

**AGENDA – DIVISION 175 – COUNCIL MEETING**

- I. CALL TO ORDER:** *12:00 PM December 17, 2015. State Office Building, Room 175, Hornell, NY*
- II. ROLL CALL:** *J. LeBarron, J. Eddy, E. Johnston, E. Coyne, C. Jordan, J. Abbey, K. Button, K. Patterson, J. Jobson, J. Ray, K. Smith*
- III. READING OF PREVIOUS MINUTES:** *12:00 PM November 19, 2015. State Office Building, Room 175, Hornell, NY*
- LAST MEETING WAS:** *12:00 PM November 19, 2015. State Office Building, Room 175, Hornell, NY*
- CORRECTIONS:** *None*
- MOTION to:**  
**ACCEPT:** *JE*    **SECOND:** *KB*    **APPROVED:**

- IV. TREASURER’S REPORT –**  
\$1750.52

**V. COMMITTEE REPORTS**

**A. Standing**

- 1. Audit - No Report**
- 2. Budget - No Report**
- 3. Grievance – (2) out of title**
- 4. Local L/M – Minutes from last meeting can be found at [pef175.org](http://pef175.org)  
*State Office Building meeting to be held March 16, 2016, at the Canistota American Legion, PEF meeting to follow with possible contract updates.***
- 5. Social – No Report**
- 6. Constitution – No Report**
- 7. Communication**
  - a) Internal –**
    - (1) Website ([www.pef175.org](http://www.pef175.org)) – updated as needed by Chris Jordan**
    - (2) Bulletin Board – updated as needed by Jessica LeBarron**
  - b) External**
    - (1) PAC – No Report**
    - (2) NASHTU – No Report**

(3) *Steuben/Livingston County Labor Council – Next meeting:*

(4) *Rochester & Genesee Valley Area Labor Federation – No report.*

c) **Statewide** –*Next Meeting is in January 2016*

d) **Membership** –*139 active members*

e) **Health & Safety** – *Next meeting is January 19, 2016*

f) **ATF** – *Submitted by A. Puleo, see attached*

**VI. REGIONAL COORDINATOR** – *See attached*

**VII. E-BOARD REP** –

**VIII. Field Rep.** – *No Report*

**IX. UNFINISHED BUSINESS** – *An open call to all members to serve on any Division 175 Committee remains in effect.*

- **CE1:** received a letter from civil service stating that current CE1's with out the FE will be grandfathered in the title.

**X. NEW BUSINESS** –

*New steward – Jessica LeBarron*

*Out of title grievances*

**XI. OPEN FORUM** – *Complaints presented to this Council should be accompanied with suggestions for resolution.*

**XII. ADJOURNMENT**

**MOTION TO ADJOURN: JC**

**Second: KP, KB**

**Approved:**

**NEXT MEETING SCHEDULED FOR: January 28, 2016**

**RESPECTFULLY SUBMITTED:**

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**Andrew Puleo**  
**Report to Executive Council**  
**AFT Northeast Region Meeting of Local Presidents**  
**Saturday December 5 to Sunday, December 6, 2015**  
**Sheraton Hotel Philadelphia, PA.**

**January 5, 2016**

This meeting venue was (2) half days, which I found to be much more endurable than (1) 8 hour meeting event, ugh!

**DAY 1 – 12:00PM Saturday**

The assembly, while inclusive of AFT members from several states was mostly comprised of K-12 teachers. Opening comments provided overview of teachers fight across the nation, with several issues regarding Pennsylvania school districts. The erosion of Common Core requirements was cited as a great example of the good work of Union Activists forming coalitions with their Communities. To assert this concept, it was shared repeatedly throughout this meeting that not only do we need to engage members, we need to engage our communities in fights wherein we have mutual interests. An AROS, Alliance to Reclaim Our Schools, labor walk is being scheduled to occur soon. Successes in community outreach, and collaborative activism are best achieved when there is a common goal at hand.

**A Member Engagement Training Manual and Starter Kit** was provided in both Hard Copy and thumb drive.

Talking points provided to the assembly included the need for us to perform one on one conversations, with the following tools:

- Go back to the small ask
- Correct misinformation
- Let members do 70% of the talking

**David Strom, AFT General Counsel** presented a Friedrichs update which was followed with a Q & A session. He said a great and unprecedented cooperation between Unions is currently underway. The Friedrichs case is being funded by the CIR, Center for Individual Rights. The CIR attorney filed at each lower court and urged them to all rule against him, and did so as a strategy because he wanted this to go to the Supreme Court. The CIR argument is that the Agency Fees violate First Amendment Rights, as dues are used for political lobbying and ideologies. Examples of cases wherein fees have been questioned include, Student Activity Fees, and Bar Association Fees. A negative decision could result in a loss of the Opt-out option, and replace same with an Opt-in option. Oral arguments will be presented to the court on January 11, 2016, with a decision expected by June 30, 2016. Goldstein and Russell is the Law Firm hired by AFT. 22 State Attorney Generals have signed on in support of Amicus briefs, including states without Collective Bargaining. Those states w/o Collective Bargaining are claiming that Friedrichs decision should be made at the state level. It was shared that Justice Alito has already claimed that the 1977 Abood Decision is questionable.

The retroactivity date of a negative decision was questioned, and answer was that retroactivity of dues refund would go back to the date of filing.

I asked if a negative Friedrichs decision could include the stipulation that the DFR could be waived in regard to non dues payers, and the answer was, “ It could”. Wondering now if our Amicus Brief included this as a suggestion.

The term Moral Hazard was presented as a general describer to the negative impacts of the status quo in the event of a negative Freidrichs decision.

I asked if the Moral Hazard argument included the workplace impact wherein new non-fee payers could now become mgmt. favorites in regard to promotions, work assignments, shift assignments, so on, and would such facilitation be equal to unlawful Union Busting. This question caused a pause and then answered that presenter did not believe this was presented in AFT Amicus Brief.

**Member Engagement Panel** presented on their own personal engagement stories, and subsequent long term involved in organized labor.

- *Ann Twomey*, President HPAE, Health Professionals and Allied Employees said, *our strength is our members . . . we're not apathetic, we're just not engaging our members.*
- *Bob Noonan*, President Montclair State University Federation of Adjunct Faculty, advised that New Jersey is a “sign-in” state, employees have to actively join, it’s not automatic membership. He also said snail mail is effective.
- *Hillary Linardopoulis*, Philadelphia Federation of Teachers Staff Representative, shares story as to how her attempts to intentionally avoid union activism has backfired and now she is her building’s Union Rep.!
- *Mike Blue*, PEF Region 8 Coordinator, was kinda caught of guard with this Panel’s format but rebounded nicely with his personal account of engagement. He was questioned as to what is an effective engagement tool and quickly responded; *the small ask*. A+ answer.

**2 Small Discussions** ensued with the following topics:

- One on One Conversations with members  
Learned here that (1) AFT local raffles off prizes with a twist in that raffle tickets are earned via membership meeting attendance, and/or activism. Also, discussed increasing COPE, ALF and Labor Council participation.
- One on one conversations with community members  
This discussion led to all present citing need for more staff help. Community outreach with local organizations such as Charitable Groups, Sports team, and youth groups was encouraged.

**Day 2 Sunday**

Following Handouts were provided to start the morning:

- AFT For Hillary 2016
- AFT Definition of Key Terms
- Copy of Article “ A wealthy Governor and His Friends are Remaking Illinois”
- Racial Equity, Small Group Questions
- AFT Reclaiming the Promise of Racial Equity Folder
- Facilitators Guide for Racial Equity Small Group Discussions
- All In! Member Engagement and Mobilization Opening Plenary
- Reclaim the Promise enrollment card
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**Ted Kirsh**, President AFT PA and AFT VP presents that;

- For the first time in history, AFT, through S/W elections has real voice in PA Supreme Court
- Through member engagement, AFT has won majority of seats on a local school board.
- In Philadelphia, at Temple University, AFT has just won a 1400 member bargaining unit with 500 members already signed up.
- AFT has won local Mayoral race where Charter Schools were being proposed.

**Jerry Jordan**, PFT President, cites they put 2000 members on the street for the Governors election. Calls out the attacks on teachers has included austerity budgets, and school closures.

**Dr. Loretta Johnson**, AFT Secretary Treasurer, presents that 10 of 14 of those murdered in San Bernardino were SEIU members. Advises that AFT reclaimed the schools in Baltimore via public/community outreach. She spoke on the proposed Messina NY ALCOA plant closure and how AFT educators built a community partnership and kept the plant open. “Aren’t we in the same churches, restaurants, and attending the same community events, we should be fighting for others TO HAVE what we have, not fighting to keep what we have!” *ie. pensions, if we lose Friedrichs, we lose our way of life – AP.*

**Randi Weingarten**, National President AFT, presents as only she can and wants us to know that power never cedes power willingly! She speaks on the accomplishments of many state locals.

I invited Randi to a Region 2 General membership meeting on march 16, 2016 and she intends to attend!

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**PEF Region 2 Coordinator, Andrew Puleo**  
**2015 4<sup>th</sup> Quarter Report, November 30, 2015**  
**to PEF President, Wayne Spence**

Dear President Spence,

I have been honored by PEF Region 2 members with the opportunity to serve as their RC, Regional Coordinator, and therefore am proud to submit this, my first RC Quarterly Report to you. Also, thank you for appointing me to the S/W Divisions Committee, your confidence in my capabilities is very much appreciated.

Region 2, encompasses the following (5) Counties; Allegany, Steuben, Chemung, Schuyler, & Yates. With an approximate membership of 650 members, it is comprised of the following (6) Divisions wholly unto itself:

175 - NYS DOT Hornell  
222 – Elmira Correctional Facility  
223 – Elmira Psychiatric Center  
324 – Southport Correctional  
359 – DFY & DOL  
514 - Allegany County Employees

As well as the sharing the following Division's members with other Regions:

169 – Encon  
179 – OGS  
201 - Craig DDSO / OPWDD Finger Lakes DDSO  
230 – ACCES-VR  
236 – Division of Parole  
275 - Agriculture and Markets  
307 – NYS DOT Rochester  
325 – NYS DVA  
357 - OITS

Since my August 2015 swearing in, Region 2 has been very busy. First out of the gate, *July 2015*, Division 175 quickly requested Divisions move forward with an election to fill my vacated Council Leader seat. That election has come and gone with new steward John Eddy taking the reins as Council Leader of Div.175. Mr. Eddy is new blood to PEF and I foresee many years of him contributing to the good and welfare of us all. Currently in play is the subsequent election petitioning to fill the Steward vacancy left by Mr. Eddy, and this appears to be promising as well, as we have some very competent and *new* members showing interest in becoming stewards.

In my new role I have engaged PEF staffers Ellen Coyne, R-2 Field Rep, and Mike Farrell, Director of Western Field Services, in many aspects of my endeavors. This includes site visits to both Div. 222, Elmira Correctional Facility, and Div. 370, Southport Correctional Facility. These resulted in a follow-up Div. 222 General Membership meeting, report attached, on November 18, 2015, initiated by Div. 222 Council Leader Trish Sweet, and a request by Div. 370 Council Leader, Sabrina King, for E. Coyne & myself to attend a Local L/M Meeting on December 16, 2015. My immediate goals for this Local L/M meeting are to document recent history of same and to then introduce some best practices, i.e., addressing items at the lowest level, engage all members in the Local L/M Agenda Building process, and build a relationship with their agency's respective S/W L/M Chair.

A goal, yet to be achieved, but shared by myself, E. Coyne, & M. Farrell, is to perform collaborative site visits to the following (3) remaining Divisions, 223 – Elmira Psychiatric Center, 359 – DFY & DOL, and 514 - Allegany County Employees. My plan for the future is to perform at least (1) collaborative visit (1) Division per month.

As previously reported the Region 2 PAC has been active and productive. Guidance I've provided has included encouragement to participate in their respective Labor Councils and to ensure their fellow PEF members are educated in regard to Friedrichs. Currently, and through the efforts of our own Region 2 Field Office Secy, Valerie Barille, a Regional announcement has been sent out advising that Region 2 will cover the costs for members to attend in the Annual Rochester & Gensesse Valley Area Labor Federation Annual Holiday Party on December 3, 2015, at the Corning NY Radisson.

In closing please know that PEF staff at both the Regional and HQ level have been most helpful as I try to get a handle on PEF processes, and I am happy to report that yes, I did submit my Regional Budget on time!