



A Union of Professionals

CONTRACT BULLETIN #1

East Aurora Council / Local 604

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On **November 18** from 10 AM - 2 PM, the union had a strategy meeting. The following issues were discussed:

- **The Table Team [TT]**. The TT will meet with the administration, bringing forward demands and negotiating them. It will consist of the President, Vice-President I, Vice-President II, Vice-President III, Treasurer, Secretary, and attorney.
- **The Big Bargaining Team [BBT]**. Comprised of all the district's elected building representatives, the BBT will convene after table meetings to discuss what took place.
- **Surveys**. The survey results were examined, and the process of turning them into demands begun.
- **Communications Team [CT]**. Initial steps were taken to create this group, which will produce contract bulletins and other communications.
- **Protocols**. Codes of conduct were established for working as a team and sharing information.

- **Education Bill SB1947.** Our attorney discussed the bill and the likely effects its passage will have on our district.
- **Contract Action Teams [CATs].** The purpose and function of CATs was discussed, as well as the need to assemble volunteers (see "Steps Moving Forward" section).

On **December 8th**, the union's table team met with the district. Present on the union's side were Gerald Mestek, Jennifer Gentile, Judith Durham, Alba Hernandez, Jeffrey Mleczko, Loretta Holt, and Robert Bloch.

Present on the district's side were Steve Megazzini, Mark McDonald, Peter Wilson, Beatrice Reyes Childress, Elizabeth Shields, and Michael Prombo.

Ground rules for negotiations were set:

- **The Table Team.** The union's TT will have six members and the attorney at the negotiation table, with the ability to add up to four people from time to time on a rotating basis as needed.
- **The Big Bargaining Team.** The BBT is responsible for approving or rejecting all proposals [based on the feedback they've received up to that point from available BBT membership].
- **Times.** Negotiation sessions are scheduled to take place during contractual time.

- **Locations.** Negotiation locations will move as agreed upon by the negotiating teams.
- **Communications.** Transparency will be maintained by the union as events take place, taking into consideration the need for individual confidentiality and the requirements of strategic necessity.
- **Meeting Dates.** Contract negotiations will begin in February, and have been scheduled to take place weekly. The following dates have been set -- February 7, 14, 21, 26; March 14, 21; and April 3, 10, 24. These will be four-hour sessions.

NEXT MEETING

The Big Bargaining Team will meet on January 27th from 9 AM - 1 PM. The goals of the meeting will be the following:

- **Contract Demands.** We'll continue to finalize bargaining specifics.
- **Contract Action Teams.** Building representatives will take the next steps in organizing their CATs.
- **Communications Team.** The assembly of the group will be completed, and its protocols and procedures will be clarified.

MOVING FORWARD

We are asking for members to volunteer from every building for our Contract Action Teams.

Purpose: When information needs to be communicated quickly to all our union members, the building representatives will notify their CAT volunteers, who will disseminate the information to our membership by department and/or designated section.

CATs are essential for communication and organizing during contract negotiation times. We can't do it without you! Please notify your building representative before **January 27th** if you would like to help.

United we stand, divided we fall.

LABOR QUOTE

"The most important resource of a union is its rank and file." ~Ray Rogers