

LOCAL 1211

United Support Staff Council

Minutes

November 6, 2013

I. Call to Order

G Chiovino called the meeting to order at 4:30 p.m.

II Roll Call:

***Present:** P Bultnick, G Chiovino, J Cirillo, J D'Agata, B Gust-Farrell, L Hafner, M Marski, D Murphy, D Naumann, M Nedza, R Polly, T Schuman, K Shirahama, L Stompanato, S Tesnow, N Nedz-McPeek, M Reising*

III President Report: B Farrell

- A. Shirley Forpes, President of the retiree group, addressed the members. She is running for office as committeewoman for Palatine Township and asked us to help her get signatures on the nominating petition. She mentioned that John Braglia, President of the teacher's union, wants to work to help organize bus drivers, café workers, and custodians into one group contract-wise. With three new administrators coming into position in the district (replacing Nancy Robb, Dave Torres and Steve East) now is the time for the support staff to show a strong front.*
- B. The comp time issue came up again. Support staff personnel do not get comp time. Work your hours. Beyond that, you should get paid for any overtime you do work. There are issues arising at a couple of the schools with support staff being allowed to take comp time off. Administrators are allowing comp time in certain situations and not in others. Bobbi advised to get all the facts. Maybe a grievance should be filed.*
- C. Contract Negotiations will begin. Bobbi unsure whether it will be Nancy Robb or Dan Cates doing the negotiating. We need to form an Ad Hoc Committee and will need a chairman who will then select people for the committee. The committee will consist of members from all buildings. It is up in the air whether it will be a full scale negotiation or a limited one. In the past we have piggybacked the teachers' contract. S Tesnow nominated B Gust Farrell for chairman; R Polly seconded the motion. Approved by members. A form will be sent out inviting people to participate on the committee. After that, a survey will be sent out asking members to state the issues they would like to see negotiated in the new contract. G Chiovino asked who would be involved in the negotiating. B Gust-Farrell said that usually there are 8 or 9 committee members while 2-3 are actually involved in the negotiating. G Chiovino advised that people should be given the chance to voice their opinions. Those that want to will and those who prefer not to will have had the same opportunity. It was suggested to do a town meeting and B Gust-Farrell can explain how the negotiations will work. D Naumann suggested that the committee be established before this happens so the committee can be introduced to those that attend the meeting. M Marski mentioned that when she worked at the airlines, there was an advisory board working with the negotiating committee at contract time. Once the committee is set up, a town meeting will be scheduled. She mentioned that it is normal practice at HEHS for employees to work an hour overtime every day and then take longer lunches. It is selective employees doing this. This is starting to create resentment among the workers, why it is allowed for some people and not for others while others are doing it the right way, using personal and sick time. B Gust-Farrell also mentioned how it creates a domino effect. For those who are gone longer than they*

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should means that other employees have to pick up the slack. The point was mentioned that if this is brought to the administrator's attention, they usually don't like to be told that they are not adhering to the contract which is a legal and binding document.

IV Secretary Report: J D'Agata

- A.** *J D'Agata informed the members to make a slight change in the minutes; under President's Report, Section E, change FHS to PHS. Motion was made to approve the September 25th minutes by G Chiovino. It was seconded by D. Naumann. Motion approved.*

V Treasurer Report: Barb Mach (absent)

VI Vice President Report: S Tesnow

- A.** *S Tesnow talked about attending the IFT Convention; learned a lot about issues regarding other unions. Met a lot of the guest speakers. Said that Linda Bush, who is a first year senator, announced that she would walk the line with any district when needed. She feels that more people are needed in Springfield that come from an education background and understand the educational issues.*

VIII Vice President Report: R Polly

- A.** *R Polly mentioned that at the IFT Convention she had the opportunity to discuss issues with people from other districts. Many districts had the same issues we have while others had very different ones. She mentioned that the Paraprofessional Conference is rumored to be taking place in Orlando in April. It should be posted on the IFT website shortly.*

IX Executive Board Report: R Jarecki (absent)

X New Business:

- A.** *M Nedza brought up the issue that a co-worker is bullying other workers. This worker is offending people, screaming at people and has forced a chair toward a co-worker on occasion. She wanted advice on how to properly handle this situation. B Gust-Farrell suggested she start with a meeting with the co-worker's supervisor. M Nedza did mention that right now the worker is on medical leave.*
- B.** *M Reising said she is hoping to have the summer school wording in the contract changed based on the problems it cause last summer. B Gust-Farrell suggested to everyone to apply for every position at every school for summer work.*

Motion to adjourn by L Hafner at 5:20 p.m. Seconded by M Nedza. Motion approved.