**TACOMA FEDERATION OF PARAEDUCATORS LOCAL 461**

**MINUTES OF MEETING OF EXECUTIVE COMMITTEE**

**November 5, 2019**

**MEETING CALLED TO ORDER BY PRESIDENT GLORY TICHY at 4:59 p.m.**

**Present**: Glory Tichy, President; Kathy Unruh, Vice President; Liz Walle, Secretary; Laura Robyn, Treasurer; Elizabeth Douglas, Building Coordinator No. 2; Charles Steimle, Building Coordinator No. 1. Absent: Janet Hubbard, Newsletter Editor and Tina Isakson, Parliamentarian/Sergeant of Arms. Also present: Anna-Marie Magdalena, AFT WA Union Organizing Representative.

**Minutes:** A motion was made and seconded to approve the minutes of the October 1, 2019 Executive Committee meeting as written. **Motion passed**.

**Updates:**

* Revote. Glory reported that we have received from AFT the final results of their investigation regarding our May election. They determined that a revote is not warranted. Discussion: Should we post report? Should names be redacted? We decided that we will report the results to the membership at the 11/18 meeting and then post on website without redactions.
* Flyers for Bulletin Boards. Glory asked Liz to create two flyers for the bulletin boards at each school. One flyer will have information for members, one geared toward substitutes. Liz made notes of all Glory would like to see on the flyers and will begin creating them very soon.
* DHH Update. (DHH = Deaf/Hard of Hearing). Sign language interpreters have been booked for all general meetings. A meeting is scheduled with the DHH paras on November 7th at 5:30 to bring them up-to-date on union activities.
* Aligning Computers. Kathy purchased a new computer for TFP. An outside party will help remove information from old computer and make sure the two computers are set up properly. Glory and Liz will work together to set a date for this computer work to happen.
* Job Descriptions. The District has been providing (at our request) job descriptions (38 or more?). They have been coming in a few at a time. We need to make a place to store these together on the computer and a hard copy notebook in the office. Information needs to be given to building reps to answer questions which may arise.
* Labor Management. Glory reported on the Labor Management meeting last week. “Very good meeting.” Working on creating an MOU for paras displaced during the school year. District also wants to create a new MOU for paras potentially displaced at end of this school year. We discussed the “extra work for extra pay” v. longer hours for some paras doing crossing guard and other duties. Anna-Marie explained that this is a contract violation and that a grievance should be filed.
* Classified Council. Kathy and Liz attended the meeting of the AFT WA Classified Council last week. Glory corresponded with Barb Randall-Saleh, Diane Hollstrom, Maria Haynes and Debbie Scott thanking them for representing TFP on the Classified Council in the past and advising that new delegates would be appointed. We need to decide who those delegates will be. Barb and Diane will remain on the Council per their roles with AFT WA, but will not represent TFP.

**990’s Filing:** We have not received a response from Kristina Brigman (former president Barb’s daughter), although she received our letter via certified mail on 10/18/19. Laura suggests that we hire a new accountant to review what was done or not done by our former accountant or bookkeeper. Laura will contact former president Barb Randall-Saleh to see if she will provide more information on the whereabouts of the 990’s and financial information.

**Dues Increase Rollout:** We discussed the need for an advisory vote of the membership regarding how to handle the necessary dues increase. Laura reminded us the difference between the dues discrepancy with AFT WA (for which we have an agreement) and AFT National. We decided to do three things before the next board meeting (1) Meet with Karen Strickland of AFT WA to discuss the issue (Laura and Glory); (2) Contact AFT National to discuss (Laura); and (3) Get membership data (Kathy).

**Website Talk**: Glory wants to include more information on front page of website. Liz would be happy to post anything she is provided. Liz also reminded Glory, Kathy and Laura that they have spaces to write reports on the website which have remained empty.

**PCCLC Delegate Procedure:** We need to appoint 2 or 3 delegates to the Pierce County Central Labor Council. Janet will remain one of the delegates. We will interview potential delegates.

**Membership:** Anna-Marie provided the membership data broken down by schools and discussed the need for a blitz at some of the schools. Mann Elementary is in need of a new building rep. There will be a Membership Committee meeting on 11/21 at 5:00 p.m. Building Reps will be invited. This is not a Building Rep orientation as previously reported.

**Other:**

* We need to form a Nominations and Elections Committee ASAP. They should help oversee the advisory vote regarding the dues increase in addition to board member elections.
* Glory reported on some positive outcomes she’s had recently for members with workplace issues.

**MEETING ADOURNED at 7:30 p.m.**

Respectfully Submitted,

Elizabeth Walle, Secretary