

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting/March 2019

The meeting was called to order at 3:49 by President Lori Lyncosky. The following members were present: (see attached).

REPORTS

MTA

Paul Ryan was not in attendance.

MEMBERSHIP

Pam Tesko was not in attendance.

SECRETARY

A motion to accept the February 2019 minutes was made by Kristen Biancuzzo and seconded by Kathy Wippert. A vote was taken and the minutes were accepted.

****Important documents** (MTA & NEA Delegate Nomination forms, Constitution & By-Law proposed changes, Duties of VP & Treasurer, Candidates for Office forms for VP & Treasurer) to be posted in buildings were distributed and must be posted ASAP.

TREASURER

Greg presented the budget for February 2019. Leslie Clark moved to receive the reports. Kristen Biancuzzo seconded. A vote was taken and the reports were received.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen reported that there are currently 2 grievances. One is regarding mis-funneling of funds from one building to another and is at a Level II. The other is on behalf of a Unit D member who was paid in error and payroll went in and removed the funds from the members account without contacting the member.

Payroll can NOT do this without contacting the member to make a mutually agreed arrangement to have the money paid back. Just a reminder to always carefully check your paystub. If you are overpaid...they will find it and you will need to pay it back. Please be proactive and check your paystubs and notify payroll immediately if you think there is an error.

NEW BUSINESS

1. **Weingarten Rights**-Lori again reviewed Weingarten Rights...if a member is called in to a meeting that they feel is going to be disciplinary in nature or could result in disciplinary action, the member has the right to request union representation at the meeting. These rights are ONLY when disciplinary action is involved. If a member is involved in a meeting with an administrator and they feel the meeting is not going well and it feels disciplinary, the member can request to continue the meeting with union representation. If administration says NO, the member should follow the directive of the administrator, and continue with the meeting and then go directly to the building rep for a violation of Weingarten Rights. The rep should then contact Lori immediately. Any member offered union representation has the right to refuse such representation should they choose.
2. Any proposed language changes for By Laws need to be submitted by April 1st.
3. Please make sure all information distributed today (and sent to reps via email) by Aimee is posted in your building ASAP.
4. **Contract Negotiations**-Unit A is this year and will be beginning within the next couple of weeks.

5. **Teachers riding buses-this can NOT happen!** The bus driver contract states they only transport WPS students. Therefore should a teacher be riding the bus and an accident occurs, the teacher will NOT be covered, not even for Worker's Comp benefits.

6. **Chain of Command-** just like there's one in our schools, the union has one as well. Officers of the WEA are the only ones who should be communicating with Central Office regarding union and contract related business. Members, including E-Board members, should NOT be emailing or contacting HR or the Superintendent themselves. Members need to contact union leaders (officers) with concerns and the officers will address the concerns with Central Office.

****Also, please note the following...if a member chooses to get their own legal representation, by doing so they forfeit their right to WEA and MTA legal representation. WEA & MTA will not sit second chair.**

OPEN FLOOR

No items brought forth.

A motion to adjourn was made by Matt Wroth and seconded by Kathy Wippert.

Respectfully submitted,
Aimee Blair
WEA Secretary