



General Membership Meeting

September 30, 2019

- I. **Call to Order 4:33 PM**
- II. **Roll Call – shall be done on sign-in sheets**
- III. **Approval of Agenda** *approved without objection*
- IV. **Approval of Minutes from May meeting** *approved without objection*
- V. **Approval of 2019-2020 Executive Board** *approved without objection*
- VI. **Welcome and Introductions – Role of UTSWC Building Representative** *intro of new building reps. Building reps are the communication partner between Union and members, face of the union, roles: recruiting, building rapport between members in the building, posting printed communication at site, holding site meetings, answering questions, attending monthly union meetings, representing the member*

Union meetings are for members only.

Discussion around union responsibility to non-members

We will be collecting private emails again this year for an email list for members only. Emails will only be used for important Union business and not shared outside the UTSWC.

Member Rights

We ran some scenarios concerning when a member might need union representation...

FYI - when someone is acting in their official capacity as a union representative and they are asked to attend a meeting with a member at a time that interferes with their teaching duties, they can tell the principal they need to be in the classroom, but can represent the member at another time. "I know you feel this is an emergency right now, I need to represent my member, but I cannot at this time as I need to be in the classroom- when can we meet so I can be there?"

A member who feels they need union representation in a meeting with administration, should let admin know that they want Union representation, and then contact their building rep to find a common time to meet. The building rep can then reach out to Marty, Nick, or Lisa for assistance if needed.

VII. Reports

a. President

b. Treasurer – financial report

In good standing. Received a \$40,000 grant from Education Minnesota. Rent is going up minimally.

c. Audit coming up in October.

i. Dues – 16 paychecks starting October 15

National \$251.16, State \$490, Local \$145 = \$886.16/ 16 paychecks.

d. Membership

i. Recruitment of new members

We currently have 1337 Members and 71 non-members. New members are still being signed up every day but it's important we continue to reach out to new hires and past hires that haven't joined yet.

ii. Updated site lists of members/non-members

iii. 3&4 preschool teachers update

The school board removed the preschool teachers from the bargaining unit at the end of last school year. They now have an independent contract. They are looking to form new bargaining unit connected to us. This process will go forward soon. There was a delay in the process because the school board and Dr. Jacobus objected to the use of the word "Teacher" for these teachers. Union disagreed and the Bureau of Mediation ruled in our favor a couple of weeks ago. Now waiting for a date for a vote to see if they want to be a union. Around 27 teachers involved.

iv. Check your step/pay in ERMA

v. PAL days

e. Communications

i. Website redesign- **Thanks Adam!**

f. Community Involvement/LCAT

i. T-shirts/wear red on Thursday, October 3: *show support for all, send photos of your crew of teachers to Adam to put on the website.*

ii. Buttons

g. Negotiations

i. Next meeting on October 3: *offered up the idea of a "mediation" type meeting this Thursday so they'd meet for longer amount of time, goal is to get a TA. Specific information will be shared after the meeting if no TA is reached.*

h. Government Relations

i. School board election

1. screening on October 2: *3 open seats, 9 candidates*
2. endorsement process – screening team will give a recommendation to the Exec Board. Exec board will vote and then if there are any endorsed candidates they will be notified. UTSWC will work with Ed Mn and the Labor Federation to send postcards, etc.
3. Early voting has started already. Election day on November 5: *Will be contacting all EdMN members in the district to vote, members of other unions. We have the day off- feel free to help get people to the polls! There are decisions that need to be made that the school board is not making, we need new board members. October meeting (tentatively) will be a time when we can invite endorsed candidates to come and visit.*

VIII. Information/Discussion Items

a. Medical Emergency Pool

- i. Andy Craig working with HR

b. Licensure *Jim will send an email next week. **Thanks Jim!***

c. MEA – register on Ed Mn website

d. Education Minnesota APP

e. Fall open house tentatively October 28 – if there is not an open house then it will be a regularly scheduled meeting at the union office

IX. Other Items

SoWashCo Cares wants to know what supplies teachers need. Let Marty know.

Use Facebook, Twitter to promote what we do for our students. Send items to Marty and she can post.

K-5 prep days were meant to be used at your site for standards based instruction, conference prep, common assessment, PLC- this is not a PD day.

Wednesday before MEA is a PD day.

Teacher work days- majority of the day spent in your classroom. Some can be PD.

X. Adjournment: 5:47 PM