

## **General Membership Meeting April 7, 2016**

The meeting of the General Membership was called to order at 4:15 p.m. in the RMCTC. About 90 members in attendance.

Purpose of the meeting is:

a. Contract Negotiations Re-engagement w/RSD

c. Possible Legal Job Actions

5. There will not be an official contract proposal made at this meeting.

Mitch explained the two signs handed out—the car signs and the little tags to hand out when going out to places.

Showed comparison of starting salaries in Berks County. We are lowest. Career Salary rate has us at 8<sup>th</sup> in county (30+); 10<sup>th</sup> (20-29<sup>th</sup>); 12<sup>th</sup> (without longevity). Maximum salary rate—5<sup>th</sup> -7<sup>th</sup>

Steps and column comparison—3<sup>rd</sup> lowest steps in Berks County (with 15 steps); columns we are in the middle with 7 columns (B-2/M-5)

Health Insurance cost—Reading 4% flat rate (40-70-100); Non-trust SD.

The highest number of suggestions on the back of the ballots was step and column movement; the number for retro was relatively small;

We have a mediator who sits with us and the school board and all they do is listen and keep both sides on track. He sat down and came up with a “proposal” that seemed more equitable. He was given the information from the members and he was working to come up with a more equitable suggested proposal. Perhaps it is worth waiting to see what he has to say.

Possible job actions:

\*restaurant “cards”

\*car signs for the back window of the car

\*working on t-shirts we can wear at different events

\*members show up at school board meetings

\*Picketing/holding signs before and after school

\*Work to the contract—members work only for the time of their contract.

High School staff are being asked to punch in—HS teachers see Trudi because this is not a part of the contract.

Gerard—commented about strike authorization vote.

**Motion made for a strike authorization vote made by Gerard Tyson (NW) 2<sup>nd</sup> by John Baker( RHS).**

Discussion—what is a strike authorization vote? Gives the negotiations team the right to call a strike within 48 hours notice a head of time.

\*make it clear that this is just an authorization vote

\*we need to see what is going to hit the district the hardest

\*we have potential to strike during PSSA's. If we are looking at making a difference we should strike then. Our UniServe Rep. told us that if we did it during PSSA's, all PDE would do is move our PSSA window.

\*it does not mean we will not strike; once the district finds out then it means we are serious and we can strike within 48 hours.

\*what will be most effective—there is not a large percentage of members here; how effective will it be if 90% of our membership crosses the picket line?

\*Do we need a quorum for a strike vote? No it has to be more than 50% of members present.

\*we should work to the contract

\*Can we strike one day at a time? Does it have to be in a big chunk? Rik will find out that answer.

\*What are the repercussions for teachers who cross the picket line or don't work to the contract? It makes us look weaker.

\*Will they close the schools if we strike? No they could keep schools open.

\*Will this help the negotiation team? Rik thinks it would be helpful; it would be a subtle threat.

\*We need to get everyone on the same page.

\*There was a concern regarding the time for voting—it was set from 4-6 and yet members were able to vote earlier. Members did not come because they didn't know they could vote before 4.

\*The desire for immediate action is understood but we need support from the community.

Rik is calling the question vote. Any more discussion on the strike authorization vote.

\*Can a strike authorization vote be called on a Friday and done on a Monday? No it is school days only.

\*Are non-tenured teachers protected? If teachers are concerned about not being tenured and it being reflected poorly on them, then don't cross the picket line.

\*Will we be proactive and contact Channel 69 news and the Reading Eagle if this vote passes? There is no reason why we can't pursue these avenues.

\*If we go through with this vote, and the mediator comes through with a proposal, when do members get to see it? Rik commented it will be emailed.

\*James called the question

Vote called and standing vote taken. 160 yeas and 12 no's.

\*get out and let members know that they need to be here and become unified. Email will be sent out by Monday afternoon so we can explain to everyone. We need everyone here to help explain to those members why the vote was called.

\*Can we send personal emails regarding what to do? Send Priscilla members personal emails and tell them not to delete REA emails. Send personal cell numbers too.

\*We need to be unified and respectful.

\*This is mobilizing an army. We need to get the troops going.

Motion to adjourn Alan Cook Citadel and Jane Brady.

Adjourned 5:16

b. State Mediator plan