

## General Membership Meeting October 1, 2014

The meeting of the General Membership was called to order at 4:00 p.m. in the cafeteria of the RMCTC.

Over 80 members in attendance

1. Welcome
2. Meeting Purpose
  - a. State of the union (REA)/informational meeting
  - b. No building issues...Rep. Council meetings
  - c. No personal issues...contact REA office and schedule an appointment or a phone conversation
3. Introductions
  - a. Ronnie Wenrich...Kades/Margolis
  - b. Paul Gottlieb, PSEA UniServe Rep
  - c. Lori Lebo, ER COPS/RAC
  - d. REA Executive Board
  - e. REA Building Reps
  - f. New Teachers
4. Collective Bargaining Agreement (CBA)...Rik Immendorf, Chief Negotiator
  - a. Status Quo—**fully in effect; the only thing that happens is we don't advance in the pay scale. The board has gone through an unbelievable organization so we are waiting until the board has been trained. It has been almost 3 years since we have started negotiating and they have been willing to sit with us only twice.**  
  
**Our contract is in effect and administrators must abide by the current contract; they cannot change anything to the contract. Everything that is in the contract is still enforced, including health insurance and the copay. Members should get their contract and read it and know it.**
  - b. Arbitrations (Longevity Pay)—**we took this to arbitration and we won. The board then appealed the ruling to state court. Our attorney and their attorney was told to get their information to court within 20 days. We**

**did but they did not. We still don't have a ruling; we will not give this up.**

- c. Bargaining—the board wants only a 3 year contract; as soon as we ratify the contract, we would begin negotiating; board is talking wage freezes; get rid of longevity; special education stipend gone; we want to put language in the contract that would clean up the Special Education department;**

**The board wants to: get rid of At-Will days at teacher's discretion (only used if all other days are exhausted); get rid of Emergency and Compelling reason days; increase health insurance co-pays; get rid of wellness benefit; consider increasing the amount we pay out of our paycheck; discuss extending the school year; request more meetings during the school year. Our School Board President has said "The REA doesn't have the balls to strike." PSEA will help members out with funds should we strike. What is it going to take to say Ok, enough is enough? These discussions should be held outside of school and nothing on Facebook.**

- d. Questions—Can we find out what the membership wants? Increase in pay; adding five years onto longevity; want to keep the health insurance as good as it is; fight for keeping the emergency and at-will days; clean up the language in our contract; we want a longer term contract; pay raises; movement on the scales;**

**Is there any consideration of going back to Wednesday before Thanksgiving? Setting the calendar is something that we get privy with the board; but we can discuss at a Rep. Council meeting.**

**What about capping sick days? School board wants to do that and we don't want to. If you retire from the district—every sick day you have you get \$60 for.**

**Personal Days- the amount of teachers can take off has been discussed; both the board and REA are looking at half personal days and increasing the limit of teachers that can take off (40).**

**Reimbursing teachers for educational credits—should be retroactive; we have to negotiate these; automatic lateral movement.**

**September 1, 1987 Lifetime insurance—we are not willing to take that out.**

**We will have to negotiate to include those people retiring in middle of this period of status quo.**

**Since they took Longevity away, can they just start taking things away? We get our longevity as part of our base pay, while other unions get theirs as a bonus—one lump sum.**

**What is our next step? What are we waiting for? We are waiting to sit at the table and start negotiating. How long will we give them this**

**extension? If we press them for arbitrating for non-negotiating it will be bad for us.**

**Isn't there an advantage to wait until after the gubernatorial election? Perhaps. If we get rid of Tom Corbett, then his opponent may be friendlier to education.**

**Years ago, PSEA paid for Negotiation Training will that happen again? Mitch commented no it doesn't exist anymore.**

5. Organizing...Wally Wilkinson, chairman--**absent**
6. Paul Gottlieb, PSEA UniServe Rep—**has asked for members to become building mobilizers; the district Solicitor is working on getting the board in line for negotiations; we need to have an organization who will work quickly to get information to all members in each building; put together an organizational structure that would share information and keep communication going between officers and negotiations team and membership. If member received a call regarding being a building mobilizer, please consider doing this. Every other union also has contracts that are expired, so everyone is negotiating at the same time. In order for us to make this all work, we need to be united with all other unions. Please remind staff and officers of other unions that we all need to work together to be successful with negotiating with the district.**
7. 2014 Gubernatorial Election, Lori Lebo/Amanda Yeakel—**members have stepped up and sent letters and phone calls to lawmakers and it has been so appreciated. We have an opportunity to get rid of Governor Corbett. Tom Wolf is 18 points up in the polls; it is because we have gotten the message out to the public what Governor Corbett did to public education; the number one issue for voters in this election is public education. We need to not be complacent and continue to do all of the advocacy work we have been doing. We must get out and vote; support PACE; phone bank on October 30<sup>th</sup> at the REA office; we need to make sure we have other elected officials and state representatives who support Public Education.**
8. Ronnie Wenrich...Kades/Margolis--**absent**
  - a. 403b—**October 7<sup>th</sup> workshop 4:00 REA office**
  - b. Retirement—**October 9<sup>th</sup> workshop 4:00 REA office**
9. Mitch Hettinger—**shared information about privatization of public education; members have been very patient with regards to negotiations; we can't make the district sit down and negotiate—it could make things worse; Executive Board had a meeting with Dr. Mumin last week—he listened to us and has taken an interest in the REA.**
10. Q & A

Adjournment—5:00