

SVFT Combined Executive Council/General Membership Meeting

Wednesday, May 10, 2017

President Ed Leavy called the meeting to order at 5:15 P.M. after the conclusion of the Student Debt clinic offered by Ed and AFT-CT's Jennifer Benevento.

Approval of minutes of November 2016 General Membership meeting M/S/V

Approval of minutes of April 2017 Executive Council meeting M/S/V

Ed introduced Jan Hochadel (AFT-CT President) and Kevin Lembo (CT Comptroller) who made special remarks and took questions.

Emily Lozinak's Treasurer's Report:

Emily reviewed the Monthly Income & Expense Report for April. Items discussed were as follows:

- Total Income for the month was \$87,841.43
 - Item 4355 Rental Income – \$550.00
 - One April payment was deposited on March 30, which is why it is less this month
- Total Expenses for the month were \$91,210.48

Line items of note included

- Item 6055 Office Insurance - \$3,877.00
 - Workers Compensation and insurance for the year
- Item 6125 Printing - \$1,341.27
 - Printing costs for the February, March and April Newsletters
- Item 6200 Office Maintenance - \$507.38
 - Last snow removal bill was paid in April
- Net operating income for the year to date is \$117,410.01

Treasurer's Report (pending audit) M/S/V (Rep portion)

Treasurer's 2016 - 2017 General Membership Report Budget v Actuals YTD FY 2016-2017

Emily shared the following during the GM portion of the Meeting:

- o Total Income for the 2016-2017 fiscal year to date is \$871,259.60

This represents 72% of what we anticipated in our budget, which means we are on track as we are 75% through the fiscal year.

Line items of note:

* Item 4350 Miscellaneous Income – Money transfer from one account to another while we were switching from Webster to People’s Bank. This is offset by Expense Item 6165 Miscellaneous General Account. These will be adjusted by the accountant.

o Total Expense for the 2016-2017 fiscal year to date is \$773,290.04

Line items of note included

* Item 6000 Office Clerk –\$21,118.50 which is 81% of the budgets about, this is more than 75% as the office manager does not work during the summer.

* Items 6055 Office Insurance and 6065 Workers Compensation are budgeted separately but paid as a single bill, so even though office insurance exceeds the budgeted amount, nothing has come out of workers compensation

* Item 6159 Accounting – Currently over the 75% budgeted but no more expenses are expected under this line item for the remainder of the year

o Net operating income for the year to date is \$97,969.56

Please note, the following will still need to be paid for this fiscal year

* Item 6171 Teacher of the Year & Teacher Appreciation breakfast

* Item 6070 Mileage Reimbursement

* Item 6080 Dues Reimbursement

* Item 6085 Meeting expenses for End of Year Parties

* Item 6170 Scholarship

Treasurer’s Report (pending audit) M/S/V (GM portion)

Bob Riccitelli EUR Report:

Bob shared the EUR YTD report:

Arbitrations

* The Grievance and Arbitration Committee has met 1 time this year. This issue was resolved by stipulated agreement.

* The decision to forward cases to arbitration is based on three factors: impact on the grievant, impact on the membership and the likelihood of winning the grievance based on contractual language.

Stipulated Agreements

* 20 signed stipulated agreements to date. Twelve of the agreements addressed discipline issues. Three for seniority, and 5 contractual issues

Grievances

* 10 Grievances have been filed. 7 Grievances have been settled through a stipulated agreement, 1 grievance was withdrawn, 2 are in process.

Dispute-Resolution

* 1 Dispute Resolution was conducted. We believe this will have a favorable decision.

Topics

* ALEKS is a concern because of the number of potential areas taught simultaneously. Our concern is as student advance at their own pace the number of preparation will increase.

* Thank you to all the Reps for doing a great job trying to handle the issue at the school level.

EUR's Report Accepted M/S/V

Paul Angelucci's Vice -President's Report:

Paul discussed the following:

Committee Report

Budget Committee – Meets in January or February to vote to approve a proposed budget for the next fiscal year. The proposed budget then goes to Executive Committee, Executive Council and then here to the General Membership meeting.

Political Action Committee – Met in September we had over 100 door knocking volunteers which took place over 9 weeks for labor-friendly candidates this fall.

Constitution & By-Laws – Met this fall to vote on an amendment that will be voted on shortly under new business.

Grievance & Arbitration – Met once in the Fall this year and only meets as needed.

Labor/Management Committee – Has met twice to date this year and will be meeting on the 30 th of this month with management to discuss concerns brought forward by members.

Trade Advisory Committee – met twice this year prior to Labor Management dates to bring members concerns forward.

Scholarship Committee – Will be meeting the end of May to choose our Mini Grant and Scholarship recipients.

Teacher of the Year Committee – Will be holding our award banquet on the 17th of May to award our 2017 recipients at BACI Grill in Cromwell,

Contract Negotiations – Has met many times this year and as of late are making progress which Ed will expand upon.

Health & Safety – Has met and toured eight schools to date this year, our final inspection will be Wright tech on the 22 nd of this month.

Members can express interest in serving on committees for the 2017-2019 term.

Doug Clarke (Wilcox) thanked union members for coming through for him and his family during his illness earlier this school year.

Ed Leavy's President's Report

Executive Council Report (Ed submitted this in writing and spoke about SEBAC discussions. See notes at end of section.)

This year's report will focus on the activities of the SVFT as an organization. As we become a more active and engaged union, the line between the activities of the leadership, the Executive Council, and the membership become blurred. We are one team.

October Walk-ins – the SVFT worked with AFT Connecticut and the Alliance to Reclaim Our Schools to participate in the National Walk Ins on October 6. Three schools – Kaynor, Prince, and Wilcox – met outside before school. Teachers, students, administrators, parents, and community partners gave brief speeches and then walked in together as a symbol of unity. It was a powerful symbol of the power of public schools in general and our schools in particular to bring communities together.

Political Actions – As State workers, we cannot opt out of politics. The SVFT has been more involved this year than ever. During the campaign season, our members gave up well more than 100 Saturday mornings and weekday evenings to help candidates who share our values. The SVFT earned a reputation throughout the Connecticut labor movement as the most active local.

This reputation was only enhanced at AFT Connecticut's legislative breakfasts. Again, over 100 members gave their time to meet candidates and share our issues. As the legislators face difficult

decisions, it is invaluable that many of them have spoken to our members about our system. We have also sent emails and made phone calls when specific issues arose. This activism became possible because of the work of our office manager Lindsay Hochadel, who learned the Legislative Action Network and let us communicate with members in specific districts.

Finally, the SVFT had a strong presence at the Legislative Office Building on March 25. We were, as always, the AFT CT local with the best representation as the Appropriations Committee considered 96 anti-worker bills. Five members – Paul Angelucci, Jamie Lamitie, John Pascone, Leslie Schleipman, and Tom Viola – provided spoken testimony, while over 100 SVFT members sat in the hearing room and attended a rally. None of these bills were approved by the committee, though they can return as amendments.

Contract Negotiations – At the beginning of this school year, we could not even get dates to negotiate with the State on our contract. The SVFT filed an unfair labor practice complaint with the State Labor Board on failure to negotiate in September. Unsurprisingly, we soon had dates to meet, and we withdrew the complaint. After months of almost no progress, on May 5th we moved very close to an agreement. The CTHSS dropped over 200 unresolved issues, and we agreed to exchange five non-monetary proposals. Though we have not reached an agreement on some of these, a settlement is now very likely pending a SEBAC agreement. The SEBAC discussions are ongoing as of this writing, so it is impossible to speculate if or when an agreement will be brought to the members for ratification.

Other issues – Amid the challenges we face at the state level, this has obviously been a year of upheaval within the CTHSS. With no superintendent, it is difficult to know exactly to whom to go to address issues. We have developed a relationship with Jeff Wihbey, who is willing to work with us to find solutions. The resignation of Colleen Clancy in HR has also created challenges.

Ed discussed the SEBAC discussions and conceded that “Whatever the agreement is, if we reach one, it will be bad. But not getting an agreement will be much worse.”

He explained the process: If SEBAC and the State come to an agreement, each state employee union would have to vote on it. Before any vote, Ed, Paul, and Bob will be visiting schools and explaining the ramifications of a YES or a NO vote. Stay tuned for lots more about SEBAC coming soon.

Ed closed by mentioning building rep elections which are taking place around the system. He congratulated newly elected reps and thanked all who have served for their excellent work this year.

Old Business:

None

New Business:

Proposed Constitution Change (Dues change to .85%)

Motion: John Opramolla

Second: Deb Fengler

Vote: Membership voted nearly unanimously to DECLINE the proposed change.

Proposed 2017-2018 SVFT Budget

Emily discussed the following:

2017-2018 Proposed Budget

* Income

- o Member dues and fees based on assumptions for membership shown on page 3, AFT national has an increase of \$0.25, no change for AFT-CT or AVFT
- o Rebate Income calculated based on membership assumptions
- o Rental Income – increased proposal based on current rent paid by tenants (\$850 a month)

* Expenses

- o Per Caps Expenses calculated based on assumed number of members
- o 6030 Salary Reimbursement
Increase from \$215,543 to \$228,267 based on change in salaries from old VP to current VP
- o 6055 Office Insurance
Decreased from \$6,000 to \$600, this gets billed with 6065 Workers Compensation, which was increased from 0 to \$3,556
- o 6075 Meals – \$0
Meals are reimbursed under Meeting Expenses 6085
- o 6085 Meeting Expenses
Decrease from \$30,00 to \$29,900 help balance the budget
- o 6095 Grievances
Decreased from \$15,000 to \$12,000 based on previous years
- o 6097 Negotiations - \$13,000
We are working on negotiating our contract
- o 6105 Leased Equipment
Increased from \$8,000 to \$9,000 based on current charges
- o 6112 Utilities
Decreased from \$6,500 to \$6,000 based on current costs
- o 6125 Printing
Decreased from \$7,000 to \$6,00 based on current costs and those from previous years
- o 6200 Office Maintenance
Decreased from \$4,000 to \$3,000
- o 6205 New Building Repairs
Decreased from \$3,500 to \$2,022 to balance budget as it is not used often but does need to be available in case needed.

Prior to the vote, Secretary, Greg Beyer, confirmed that a quorum had been met with all of the officers, more than half the schools (ALL were represented!), and in excess of 5% of members in attendance.

Motion: Jamie Lamitie

Second: Dan DelPiano

Vote: APPROVED (Nearly unanimously; 1 vote against by Joe Scarduzio)

Good and Welfare

Reps were reminded to submit forms

Meeting adjourned at 7:10 P.M.

Respectfully submitted by Greg Beyer, SVFT Secretary