

Draft Minutes of
The East Aurora Council of the AFT Local 604
October 13, 2022

In attendance: Aviva Pollack Paradise, Amy Van Cura, Alan Scott, Alison Mann Nile, Becky Roireau, Beth Cotter, Catalina Saenz, Christy Harding, Cin Citro, Carrie Snyder, Claudia Ruiz, Eileen Pasturczak, Fatima Ballesteros, Gloria Salinas, Henry Johnson, Janel Jaros, Jon Kuehl, Jan Kolodziejek, Julie Schmale, Jessica Fisher, Judy Durham, Joyce Ladewig, Karen Mueller, Lisa Samp, Lorraine Garciacano, Mary Carol Smith, Melinda Thomas, Michelle Hanna, Michelle Taylor, Mary Taylor, Rhonda Bass, Stephanie Paul, Sandra Williams, Tim Snyder, Victoria Haier, Trevor Schrage

Building Representatives, Executive Council Officers, or Senators Not In Attendance: Arlette Gomez, Angie Sanchez, Airen Freese, Alba Hernandez, Brittany Peterson, Beth Eadens, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Gerry Mestek, Geoffrey Adler, John Burkhalter, Jeff Hansford, Julie Melendez, Jennifer Gentile, Jeffrey Mleczo, Kaliegh Soumar, Kim Stolpestad, Lisha Pauli, Mara Clucas, Nicole Connolly, Pamela Miller, Patrick Bednarik, Stacey Martin,

• **Workers' Rights Amendment**

Adam Harding: Every two years we have a general election here in America. We have the Worker's Rights Amendment at the top of the ballot. It will take some of our labor laws (IERA) and they'll be codified into our state constitution. We are always one bad election away from losing our labor rights. Some labor history: IERA was signed by a Republican governor. East Aurora had a union before this law. The union had to be approved by the school board. I wrote an article in our update. Talk to Becky if you aren't getting those. They are emailed. If you want printed copies, we can get those from the local. You don't have to look too far back in history or geographically to see that labor laws can get gutted. Just look at Wisconsin under Scott Walker. It all changed for them practically overnight. That is the scary thing we could face if we have a change of the guard or an anti-union governor. People say we are a blue state but we've had Republican governors. In addition to not just getting out to vote, as a union we need to give back to the community and the greater labor movement. Labor 2022: Local 604 is paying \$20 per hour for phone banking and canvassing. Please let me (Adam) know. On 10/29, the Kane County Day of Action is a day of canvassing too. Also \$20 per hour. On 10/27, at the local we are running a text bank at our local. Just bring your cellphone. It won't show your own number. If you are going to take one of these opportunities, let a site coordinator know beforehand (like Adam).

Alan: Are we seeing efforts to oppose the amendment?

Adam: Like clockwork, our enemies have deeper pockets. Millions of dollars have been spent opposing this amendment. They are saying it will raise our taxes. We already have these laws in place! They are just being moved into our constitution. It just makes it harder to eliminate the laws. Only local municipalities have the ability to raise your taxes. Not unions. Lots of misinformation. There is talk about union bosses messing with pensions. But union's didn't create the pension mess. Politicians did that. They always take

a grain of truth and expand and exaggerate things into an untruth. Those in non-union states know what teachers experience in those areas.

Michelle: I was driving through Glen Ellyn and saw signs saying, "No new taxes. Vote no on the new amendment." I was so, so mad.

Adam: The Illinois Policy Institute has three times the staff as the Illinois Federation of Teachers. It was originally about trying to get people to quit the union, and now it's about opposing the amendment.

Michelle: Many union members have not heard of this amendment.

Adam: That is what we are doing with this phone banking. I hope to see everyone on the 10/27 or 10/29th.

Secretary's Report:

- Reviewed union meeting minutes from [08/16/22 DRAFT](#)

Motion to approve: Mary Carol Smith, Jessica Fisher. Approved. Ayes, all. Nays, 0. Abstains, 0.

- Reviewed union meeting minutes from [09/08/22 DRAFT](#)

Motion to approve: Melinda Thomas, Mary Taylor. Approved. Ayes, All. Nays, 0. Abstains, 0.

Treasurer's Report:

- Reviewed 10/13/2022 budget report: [Oct BR.xlsx](#)

Motion to Postpone: Carrie Snyder, Beth Connor. Approved. Ayes, all. Nays, 0. Abstains, 0.

Senators

Carrie Snyder discussed:

- Scholarship Applications

There is an opportunity for members to apply for 4 scholarships for coursework. This will be put into the Google Classrooms. They are also on the IFT website. The Richard Manley Scholarship is 11/05. There are scholarships for licenced, support, seniors in high school, member children.

- Benefits

Trauma counseling and services is a benefit for members too. It is available 24-7. There are a broad range of trauma-related issues which members can be given support for.

- IFT Updates

I'll be handing out one per building.

Tim Snyder discussed:

- Food Drive

We got 100 bags for students today. They ran out. Next time we want 200. Cereal is in high demand. We are going to collect cereal. Each building should collect their own. Bring it by the union meeting in December.

It starts 11/01. We have a flier. Union reps set it up and run it at your building. It is at East High because it would be easier to bring all the cereal directly there. We'll have carts. You can drop off your load, then park for the meeting.

- Signs

If you'd like a union sign like "Proud Union Home" and "Workers' Rights Amendment," email Alan Scott.

Catalina: Is the trauma counseling only for members or for families too?

Carrie: I will find out and we'll post that info too.

President:

- Status report- 6% Retirees

Becky: The last time we left Dr. Norrell's office it had looked like we had a formula to continue to get all the stipends and activities that they'd always done. But things are not a done deal until they are a done deal. We are pushing for the 6% to include all creditable earnings.

Amy: Does that include subbing?

Becky: If it is based on your previous year, it would include any subbing you did that last year.

Melinda: We need to make sure our members know that if they've submitted for retirement, they may want to notify their secretary in charge or subbing, they need to be temporarily taken out of the sub rotation.

Amy: Do we have an anticipated date when this will be done?

Becky: I wish we knew. We are not the holdup. BECKY SHARED SOME OF THE EFFORTS MADE BY THE EXECUTIVE COUNCIL TO NEGOTIATE ON THIS ISSUE. The district is retroactively interpreting the "in lieu of" to mean on the base salary without the stipends, subbing, PD, etc.

Jan: I think if we can't get what we signed up for, people should be able to opt out.

Becky: I agree. Dr. Norrell is saying it is irrevocable. But we don't have an irrevocable clause. I agree 100%. The only way to do it without fines is to do it on all creditable earnings.

Jan: Would this be an MOU?

Becky: We'll have to spell it out and get it as an MOU.

Michelle: Are you saying that retirees can't sub?

Melinda: They can sub but they won't get paid for it.

Michelle: That's a problem.

Melinda: Exactly.

Michelle: That puts a burden on those told to sub...

Becky: We are hoping this will be a motivating favor to negotiate the deal quicker. Do not work for free, ever.

Michelle: How many at the high school?

Becky: 8-10. The people who are doing the scheduling are saying it is a big factor. People are cycling through the rotation quicker.

Eileen: I was told to sub, wasn't asked, was told. They can get three free subs.

Becky: This has been the focus on our work every single day. We are working and working. It is appalling to me. If we can't treat our retirees right, we aren't treating anyone right.

- Status report- Tuition Reimbursement MOU

Becky: The MOU is with the district attorneys, when it comes back we will go through the voting process. We will debate this at our next general meeting.

Jan: Will we run it past our lawyers?

Becky: That would need to be a group decision. It would need to be debated and revised.

Jan: [Robert Bloc] should look at it after all that.

Melinda: Some people don't care and some care a lot. Members won't get paid until December. Can we get info for our members so they know why?

Becky: I have some communications being written about the two MOUs. People are going to be mad. They are already mad. The current tuition reimbursement, they are paying those out. It is just those from prior years.

Melinda: If they submitted it this summer, this is getting paid?

Becky: They should be getting paid. In the new system, the fiscal school year will go from June/July for one school year.

Eileen: I'd submitted my info, there was a change of employee in the admin office, they said my papers were lost. It wasn't my fault. I took my classes. Then they said I had not been approved.

Becky: People have been told to resubmit transcripts, which costs money.

Melinda: The transcript issue, Alan had emailed me yesterday about some people at the high school. Some staff had submitted their material to the office, they received an email saying "received," then were later told it had been lost. Alan had told me that at the leadership meeting, Dr. Norrell had said to email Natasha and CC the union. But then the member emailed Natasha and she said the district would not reimburse for the new transcripts. Myra left, then Natasha started.

Alan: We have two types of problems: Some staff are being told they never finished course approval when they had or did everything they were supposed to do on their end. And some are being told that the admin office does not have a transcript when it was sent and accepted.

Rhonda: When you send an email, click "read only." Then it shows if the person read your email. If they don't respond, it will still count as having been received.

Becky: The procedures they are supposed to be following is well defined. They are supposed to let members know when things are received. Part of the MOU, when you get approved, money is going to be earmarked to later get paid out. You have \$150,000, you approve courses, you earmark it, when you run out, you stop accepting.

- Building rep survey results

Becky: I sent out surveys to building reps. We need clear directives from admin about who uses the SWVLs and when. Door duty is inconsistent across the board.

Melinda: I just heard from a student who went to the district office and was told that no-one is being put on remote learning anymore.

Claudia: That isn't true.

Becky: It is very inconsistent at the different schools. There is a link there.

- Weingarten Rights- [Survey results- building repshttps://www.nlrb.gov/about-nlrb/rights-we-protect/your-rights/weingarten-rights](https://www.nlrb.gov/about-nlrb/rights-we-protect/your-rights/weingarten-rights)

Alan or I are going to create a slide for your faculty meeting. Members do not know that if they are called into a meeting which might affect their working conditions, they have the right to the union.

Melinda: We used to have little cards. We can hand those out. They can keep those in their wallet.

Claudia: We should talk to Adam about getting those.

Becky: I've had people sign contracts, go into meetings, people just don't know.

Carrie: Can I recommend that at our next open meeting, to take time to almost do training on what that looks like. People have the right to ask what the meeting is about. If it starts innocent but turns disciplinary, they can ask for union representation.

Becky: We have the right to ask clarifying questions, we aren't just notified note takers. I've talked to Dr. Norrell about that. There are training at IFT. It was shocking to me how many people go into meetings and sign things without union representation.

- New Union Representative Approvals

Brian Hendrix, Catalina Seigns, Julie Schmale, Lisa Samp.

Motion to approve: Jessica Fisher, Jan Kolodziejek. Approved. Ayes, all. Nays, 0. Abstains, 0.

Action:

1. Share Weingarten Rights information at your next building union meeting

VP - Teachers:

- Evaluations

Becky: Jennifer is not here tonight. They scheduled the Superintendent Advisory Meeting tonight so she went to that.

Dr. Norrell wants to put together training about how evaluations should be like. There will be a SIP day. She said she wants evaluations to be for growth and not for a gotcha.

Melinda: School Status - If you click on "engagement," you can see how many contacts every single teacher has made. And if you send an email, it doesn't just send it to parents but all emergency contacts including siblings.

Becky: Building admin are coming in when people are not on cycle. If they stay more than 20 minutes and put it into writing, it becomes an evaluation. Otherwise they can come in.

- Salary and step check

Your steps should be in Infinite Visions now.

VP II - Staff:

- PPAs

Claudia: We contacted Dr. Norrell about a timeframe of how long those PPAs will be at the high school. They don't have a timeframe. We don't have documentation of what info was provided to those staff. Until we have anything further, we're going to keep pushing.

Mary Taylor: I received the document. Did I send it to you?

Sandra: It isn't legible.

Claudia: A lot of those PPAs didn't receive proper training.

Mary: It seems like they were forced and not asked to come to the high school.

Claudia: And they didn't even let us know.

Mary: The building principals don't even know how long they will be there.

Judy: It is like a sneaky way of doing an involuntary transfer.

Sandra: They were promised they could keep their old hours at the new building. Those PPAs are not in the building servicing the students the way typical PPAs do, they are monitoring the bathrooms. We still haven't received, after two requests, their duties. What happens when Code 1s break out. They don't know what to do when students walk out of the building. They had no radios. A fight broke out on the 3rd floor and the PPA didn't have a radio. They didn't even ask Becky. They just transferred them.

VP - Clerical

- Longevity

Sandra: It used to be paid in 24 paychecks. But then it was then being paid quarterly. We asked for it to be one check in one amount so it would be more substantial. We want it to come out in one lump sum. And some retire and don't get the last amount.

IT WAS ASKED IF EVERYONE WILL VOTE ON THIS. IT WAS ARGUED THAT EVERYONE SHOULD VOTE ON IT TOGETHER.

Becky: The longevity stipend is only for support.

Jan: It is in our constitution that only affected bargaining units will vote.

Becky: What they are going to have to do is bring everyone up to free and clear. If you are being paid in arrears from last year and this year, you will be caught up. Then September 15th for that school year. We hoped to get this done by the October payroll.

Sandra: We asked to put a pause on all of it so it can be disbursed all at the same time. Those were to reward our support staff.

President's Remarks

- Personal Emails

BECKY SPOKE ABOUT WHY SHE'D REQUESTED THE REPS COLLECT OUR MEMBERS' PERSONAL EMAILS. IT IS BECAUSE OUR CONSTITUTION REQUIRES THAT ALL MOUS BE SENT TO MEMBERS' PERSONAL EMAILS.

General Member Concerns

- No general member concerns

Building Issues

- None discussed.

Motion to adjourn. Jan Kolodziejek, Alan Scott. Approved. Ayes, all. Nays, 0. Abstains, 0.