.

There were 216 participants online at 7:33pm.

Question: Rebecca St. Louis-Smith, PS 161 District 17, I would like to be a Shop Steward, and I am under 40. How can I make this happen? Answer. We will have Sonny get in touch with you.

Question: Frances Rodriguez, Kings Bridge High School, I was with District 9 and I moved to District 10. I moved to a high school now and I am completely new. How can I get a seniority list? Your Rep will get one out to you.

Question: Vicki Lynn Allie, will everyone get a copy of the Seniority List? Also, I would like to say that Ms. Rodriguez was very helpful.

Question: Cassandra Williams, Shop Steward School Aide District 21, are we working remote? My principal gave us a memo. John Burke said we will follow up.

Question: Abby Taman, PS 160 District 8 School Aide, I don't know why I have to sit at the Safety Agents desk. The boy quit since September. How much longer will I have to do this? Mr. President that is so disrespectful to have you School Aides sitting down at that desk. We are in the middle of fighting to keep this from happening. I don't agree with this practice at all.

209 participants at 7:47 pm.

Question: Venessa Murray, District 75, there are a group of PC's working with students with special needs and I am the Shop Steward. PC's are filling out FMLA because they are so overburdened. We meet on a regular basis. When is the next Shop Steward Training? November 23rd, 2024. John Burke, do you meet once a month? Yes we do.

Question: Raeann Singleton District 26 MS 216 School Aide, I would like to be more involved. I would also like to be a Shop Steward please let me know how I can make that happen?

Question: Kazi Ashraf. Are we going to lose the remote days when the non-school based pilot program ends? John Burke said we will fight to keep that program going.

201 participants at 7:57pm.

Question: Natalie Rodriguez District 8 Parent Coordinator, the principal can ask you to do anything. The school aides and the PC's are always asked to do anything, what should we do? President Francois said don't get in trouble and don't be insubordinate. Just contact the union and let us know and we will fight for you.

199 participants at 8:03 pm.

Question: Linette Sullivan, why is it that they are protecting the school safety agents. I believe that the Union and the DOE are in bed together. President Francois said don't say that. We are helping as much as we can, we are continuously fighting for the members. How dare you think that we would side with the DOE? "This is disrespectful!". We took office to make a difference and bring forth a positive change and that's what we've done so far and what we will continue to do as long as I am in office and beyond.

Question: Henry Baez District 32 PC for 21 years Middle School, October 28th I am going to take the early retirement. These principals are going overboard, they are just making us do too much now. I have to deal with climate change, I've had enough.

Question: Ana Aguliar PC 3 Years Shop Steward, there is a lot of misguidances with the School Aides. There should be more clarity. John Burke OLR has sent out a memo to the principals regarding prior practices.

185 participants at 8:13pm.

Further discussions ensued

A motion to adjourn the October 29th, 2024 General Membership meeting at 8:22 pm was made by Rev. Antonio Jordan and it was seconded by Donna Tilghman.

There were 174 participants.

Votes 54% Yays and 46% Nays. The meeting has been adjourned.

Sister Dawn Best was very disappointed that the meeting was adjourned. She said it wasn't fair that there were still people with valid questions to ask and it's sad that the meeting was adjourned.

President Francois said we must follow Roberts Rules of Order that provide guidance for every meeting.

Fraternally Submitted

La'Nette Q. Murphy
Recording Secretary