

Delegate Meeting Minutes December 4th 2012

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Minutes are unofficial until approved at the next delegate committee meeting.

1. Chris Hamrick, NYSUT Labor Relations Specialist, gave a workshop on the Rights and Responsibilities of Union Representatives in Disciplinary Meetings.

Handouts from this workshop are available on the website.

Notes from the workshop:

- Weingarten Rights – all have a right to union representation
- Cadet Rights – all have a right not to self incriminate
- If you are a witness, you must say what you saw (or say that you didn't see
- What would a reasonable person do? – the basic standard
- HR or the Administrator MUST provide a specific reason for a disciplinary meeting to the member.
- Difference between “Counseling Memo” and “Reprimand”

Counseling Memo
Not punitive
Recommended trainings

Reprimand
Punitive
Mandatory Training/Action

- Improvement Plans are written jointly and are meant to improve TEACHING

Be an advocate!! Stop the meeting if necessary to either collect your thoughts, caucus with the member, or get an officer involved.

Members are encouraged to look at their personnel file regularly.

2. Pension Delegate Report – Brett Walker and Sadat Ogultekin
NYS Teachers' Retirement System is a model for the nation.
Members of the retirement system are encouraged to set up a “mynstrs” account. See www.nystrs.org for details.
3. November minutes were approved: M:Siebert; 2:Brady
PASSED

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4. Treasurer's report:
November financials were approved without objection.
Delegate checks were distributed
Discussion of holiday program monies – use by the end of the year.
5. Membership Committee Report – Admiral taking a ½ day to get it up to date before turning it over to Tim Farnum.
6. Special Election Committee will be meeting with officers soon to move forward.
7. Bonadio Group – meeting with officers next week.
8. Selection of General Election Committee Chair – Motion to have co-chairs, Karen Kirkey and Sarah Bagdon M:Price; 2:Farnum PASSED
9. Summer School Dates – approval of 7/8-8/16 as summer school dates: M:Eisley; 2:Kavanaugh; PASSED
10. Motion: Raise the Holiday Donation budget to \$1300 and give \$100 each to the following 13 organizations:

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|--|---|
| <i>Advent House</i> | <i>Lollipop Farm</i> |
| <i>Alternatives for Battered Women</i> | <i>Open Door Mission</i> |
| <i>Boy Scout Troop 26</i> | <i>Perinton Food Shelf</i> |
| <i>Center for Youth</i> | <i>Special Olympics</i> |
| <i>CURE Childhood Cancer</i> | <i>St. Joseph's Neighborhood Center</i> |
| <i>Farm Sanctuary</i> | <i>Veterans' Outreach at Canandaigua VA</i> |
| <i>Hillside Special Santas</i> | |

M:Siebert; 2:Moxley PASSED

Next meeting January 8, 2013

Best wishes to all for a safe and happy holiday season!!!

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