



**New Britain Federation of Teachers  
LOCAL 871, AFT CT, AFT, AFL-CIO**

<b>Sal Escobales</b> President	<b>Sue Humanick</b> Vice-President	<b>Charles Carey</b> Vice-President
<b>David Devost</b> Vice-President	<b>Stephen Gray</b> Vice-President	
<b>William Sanford</b> Treasurer	<b>Basia Maselek</b> Recording Secretary	<b>Daniel Blanchard</b> Executive Secretary

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**MEMBERSHIP MEETING MINUTES-ZOOM MEETING  
September 15, 2020**

Sal explained how a meeting will be run on Zoom and how it runs normally.

- I. Minutes of Previous Meeting- sent to members via email- ACCEPTED**
- II. Membership**

**NBFT approx 842      Non-Members 2      RETIREES 154**

**III. Treasurer's report**

	<u>INCOME</u>		<u>EXPENSES</u>
August	\$2,673.03	August	\$5,940.81

**IV. OLD Business**

- 1. Currently operating under the contract, no part of the MOU is active. Grievances will be happening-** Sal sent a survey to the membership earlier this week and downloaded the questions and will try to get to all of them. There were 9 questions, one being open ended. He is waiting until friday to close the survey. The AFT is asking for a temperature check on what is going on in the schools in the state. The AFT will then give each district a score, A,B,C,D,F. Sal wants to get a cross section of the answers and send them, he has gotten 25% already. A LOT of questions about MOU, we have none right now! Sal explained because of these we work at school on wednesday, and we will be filing grievances that will be discussed in new business.

**V. NEW Business-**

These are the categories that members have the most concerns about. The superintendent has also had town hall meetings that were recorded and will be referred to. The district believes they have met all state protocols and mandates. Our members on the ground do not believe this is happening. The union is collecting all information from members for LLM and CLLM. Sal explained what LLM and CLLM are to the members.

- 1. Safety Protocols- cleanliness,** Sal has pictures from many pictures and they are being saved and sent anonymously, your name will not be sent, so keep the pictures coming. One issue is also a lack of consistency among the buildings. Sal explained the deep cleaning on wednesday. Social distancing is an issue in some buildings, and it is a state guideline issue. We are looking at teacher concerns right now, teacher to student distance, because that is where we have leverage right now. There are concerns with 3

feet between students and teachers. Individual desk cleaning, students are to wipe their own desk with soap and water. NOT the hydrogen wipes. Different levels have different problems with this and the union is aware.

2. Academic Protocols- The district is in between two models so it will be hard. synchronous versus asynchronous learning. Many issues with google, with platforms, WIFI, and we are not the only district that is having problems. Lesson plans are also a big issue, some doing 2. Sal feels that the lesson plans should be like a restaurant menu, just a map for parents. Parents do not want a complicated lesson plan. NO protocols for non engaged students is a problem.
3. Technology issues- WIFI, some platforms (SEESAW) are not yet up. students need training on the computers not all of them know how to use them, soft skills missing. Also questions about paper copies? are we supposed to use them, don't know.
4. OSHA complaints- happening in some buildings. If it gets to the point we will file complaints in buildings. As an employee you have a right to complain anonymously, Sal sent the link to all the members. There are some issues at the high school with lavatory and lunch breaks and the union is looking into this. Sal has spoken to the principal at NBHS. Sal has also asked AFT and some OSHA legal.
5. Evaluation, PDEC meetings are occurring- the district is coming up with their plan on the plan. The state has sent some guidelines for this year with flexible ratings. No rating, some flexibility with data. If you don't take the plan you need to make your own. Sal explained the state plan, one SLO that is SEL. More quantitative instead of qualitative.
6. Employee protocol for absences, quarantine, etc- the Friday before HR sent out protocols. Many of these were from the department of health. Sal reviewed some of the protocols and why you would get called from the district nurse. Question about multiply quarantine? Sal isn't sure yet, we need to wait and see when it happens. Bottom line is that you have to stay home if you are sick and don't over step what a sick day is. Maybe workers comp can be used, but we do not know, we have to wait. If you are on COVID leave, you DO NOT turn in sub plans. If you and your class have to quarantine or a school has to quarantine, you can telework.
7. Grievances- high school prep and lunch contractual language is not being met. Sal explained the language to the membership. 10 minute before and 10 minute before article 4 in our contract is not being met in the whole district. New bus duty in the lower grades is an issue with the contract. The admins say that the extra hour after school was going to be for teaming, planning....but it is not, and there is no MOU. These grievances will be going out soon. Sal explained what duty free lunch means and make sure that you have one! Pulaski lunch periods are also placed outside the normal time. At some point the union will have to go in front of the board and we will need people to go in front of the board, and we can't use the pandemic as a reason to break our contract. That is why we have MOU's, but we never got to that point.

Sal will close the general meeting, but will stay on for any questions. Sal will take any questions emailed or texted to him also, He gave his information to the members.

**Adjourn- 5:54**

Attendance- top # 98