

Local 372
Board of Education Employees
85 Broad Street, 16th Floor
New York, New York 10004

General Membership Meeting Tuesday October 12th, 2021

The General Membership Meeting was held via Zoom Conference call and it was called to order at 6:00 p.m. by President Francois.

Welcoming remarks from Pres. Francois to the membership and Invocation from Bro. Jordan.

The General Membership Meeting Minutes from May 24th, 2021 and Emergency General Membership Meeting Minutes from June 23rd, 2021 are available at www.local372.org for review and/or corrections.

Please note that due to the Covid-19 Pandemic and the Executive Order from Governor Cuomo and CDC guidelines, large gatherings are still prohibited.

Reading of the Minutes

A motion to wave the reading of the minutes from May 24th, 2021, was made by Bro. Elijah Winston District 27, Channel View School for Research and it was seconded second by Sis. Grace Spinks, S.C.G. of 63rd Precinct.

Discussion(s): NONE Vote: Yays 92% Nays: 8%.

Motion has been approved.

Reading of the Emergency Meeting Minutes June 23rd, 2021

A motion to approve the Emergency Meeting Minutes from June 23rd, 2021, as stated was made by Bro. Jordan, District 9, P. S. 126 and it was seconded by Bro. Carlos Sanchez, District 2.

Discussion(s): NONE

Vote: Yays 93% Nays: 7%. Motion has been adopted.

Secretary Treasurer's Report

Bro. David Keye read the Unaudited Financial Statements Report for the month ending June 30th, 2021. (Includes May & June 2021)

The total membership for the month of June 30th, 2021 was 22,242.

The income for the month ending May 31st, 2021 was \$190,165.00 and the total expenses were \$252,461.42 which resulted in a net Loss of (\$61,296.42)

The income for the month ending June 30th, 2021, was \$197,843.41 and the total expenses were \$255,093.30 which resulted in a net Loss of (\$57,249.89)

The accumulative income for the period of January 1st, 2021, through June 30th, 2021 was \$1,608,598.07 the total expenses were \$ 1,448,668.81 which resulted in a net income of \$159,929.26.

Expenses Incurred:

Global Election Services Mailballot Election held from May 10, 2021 – June 7, 2021, \$35,021.69

Printing and Postage: \$15,243.00 (Expenses include: Membership Meeting, CONNECTIONS SPRING 2021, 16 Page NEWSLETTER)

Political Contribution(s) Paid and Unpaid

\$2,000.00 - Melinda Katz, Queens District Attorney Birthday Celebration & Fund- Raising event was held Thursday August 19th 2021 at 5:30 pm at Bohemian Hall 29-19 24th Avenue, Queens NY. Total contribution from Local 372 was \$2,000.00

\$1,000.00 - Bronx County Democratic Club, 2021 BRONX COUNTY DINNER will be held Wednesday Sept 29, at 6:00pm at Marina Del Rey, 1 Marina Dr. Bronx NY 10465. Total contribution from Local 372 was \$1,000.00

\$1,000.00 - A reception For the Democratic Nominee for NYC Mayor, was organized BY Roger V. Archibald ESQ & Judy S, Mock ESQ, was held Thursday, Sept 16th 2021 at 6:00pm at Asian Jewels 133-30 39th Ave Flushing NY 11354. A contribution from Local 372 was \$1,000.00

Conference(s): None

A motion to approve the Unaudited Financial Statements Report for the month ending June 30th, 2021 was made by Bro. Elijah Winston, District 27, Channel View School for Research and it was seconded by Sis. La’Nette Murphy.

Discussion(s):

- ✦ **Bro. Gordon P.C., District 18, P.S. 219 Kennedy King Elementary School** voiced that at the last June’s meeting Bro. Keye did not read a Treasure’s report for the entire 2021 year. In addition, monthly and quarterly reports should have been read to the membership.
- ✦ **Bro. Hossain** explained that Bro. Keye read the recent June report for 2021 and the entire year was included in the report from January-June 30th, all income, expenses and profits were added.
- ✦ **Pres. Francois** asked Bro. Gordon if the explanation given from the Business manager was sufficient.
- ✦ **Bro. Gordon** stated that his question was not fully answered. Bro. Gordon further stated that, the Executive Board receives a monthly report and recapped that there was no report for the 2021 year. A report from June 2021 was read, the accumulative net income from January to June 2021 was read.
- ✦ **Bro. Carlos Sanchez** requested an explanation regarding the \$50,000.00 dollars net loss.
- ✦ **Bro. Hossain** explained that \$40,000.00 dollars was paid for June’s election to the election company and \$15,000.00 dollars for printing and postage fees.
- ✦ **Sis. Murphy** asked what were the contributing factors regarding the net profit?
- ✦ **Bro. Hossain** echoed that the Local has minimized on expenses.
- ✦ **Bro. Davis** queried why wasn’t July, August, September included in the report?
- ✦ **Bro. Hossain** stated that there’s a ninety-day period from July, August and September where DC-37 has not submitted revenues to the Local.
- ✦ **Sis. Ersell Mellis** suggested to have an itemized Treasurer’s Report for the next meeting to get a better sense on how the funds are been utilized.
- ✦ **Pres. Francois** stated that when the Local gets audited from John Davidson Accountants, they submit a generalized breakdown report.
- ✦ **Sis. Dorsett** expressed that to have an understanding on what the members are voting on, there should be an itemized expenses report.
- ✦ **EVP Nesbit** expressed that another form of accountability is that all chapters have a Chairperson and Secretary on the Executive Board that vote on individual expenditures and contributions.

Pres. Francois recapped that the membership could make an appointment with the Business Office to review the books.

G.C. Archibald explained why the Financial Report is presented in that form:

- ✦ *The Financial Report read by Bro. Keye complies with the Financial Standard Codes as per AFSMCE, that states how a report should be done, with categories and lists of different areas of expenditures. It is a compilation, not a breakdown.*

G.C. Archibald echoed that if the membership wants further details regarding the report, the membership can make an appointment with the Business Office.

Vote: Yays: 90% Nays: 10%. The Financial Report has passed as read.

President's Report

The President's Report will be focused on Q's & A's and introducing the following guest speakers to the membership.

PSU Director Stephanie Kleinberg.

- ✦ PSU provides confidential individual short-term counseling services for DC-37 members and retirees.
- ✦ The unit is comprised of licensed NYC state Social Workers and consulting Psychiatrists.
- ✦ During Covid Pandemic therapy has been offered via telegraph.
- ✦ For further details, please contact PSU at (212) 815-1250.

DC-37 Health & Safety Eduardo Rosario Principal Program Coordinator voiced the following:

- ✦ DC-37 handles Health & Safety for all members representing workers across many different workplaces that encounter different categories of environmental hazards.
- ✦ Discussion about Article 17 of the contract.
- ✦ DC-37 has Health & Safety Committees.
- ✦ General Duty Clause speaks on each employer shall furnish to each of his employees' employment and a place of employment which must be free from recognized hazards that are causing or are likely to cause death or serious physical harm to his/ her employees.
- ✦ Emphases on holding the employer accountable regarding Covid-19 safety protocols and PPE's and assuring that they have the proper amount of PPE's in reserve and adhere to hygiene and cleaning. Moreover, the union has the right to have access to the cleaning and disinfecting logs.

Question(s)/Comment(s):

- ✦ **Pres. Francois** stated that the membership is concerned regarding ventilation in the schools.
- ✦ **Eduardo Rosario** expressed; ventilation is a big concern in every branch of city government. DOE had taken steps to improve ventilation in the schools.
- ✦ The union has the right to any HVAC system cleaning and maintenance logs. If there are any safety concerns in the workplace, members must contact their representatives. Representatives will submit a request for assistance via safety@dc37.net.

- ✦ **EVP Nesbit** expressed Health & Safety Department is doing an intensive job by visiting various agencies where safety concerns have been expressed by the membership. In addition he has conducted walk-throughs with Borough Director and the DOE. Deborah Williams provided tools during the Shop Stewards training on questions to be asked at their worksites.
- ✦ **Sis. Cynthia Hair, S.C.G., 73 rd. Precinct** voiced that on behalf of a S.C.G.'s in her precinct. The member was severely attacked by a homeless individual. As a result of her injuries, the member was hospitalized for a while, she is out on disability and has not received a paycheck. Contacted PSU and PSU did not aid the member. Sis. Cynthia Hair further emphasized and asked why the union did not assist the member in a time of need?
- ✦ **Sis. Stephanie Kleinberg** apologized for the mishap. Was advised to forward the member contact information to assist the member in anyway possible.
- ✦ **Pres. Francois and Sis. Menduina** voiced that the union was not made aware of the tragic incident regarding the SCG and the incident should have been treated as an officer down. In addition, Sis. Hair was advised to forward the name of Rep and the member's contact information; and did the member follow the proper protocols with no avail from the union?
- ✦ **Eduardo Rosario** stated that from Safety & Health prospective, DOE and NYC participate in a Workplace Violence Prevention Program hence a Workplace Violence Incident Report must be submitted as part of the records. Every year the DOE does a Workplace Violence Annual Reviews in the five municipalities. Members can obtain a copy of any Workplace Violence Prevention Program on the DOE's website. Every incident must be documented.
- ✦ **Sis. Ronette Savoth** asked what were the contributing factors to decrease the social distancing in the schools from 6' to 3'? This is causing an increase of students in the classrooms due to a shortage of unvaccinated teachers in the schools. She also wanted to know if her benefits are still active?
- ✦ **Pres. Francois** the union went to court twice to resolve the vaccine mandates. The first case was denied as well as the appeal. Members who did not adhere to the mandates were placed on a leave with medical benefits for a year, until the members decide to get inoculated. If the members decide not to comply with the mandates, they will be considered as a voluntary resignation.
- ✦ **Moira Dolan** provided via shared screen the CDC Guidelines for 3' Social Distancing. Unvaccinated Individuals on a leave without pay has Health Insurance and the Welfare Fund Benefits until October 31st, 2021. Members who decide to resign will get a payout of up to 100 days of sick leave. After November 1st, 2021 members must decide if they will remain on a leave without pay or resign. During that period unvaccinated members who chooses to take those options can request to extend the health insurance till September 5th, 2022.
- ✦ **Sis. Ronette Savoth** asked why didn't the local held a Zoom emergency meeting after the court date to update the membership regarding the vaccine mandates court decision?

- ✚ ***EVP Nesbit** voiced that there was no agreement made with DC-37 and the City of New York until October 3rd, 2021. A Zoom emergency meeting couldn't occur until an actual agreement was made with DC-37.*
- ✚ ***Bro. Carlos Moray** queried if air purifiers must be in the cafeteria?*
- ✚ ***Eduardo Rosario** expressed that air purifier must be in every room and strategically placed to maximized the purification of every area.*
- ✚ ***Sis. Collen R. Harris, S.C.G., 113th Precinct** has encountered hostile situations with the homeless population; and inquired what protocols are in place to deal with individuals with emotional disorders?*
- ✚ ***Pres. Francois** stated that the Local is aware of what the S.C.G.'s deal with daily and he reiterated that S.C.G.'s have an Assault Bill. The union is pushing on an additional bill but it needs to be legislated first.*

BERS: Sally R., Director of Members Communication:

- ✚ *BERS provides retirement plan for DC-37 / 372. Contact information was provided via the chatroom.*

VIP: Toby Wilson:

- ✚ *VIP is voluntary Insurance Program. For further details please contact (718) 607-7678.*

Moira Dolan:

- ✚ *DC-37 will be hosting two online workshops on Planning for Parental Leave October 18th, at 5:00 p.m. November 5th, 2021, at 5:00 p.m.*
- ✚ *Releasing a guide on how the Family Leave works.*

Vaccines:

- ✚ *Leave without pay for unvaccinated employees and opting not to get vaccinated: Between now and October 31st, 2021, members can decide if they want to resign or they can get paid out sick leave up to 100 days. Normally sick days will not be paid out for members with less than ten years on the job.*
- ✚ *After November 1st, 2021, members can remain on a leave without pay with Health Insurance. Members must decide by November 30th, 2021, if they want to remain on a leave without pay status thru the beginning of September 2022, otherwise the DOE will terminate the member.*

Collective Bargaining:

- ✚ *Had the first round of meetings with the DOE and with the S.C.G.'s in the summer. Another session is scheduled for October 20th, 2021.*
- ✚ ***Bro. Shad Ramharrack, Cook, District 17, P.S. 91** voiced the following, inadequate ventilation in the kitchen with one operating fan that requires an extension cord which is a fire hazard. P.S. 91 has been slated to receive an AC unit in*

the kitchen for the last eleven years. In addition, letters stating the hazardous conditions were send out to no avail, as well as contacting Ms. Bryson. Moreover, he is currently working as the cook for a year, he applied for a cook in charge position, took the training, hasn't received the pay increase nor a letter of acceptance.

- ✚ **Pres. Francois** stated that conversations with Schools Construction Authority have been held regarding the lack of ventilations in the schools.
- ✚ **EVP Nesbit** will conduct a walk-through with Health and Safety and Sis. Bryson.
- ✚ **Sis. Menduina** will instruct the district representative to file a grievance and he was advised to contact Sis. Bryson.
- ✚ **Sis. Robyn Hawkins** voiced that she was terminated back in 2018. 2019 she was able to get her job back with the assistance of Bro. Larry Davis and the union attorneys. She was ordered to be reinstated fully and wholly with all accruals going back to 2018. HR Dept. has her as a newly hired. Three years has gone by and she has no sick time nor vacation. Had various union Reps to resolve this issue to no avail.
- ✚ **EVP Nesbit** the case went to the Legal Department. Sis. Hawkins was advised to follow-up with that department.

A motion to adjourn the October 12th, 2021 General Membership Meeting at 9:33 p.m. was made by Bro. Antonio Jordan and it was seconded by Sis. Rivera.

Vote: Yays 92 % Nays: 8%

Motion adopted.

Fraternally Submitted,

Glenys Rivera

Recording Secretary