

SVFT Combined Executive Council/General Membership Meeting

Wednesday, May 12, 2021

Acting President Paul Angelucci called the meeting to order at 4:53 PM via Zoom.

Acceptance of April 2021 minutes M/S/V

Acceptance of November 2020 Membership Meeting minutes M/S/V

Emily Lozinak Treasurer's Report for Reps:

- Emily reviewed the Income & Expense Report from April 2021. Items discussed were as follows:
 - o Total Income for the month was \$97,296.84
 - § **Item 4200 Rebate Income \$9,729.45**
 - AFT CT Rebate for March 2021
 - o Total Expenses for the month were \$101,923.62
 - Line items of note included
 - § **Items 6055 Office Insurance \$4,449.00**
 - Yearly Office Insurance payment
 - § **Item 6065 Workers Compensation \$314.00**
 - Yearly payment for coverage
 - § **Item 6110 Electronic Communications \$1,195.55**
 - Comcast Payment for March and April
 - § **Item 6125 Printing \$797.63**
 - April Newsletter
 - § **Item 6171 Teacher of the Year \$5,514.02**
 - 20-21 toy winners gifts
 - o Net operating income for the year to date is \$76,165.30

Building Reps only voted in favor of the Treasurer's Report (pending audit) M/S/V

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

Total Income for the fiscal year-to-date (2020-2021) was \$832,020.59

Line items of note:

- **Item 4350 Miscellaneous Income \$6,110.29**
- Over budget: reimbursements and refunds.

Total Expenses for the year were \$785,024.05

Line items of note included

- **Item 5300 Local Labor Council \$968.10**
Made payments that were missed from previous years
- **Item 6095 Grievance \$12,256.25**
Cost for athletic director arbitration
- **Item 6125 Printing \$1,195.21**
Under budget, newsletters have been electronic most of the year
- **Item 6159 Accounting \$7,664.14**
Paid for the year
- **Item 6171 Teacher of the Year \$11,028.04**
For 19-20 and 20-21

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

- Item 6097 Negotiations
- Item 6145 Conventions
- Item 6080 Dues Reimbursement
- Item 6085 Meeting expenses
- Item 6170 Scholarship
- Item 6173 Service and Recognition

Net operating income for the year to date is \$46,996.54

Treasurer's GM meeting Report voted in favor (pending audit) M/S/V

Robert Riccitelli, SVFT, Executive Union Rep.'s Report:

Bob shared the following updates:

Resolved issues

Grievances

- 15 Level 1 Grievances. 13 raised to HR, 2 awarded at the school level
- 13 Level 2 Grievances. 12 awarded, 1 denied
- Arbitration – 1 determined not arbitrable

ADA

- 63 COVID ADA compliance hearings
- 5 disability ADA disability hearings

Complaints

- 6 complaints against 4 Administrators
- 1 complaint against another bargaining unit member

Current Issues

Administrative Leave (2)

Complaints

- 1 Active complaint for alleged harassment of 4 female members from an assistant principal.

Loudermill

- 1 unprofessional conduct

Investigations

- Abuse of time
- Unprofessional Behavior
- Excessive Discipline

Pre-Employment issues

- TRB vs. State

Resolved issues

- Winter sports coaches initially received 57% of stipend. Resolved at 100% (Thank you to Jon Nadeau for his help)
- AD's summer pay arbitration lost due to relevance to contract (thank you to Sue Murphy from Platt Tech)

Closing Comment: Thank you to all the building reps during a very challenging year.

Paul Angelucci's Vice President's Report & Acting President's Report

- The Health & Safety committee visited Kaynor in April and will be visiting O'Brien tomorrow for the biannual inspection.
- A big congratulations goes to Jeff Tyrol The District Teacher of Year and from the Carpentry Department at Platt Tech. He is also running for the state title as well and we wish him all the luck. Marisa Shanley, from the guidance department at Abbott Tech was the runner up.
- Tuition reimbursement update. We ran out of money February 6th this year. As of April 9th there were 77 members with finalized paperwork on the list being held at OSC (State Controller), 51 of those being academic teachers and 26 shop instructors.

The approval process is as follows:

Send paperwork to Lillian Rivera-Hicks for approval. You will then be in the que when you submit your final artifacts.

- SEBAC is looking for someone to go first. No talk of money done collectively.
- Building Rep/Admin meetings are mandatory at least once a month. If you're asking for a meeting and not getting a response let me know, that's a directive from the superintendent.
- Electronic voting can only be done on the ZOOM App for the upcoming Constitutional proposals which will be done under New Business.

- Hiring update, it stands at 71 onboard to date this year, since August 25th. Last year we were at 88 by May 12th. Paul will talk to anyone before employment about choices that need to be made regarding pension.
- Positions requested to date 108, OPM approved 40 positions. 26 are academic and 16 are shop instructors. Also, there 15 Non cert. positions red lined for security and maintenance.
- Officers Elections There is no other candidate for the president's position. Congratulations went out to Paul.
- June 9th next meeting.
- Labor Management will meet on May 25th the notes of that meeting will be in our next Newsletter. Email requests for that meeting to Paul.
- SEBAC Meeting, I attended my first meeting as the Acting President. The discussion was mainly around negotiations which all unions are in the early stages of, plus a number of things that don't pertain to us, but no talk of wages being done collectively.
- Testimony, I gave testimony on Bill 588 for Representative Reeper from Fairfield/Southport regarding the number of classes a shop teacher needs. It was sent back to committee due to the certification rules in place; she is still working on it. Also, the Bill regarding all seniors completing FAFSA as a graduation requirement is all but dead, but the session goes until the first week of June.

The President's report was paused for an appearance from our negotiations attorney, Jim Fergusson. Attorney Fergusson shared:

I was hired by your board for negotiation. The state has very little authority. They have no authority to discuss money. They are barely bargaining in good faith. Our goal is to meet with them and get their "crap" off the table. Also to not go to arbitration with all of their "crap".

He is bargaining for the best interest of the employee.

He uses comparables from other unions.

He uses facts about changes in the labor market.

In Arbitration, these contract items are the burden of proof for the party that is asking for them.

He advises, "Don't go after something you don't have comparables for." The arbitrators need statutory criteria.

Questions:

What is the process of going to arbitration and timeline?

- Well it is fluid because you have to select your arbitrator and the 2 attys need to schedule dates.
- The number of issues affects the timeline as well.
- There is currently no pattern or offer for wages. That will elongate the process.

- The Legislature may not vote next year because it is an election year.

As far as the timeline, we will not make time our enemy.

How likely are we to keep seniority?

- LEAs comparables do not help; State Employees' might.

The Arbitration Process: Begins with Last Best Offer. Then, witnesses, documentary evidence and cross examination. Then, you can modify your Last Best Offer. Finally, the arbitrator decides and the decision is final and binding.

Thank you to Jim and the meeting was returned to Paul who shared the committee reports.

- Committees Activity year to date for standing committees are as follows-
 Budget met twice
 Grievance 0
 Contract Negotiation numerous- since last Fall.
 Political Action 0
 Sick bank meets as needed
 Constitution and Bylaws 2
 Health Safety 9
 Labor Management 3
 Scholarship 1
 Nominations and Elections: meets as needed
 TOY zero no banquet again this year
- Negotiations- There are 11 people on the committee, and we rotate through with 5 at a time. The superintendent has not been at the table at all. It is Nicki Menounos, Rich Cavallaro, Sue Scott, Atty. Our committee ranked and rated things twice. It looks like we will come to a positive compromise about tuition reimbursement. In talking with SEBAC, the state has no ability to negotiate wages.

Old Business:

none

New Business:

- Committees are up this year. Contact Paul if you would like to be considered for a committee.
- Today the VP window to announce candidacy opens. Email Andy Tati in charge of elections and nominations. The window will close before the June Executive Council meeting where the candidates will be announced. Candidates will be entitled to a 250 word article in the September newsletter. The election will be held in October. A runoff election, if needed, will be in November.

Constitution and Bylaws changes happen first in the Constitution and Bylaws Committee, next at the Executive Council meeting and finally the General Membership. There are four items proposed which need to be voted on tonight.

Article V Elections:Section One:

A motion was made to vote on the proposed Article V Section 1 Elections proposal with the language as amended.

Discussion:

Could the decision be made to have the Executive Council instead of the Executive Committee?

Article V Elections: Section One: Motion to change the language in the Elections from Executive Committee to Executive Council.

M/S/V

The motion was voted on and passed.

Article V Elections:Section One:

A motion was made to vote on the proposed Article V Section 1 Elections proposal with the language as amended.

Discussion: EZ Vote monitors the vote. We know who didn't vote. We know the results.

Motion as voted on as amended and passes the vote.

Article 4 Section 1: Add Minority Teacher Committee to the SVFT Standing Committees.

M/S/V

The motion was voted on and passed.

Article 4 Section 1: Add proposed mission of the MTC.

Add proposed language on the Minority Teacher Committee

M/S/V

Vote passed.

Article VI Executive Committee: Proposal to add the chairperson of the Minority Teacher Committee.

M/S

Discussion: All official committee meetings are attended by one executive committee member. The Vice President is in charge of all the committees. If the VP cannot attend another officer will.

Proponents are worried that the minority teachers' voices aren't being heard.

M/S to Table this proposal.

Vote passed to table this proposal.

Article III b Dues Reimbursement: Motion to raise \$25.00 meal allowance to \$50.00 meal allowance.

M/S

Discussion: The financial impact would be significant. The reason that people are not getting mileage is because they are not driving. The meal allotment was for delegates that are traveling or a committee that meets and does not provide food. When we meet as a group we provide the food and you cannot submit the receipt. The reps are getting their dues back already, approximately \$900.00.

The vote did not pass.

President Election:

Secretary, Tamara Connors, cast a single vote for Paul Angelucci as President.

Good and Welfare:

Thank you to all that have donated!

- If you donate a PL day they get 100%.
- Sick bank donations are looking for donations for Jesse Rich a PHC instructor at Ellis.
- Ray Mott, Precision Machining Technologyteacher from Windham: we have enough PL donations for the rest of this year.

Jacob Walsh a new Cheney rep and Machine Tool DH had a baby boy

Kimmie Melissa had a baby boy.

Congratulations to all of the retirees

Motion to adjourn at 7:20 pm. M/S/V

Respectfully submitted by Tamara Connors, SVFT Secretary