

LOCAL 372
N.Y.C. Board of Education Employees
20 West 33rd Street, 8th Floor
New York, New York 10001

General Membership Meeting
Tuesday May 7th, 2024

The General Membership Meeting was held via Zoom Conference call and it was called to order by Executive Vice President Donald Nesbit. Welcoming Remarks were giving by Executive Vice President to the membership.

The General Membership Minutes from February 6th 2024 are available at www.local372.org for review and or corrections.

Reading of the minutes

A motion was made to table the reading of the February 6th G.M. Minutes until our next meeting by Sister Dawn Best and it was seconded by Sister Dana Richards D75. Brother Alfonso Giordano wanted clarity on why we were waiving the reading of the minutes, when we had not read or seen the February 6th Minutes. EVP Donald Nesbit explained that we were not waiving the reading of the minutes we are tabling the minutes until our next meeting, this way members will have the opportunity to read the minutes.

The Motion Passed to Table the Reading of the minutes until our next meeting.

Secretary Treasurer's report

A motion was made by Sister Yvonne Dupree, D19 to accept the Secretary's Report. The motion was seconded by Albert Roper.

Discussions ensued regarding the report: Brother Anthony Gordon wanted to know why we weren't giving a full report. EVP Donald Nesbit explained that we are giving a partial report based on a 90-day delay in receiving information from AFSCME and DC 37.

Further discussions ensued. Seeing that there were no other discussions on the Secretary Treasurer's Report. The motion was carried.

President's Report

EVP Donald Nesbit gave the President's Report. First topic was automatic pension deductions which will begin on July 1st based on a Bill that was signed into law by Governor Kathy Hochul. The Governor called President Francois and the leadership of DC 37 herself to ask them to witness as she signed this significant Bill into Law. It's been a long fight to make this happen and it was way overdue. We were the last of the 5 major city agencies to have Automatic Dues Deduction, therefore any new workers that have not signed up for the pension will be automatically signed up to pension beginning July 1st. They will have 90 days to opt out if they wish to.

Economic Bargaining has already happened, we are now waiting for Unit bargaining to begin.

The State budget has also passed, there were some changes made to Tier 6.

Questions were asked:

Brother Anthony Gordan asked, are you planning to send out information to the membership regarding the bargaining unit for the chapter because I would like to participate? EVP Donald Nesbit Yes! We will send out notices out to all members alerting them of the negotiating team for each chapter.

Sister Linda Crowley asked will we be able to have Remote work? EVP Donald Nesbit said that we are currently awaiting a proposal from the city regarding Remote Work, however Local 372 was not included in the first proposal.

Sister Donna White D19 said she never received the first 3% that was giving back in May of 2023, EVP Donald Nesbit said they would look into the matter and get back to sister Donna.

Jeanette Mistretta D27 said her principal gave a few of the members extra hours and she wanted to know if those hours are pensionable? EVP Donald Nesbit Yes! They are. You as a school aide must work at least 1470 per year to receive one year of pensionable funds. Also do you have to work 10 years to receive a pension? EVP Donald Nesbit, due to the changes in Tier 6 you no longer need to have 10 years of service credit, you only need 5 years of service credit in order to receive a pension. However, you must meet all other requirements such as age and years of service otherwise, you will receive a penalty and you won't receive your full pension if you

retire too early. Further questions ensued regarding the pension, EVP Donald Nesbit suggested that the members contact BERS.

The Pay Raise will take place in July instead of May due to a possible security breach at DOE's computer system. However, this is one of the best contracts we have seen in years EVP Donald Nesbit said. The City wanted to offer a 1% increase with a \$1,000 signing bonus, your leadership wasn't having it we said NO! They had to go back to the table and re-think their offer, we were at the negotiating table from 8:30 am until well after midnight to ensure our members received what they deserved. When they came back to the table they offered a 3% raise with a \$3,000 signing bonus. Our next 3% raise was delayed and will take place in July it will be retroactive from May 26th 2024. Further Questions ensued

EVP Donald Nesbit said he would like to take a pause for our special guest. They have joined our meeting and have to some very important information to share with us all.

Our first guest is Ms. Patty Punch, Educational Department Assistant Director Ms. Patty gave a breakdown on various educational programs offered through DC 37's Educational Fund. She employed everyone to go to www.DC37.net to see which program better fits their lifestyle and schedule. They even offer tuition reimbursement as well as Basic Skills Programs. All titles are welcome to see which programs that they are entitled to join.

Another special guest was Tracey Hamilton (Assistant to Patty Punch). She spoke about the Loan Forgiveness Program for public employees and she asked that the members reached out to MELS to see if they qualify. In addition to see what other options they would be eligible for or they can also go to Fedloan.org. Questions ensued. The information for MELS is mels@dc37.net or 212-815-1111. You can also reach them at thamiton@dc37.net or ppunch@dc37.net further questions ensued.

Our next special guest was Norman Issacs Benefits Coordinator for Health and Benefits. Mr. Norman gave a brief explanation of some changes that were made to the health and security plan that will better benefit the members such as Short Term Disability. It went \$98.00 per week for 13 weeks for part time workers to \$200.00 per week for 26 weeks. It also went from \$200.00 per week for 26 weeks for full-time workers to \$300.00 per week for 26 weeks.

Delta Dental has 4 new changes to their plan. 1) Periodontal cleaning went from once a year to 4 times a year for cleanings.

2) Fillings are totally free. 3) Root Canal Retreatment are covered. 4) Implants are capped at \$860.00 due to cost sharing.

Vision Plan; you now will receive up to \$250.00 reimbursement every 24 months for you and each member of your family. You can use this reimbursement to wear glasses, you can also use the money for contact lenses and or sunglasses. You will need to keep your receipt and provide a voucher for reimbursement. Questions ensued; there were 242 members online at 7:30PM. Mr. Issacs left his information so that members could contact him if they had any further questions or concerns. Isaacs@dc37.net. Further questions ensued; EVP Donald Nesbit said he had a \$3000.00 bill with the dentist that was completely covered under the new plan and encouraged everyone to take advantage of the benefits while we still can.

EVP Donald Nesbit said we have to do a second reading on a motion that he made during the last G.M. Meeting to grant the president permission to remove a Shop Steward from his/her position who are repeatedly absent or derelict in their duties and responsibilities and it reads as follows:

Be it resolved that The New York City Board of Education Employees Local 372 according to the Local 372's Constitution Article 12 is amended to include a new section 13 to read the following: Section 13 again article 12; The President has the authority to remove a Shop Steward, in the event that the Shop Steward fails to attend 3 consecutive meetings. Either a Shop Steward, a General Membership or a Chapter Meeting or Section B is derelict in their duties and responsibilities as designated by the President.

EVP Nesbit continued by saying that this was the motion that was read. To go into some detail you may know those who are elected to office for a three year term by the members at their worksite and they do right by the members however, there are some members that are elected by the members and they simply don't come out to meetings as a representative for the members who elected them. They don't bring any information back to the members. As I travel from school to school trying to support the members, I constantly hear from the membership that the Shop stewards are not helping the members, they are not bringing any information back to the members and they are not attending trainings or meetings to better assist the members. The members are calling the Local to complain about the lack of support they receive from them at the school when they have an issue or concern, when asked why didn't they speak with the Shop Steward, the members reply our Shop Steward never gives us information or they don't offer support. That's unacceptable. However, we as the administration can not do anything but conference with the Shop Steward and try and offer them support if they choose not to listen then there is not much that the president can do, except to wait until the next election to vote them

out. In the meantime, the members are pretty much stuck with this person until the next election.

This Motion would grant the authority to remove ineffective Shop Stewards that are not fulfilling their duties and responsibilities.

Questions ensued regarding the motion.

Carlos Rodriguez said he doesn't think we should take away a term because of the Shop Steward not doing their job. He said that he has a problem with that. EVP Donald Nesbit responded this Motion does not take away the term it will only remove an ineffective Shop Steward. The current structure would not change. Rebecca Johnson D2, is it not the Reps responsibility to give information to the members, because I didn't receive any information from them regarding the meetings. How come they are not being held accountable? EVP Donald Nesbit NO! It's not the Reps responsibility to get information to the members regarding the meetings or the Shop Stewards trainings. We have several ways of informing the members, we send out postcard mailings, emails and the information is on the locals website and if you haven't received any information we will have Sonny check your contact information.

Question: Brother Anthony Gordon I agree with Ms. Johnson we don't have the proper information. Brother Gordan said that he never received any information regarding DC 37 or AFSCME Shop Steward training only 372's meetings and or trainings. Who's doing the elections for the Shop Stewards he believes it's a lack of communication.

EVP Donald Nesbit stated that when he became Shop Steward, he made a commitment to the members and himself that he would step up to the responsibility otherwise he would not have accepted the position of being a Shop Steward.

208 members were still in attendance at 8:11pm

Brother Carmelo Rodriguez said he feels that everything is a negotiation tactic and that he is in tone with the local and he is effective at his job however he can't attend the meetings at times. What about the Reps some of them don't get back to the members at times, who's holding them accountable? EVP Donald Nesbit there is a process for the Reps as well if they are derelict in their duties. Further discussions ensued. EVP Donald Nesbit asked the question; What would you suggest Brother Rodriguez for us to do with the members that are not performing their duties? Mr. Rodriguez suggested that we make the term shorter or send them for more trainings or something like that. Further discussions ensued.

Reverend Antonio Jordan Moved to call the Question. He motioned to end the Debate. The vote took place to end the debate.

Sister Martha Bayona wanted to ask a question during the motion to end the debate and she was informed according to Roberts Rule of Order that she would not be able to do so unless the membership voted the down.

The results of the vote to end the discussions: 68% said Yes and 32% said No.

The motion was carried to end the debate.

A new poll was presented to the members on the Constitutional Amendment motion to Remove a Shop Steward who is not performing their duties and responsibilities.

The results of the vote was: 66% Said YES and 34% Said NO.

The Motion was carried at 8:21pm and 201 members are still on the meeting.

Division Director's Report

8:52pm 179 members were still online.

Reverend Antonio Jordan made a motion to Adjourn the meeting at 9:12pm.

Sister Joanne Pansini-George from D25 seconded the motion.

The polls showed 84% said YES and 16% Said NO.

The motion was carried.

EVP closing remarks to the members; Take care of yourself, take care of your health and take care of your family. Stay safe and be well everyone.

Fraternally Submitted,

La'Nette Q. Murphy

Recording Secretary