



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

Sue Humanick
President

Basia Maselek
Vice-President

Cliff Parker
Vice-President

Laura Skinner
Vice-President

Stephen Gray
Vice-President

William Sanford
Treasurer

Geoffrey Ponticelli
Recording Secretary

Daniel Blanchard
Executive Secretary

238 South Main Street, P.O. Box 1521, New Britain, CT 06050-1521 Telephone (860) 225-2808

Membership Meeting Agenda
May 10, 2022

I. Minutes of Previous Meeting

II. Membership

NBFT: 898

RETIREEES:

III. Treasurer's report

INCOME:

April \$1,336.41

EXPENSES:

\$56,675.25

Old meeting minutes shown at 4:00PM sharp, asked for motion to accept minutes.

Motion Julie Gillette makes a motion

Steve Gray motioned minutes 4:02PM

IV. OLD Business

1. TEVAL - meetings are underway; state is looking at revising TEVAL, Basia and Laura will attend.

Basia and Laura will attend meetings to keep abreast of the situation.

2. Constitution Committee will be reconvening to update the NBFT Constitution to reflect the post-Janus conditions relative to Union membership. In addition, there will be an update of committee positions and other pertinent language. The Constitution committee meeting dates and times TBD. Attorneys have advised to update language in the new constitution.

Mike will be the chair again- Thanks Mike. Attorney will take part to assist in any way.

V. NEW Business

1. 2022-2023 Union Budget approval-
4:04PM- Motion to accept budget. Steve Gray 4:05, Second- Julie Gillette accept budget.
2. Attorney retainer - process to request legal assistance in place; only applicable to dues paying members.

Attorney has been giving us a lot of “bones”. There is a process to ask for legal assistance. No one can just call the attorney. Go to the rep, then VP, then president, then a form is given to fill out. Paperwork must be filed on behalf of NBFT to seek legal counsel. All members have a right to contact the union reps, they will then reach out to VP/President. The VP/President will follow up with the member.

Teacher termination, workmans comp, unemployment situations- Lawyer can help with that

FMLA- go to building rep- it is not an attorney assistance

3. Utilize reps and building level VPs via the process in place

A lot can be done with looking at the contract and talking to reps, members should utilize the reps talk to them ask them for clarification questions,

4. DCF refresher:

- “Under investigation”(attorney), “Witness” (rep. ok) - “Failure to report” (serious) can result in revocation of license, criminal charges, registry, etc.
- Call within 12 hours, file report with 48 hours

If you are a witness, they are not required to ask you for a rep to come- the owness is on you as a member when in doubt PLEASE reach out to reps and VPS. If a member is “under investigation” the attorney is involved and will be there. If you are called a “witness” the only folks who know that is HR/Talent. and as a witness president or VP can be there as your representation. Always have someone come with you. There are members going alone with no rep, and can’t ask for a re-meeting after to follow- up. ALWAYS when DCF is involved reach out to reps then VP and President to assist. Do not go alone. EVER!

Member question: “Am I hear for under investigation or am I hear as a witness?” may we ask that.

Answer: Admin may not know, Mary Ellen Manning and Nicole Sanders will know, they have to give the the information to Sue and Union attorney. Stop the meeting if you are under investigation and ask to speak to union representation.

5. Disciplinary situations:

- Weingarten and Loudermill Rights: BRING YOUR REP if you believe the meeting will result in disciplinary action; admin are under **no obligation** to suggest that you do so.
- Weingarten (pre-investigation), Loudermill (post-investigation - due process)
- **The responsibility lies on you to invoke your union rights!**

Attorneys are unable to help with staff and administration disciplinary meetings. Keep records of everything. Disciplinary meetings can be placed on LMM for culture and climate. There will be AFT training next year for Union reps as to how to best handle the roles of culture and climate in the buildings. YOU HAVE THE RIGHT TO ALWAYS ASK FOR A REP! If you feel that you would like a rep there, ask for a rep to come.

Seek to understand email, seek for clarification emails- bring a REP!

After the meeting there are Loudermill rights. They are there for your due process and being able to seek where the complaints came from. It can’t be he said- she said. You cannot ask for a meeting after the meeting already took place. When in doubt, ask for a rep to be present.

6. EEOC, CHRO, Labor Board - individual basis, NBFT does not file these complaints.

Harassment or sexual assault claims the attorneys will not pick up. Contact VP (Steve, Laura, Cliff, Basia) or President (Sue). They will be able to best assist.

7. Have an amazing well-deserved and restful summer break! You deserve it! Thanks! I agree everyone deserves it too! Everyone has worked extremely hard this year :)

VI. Officer and Committee reports

Elementary: Laura Skinner and Steve Gray

Very quiet at the elementary level. COVID still at the forefront. Cases are still popping up everywhere and lots of teachers are concerned with uptick in cases. Masks are still optional, no STATE guidelines. There is no telework anymore. You are using your sick time now.

Middle: Cliff Parker and Taylor Warnisky

Middle School- Pulaski is pursuing a grievance for Acceleration program. Teachers are responsible for planning an extra block of teaching (intervention) iReady data is needed, pre and post tests, Teacher group, iReady group, iReady lesson group. ADA accommodations have been dropped on one teacher. This teacher should have had accommodations since this Fall and yet to receive any of them. Lastly, teachers are concerned with an extra period to teach.

SH- Must document everything. Have emails, put it in LMM, meet with admin and let them know your concerns. Follow up in September meeting

High: Basia Maselek

Mike will speak on behalf of Basia. Walk-in had huge impact. Teachers feel change was immediate after walk-in. First few weeks big changes- however the support has faded. Teachers are concerned with safety still. The momentum is gone.

Seeking to Understand meetings- Teachers go without a union rep and they should always have a union rep present. NBHS is seeking these understanding meeting and some staff members are going alone. These are often accusatory, go into the meeting with the confidence that someone is there to help you.

Ed Levy our AFT rep and NBFT attorney will look into these meetings. Teachers should always have a rep present if stated "seek to understand" Teachers also have the right to start the meeting then ask to stop it and ask for a rep to come and be present.

Member Concerns: Grievances- only 3 windows throughout the year. Special Education movement of teachers concern at the elementary level moving teachers. SPED teachers are itinerant and go where the need is for the students.

Meeting adjourned at 4:31PM

Any questions reach out to teachers to VP and reps.

VII.

Communications- Matt Bornn
Negotiations- Dave Devost
Social welfare- Nicole Solimine
Board Liaison- *Vacant*
Scholarship- Jennifer Pagan

NBFT CALENDAR OF MEETINGS
2022-2023

All Meetings will be virtual and begin at 4:00pm unless otherwise notified.

September 6	E- Board
September 8	Central office- Superintendent
September 13	Membership Virtual
October 4	E- Board
October 6	Central office- Superintendent
October 11	Membership Virtual
November 1	E-Board
November 3	Central office- Superintendent
No Membership Meeting	
December 13	E-Board
December 15	Central office- Superintendent
December 20	Membership Virtual
January 10	E-Board
January 12	Central office- Superintendent
No Membership Meeting	
February 7	E-Board
February 9	Central office- Superintendent
February 14	Membership Virtual
March 7	E- Board
March 9	Central office- Superintendent
March 14	Membership Virtual* election
April 4	E-Board
April 6	Central office- Superintendent

No Membership Meeting

May 2

E- Board

May 4

Central office- Superintendent

May 9

Membership Virtual

June 6

E- Board

June 8

Central office- Superintendent

5/2022 ver. 2