



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

Sal Escobales **Sue Humanick** **Charles Carey**
 President Vice-President Vice-President

David Devost **Stephen Gray**
 Vice-President Vice-President

William Sanford **Basia Maselek** **Daniel Blanchard**
 Treasurer Recording Secretary Executive Secretary

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**MEMBERSHIP MEETING MINUTES
December 15, 2020**

Started 4:23 on Zoom

I. Minutes of Previous Meeting- accepted

II. Membership

NBFT approx 823 Non-Members 2 RETIREES 154

III. Treasurer's report

<u>INCOME</u>		<u>EXPENSES</u>	
October	\$64,564.85	October	\$72,993.44
November	\$65,746.12	November	\$43,079.73

IV. OLD Business

1. Contact tracing remain an inconsistent practice

- https://www.cdc.gov/coronavirus/2019-ncov/php/contact-tracing/contact-tracing-plan/investigating-covid-19-case.html#anchor_1590008106 Sal has gotten emails from people that were not contacted, and members are still to tell the nurse if they think they should have been contacted. Make sure you and other members are safe and practice social distancing all the time.

- 2. Covid leave-**Employee protocol for absences, quarantine, etc- Another issue, the last weeks things were changing because of what is happening. Admins are working with the members, but it is not always easy and fast. You make sure you take your sick day if you need (if you were exposed or have symptoms) and wait for the nurses to catch up with you. You can ask them to recode your sick day after the fact. Also email, call your admin to tell them the situation because they haven't authorized the COVID sick day. You want to make sure you get that distinction, because we get 10 COVID sick days. Payroll, Janice needs to recode it. New Britain does not have telework. Sal gave an example of what is happening in Meriden.

- Tele-work allowed for some members (primarily quarantining population)

- Tele-work may be a possibility for those who are asymptomatic

Snowday? what should you do if you have to take care of your children? Sal suggested taking a personal day then. There is no language contractually or a MOU for this. Sal gave some suggestions, but also heard that Nancy is supposed to send out a communication to teachers.

V. NEW Business

1. **Current Covid conditions-** MANY members have asked why are we not closed. Sal has received many emails with this question. Sal has heard a lot because he is on the state AFT board. There is an increase in numbers, and has sent out 2 emails to members. Members are very nervous because of the numbers. Sal said there is no number the state looks at to shut down the state and/or schools. Sal explained what the state is reporting with numbers and the data shows that students are not spreading the virus. Sal warned that the asymptomatic transmission is unknown and we should be cautious, and we do not know because we can't test everyone in the buildings. Sal took questions from members. Mike Blanker asked about teachers working remotely when there are no students in the building. Sal will try to do a survey to poll members, but Nancy has stated that she is waiting to make a decision on teachers. Ms. Khosla asked about students coming in 4 days a week and what was the rule. Sal said it is happening for SPED, ELL, and others. Sal said if there are space concerns have an LLM and bring it up with the administration. Question about teachers who have already used COVID days early on, Sal said that HR will work with you so if you need to take more, they will work with members.
2. **Acquisition of property with office space, and rental space in New Britain**
 - Union financial holding are compounding at an accelerated rate (combined accounts are in the range of 100k plus)
 - Advice of accounting firm was to consider putting liquidity into a property
 - Union should not hold onto large amount of liquidity, as tax auditing can become an issue (case in point Children's endowment/enrichment fund fund)

Sal explained the situation to the members about our investment money that is getting to be too much! We as a Union are not supposed to have large amounts of liquidity in bank accounts. Sal spoke with the state AFT treasurer and president, lawyer, and auditor. The purchase of property has been spoken about for multiple years. Sal began to look at some properties in New Britain. Sal said that now as a Union we need to decide whether or not to buy a property. Sal explained what the money can be used for, union operations. Cliff Parker made a motion for E-board to investigate/explore properties to bring to the membership, Jerilyn Flyk Seconded, some discussion, passed. Sal will come back to the membership with a property to present, along with the math.
3. **Children's Enrichment Fund Sign up-**Please continue to sign up for the CEF, it is a fund by us for us. Sal explained how the fund works, and we need members to sign up.
4. **Grievances--**District class action 4.3b 10 minutes before and 10 minutes after..., advice from two additional law firms (one of which we may retain for negotiations), plus our AFT law firm is to drop it and avoid registering a loss at arbitration. Sal stated that we have kept it for now to keep pressure on the district. We will bring this up in the negotiations in the summer and drop the grievance now. There are still some grievances, one from last year. Motion made by Cliff Parker to drop the grievance and continue the discussion in negotiations. Seconded by Brenda Ballard, passed.

VI. Officer and Committee reports

Elementary- no report, all issues addressed in District issues. Questions still about christmas break.

Middle- no report, all issues addressed in District issues

High School- Powerschool failing and trying to reach out to families, a lot of pressure. Securely doesn't work either. Sue said many teachers are frustrated and she put it on LLM. Service logs for special education students is taking a long time because of powerschool. Also, same concern as District wide problems.

Question about teachers going away and needing to quarantine. You can test out of quarantine because of travel, but Sal will ask the District Nurse. Sue also asked about a teacher who is a non union member. Chuck said we have to rep them, but up until they get to the Board of Ed.

Meeting ended at 6:20

Sal stayed on call and took any individual questions.

VII. Communication-