

March 15, 2015 WCPLSA Meeting Minutes

The WCPL Staff Association met March 15, 2015 in the Clubhouse at Hunter's Glen, 95 Mallard Glen Drive, Centerville, Ohio.

Call to Order

Joyce Fisher called the meeting to order at 5:40 p.m., Sunday, March 15, 2015. WCPLSA board members present were: Joyce Fisher, President; Jenn Balbo, Vice-President; Viola Cropper, Treasurer, Anne Wachs, Secretary. A sign-in sheet recorded attendance. It was determined that a quorum was not present and the meeting continued.

Guest speakers present: Scott Maney, Labor Relations Consultant with OEA; Jeremy Baiman, organizer with OEA. Ruth Anne Attalla, Julie Stanton, Jeanne Mueller for the various committees.

New Business

I. Introduction of each committee

A. Negotiating Committee

- a. Met 3 times in January and February
- b. Reviewed other libraries' contracts
- c. Sent out a staff survey. The response will guide negotiations
- d. Fund analysis requested and completed of WCPL financials
- e. In February, finalizing and editing 30 articles of the final draft
- f. Susan has filed to negotiate
 - i. Must meet with library managers outside of work time.
 - ii. Scott mentioned how hard Jenn has worked and thanked the Negotiations Committee

B. Joyce and Julie Stanton went to OEA Conference in February and learned the following:

- a. Must have contract ready
- b. Must negotiate off duty
- c. Really felt like we are part of a larger group

C. Constitution & Bylaws Committee - Jeanne Mueller

- a. Changed to a 20 page document
- b. All affiliates of OEA must follow the Educational Code of Ethics
 - i. We must also follow where applicable
- c. Defines roles & duties
- d. Can be amended with $\frac{2}{3}$ voting

D. Organizing Committee - Ruth Anne Attalla

- a. Petition this meeting
- b. This committee is the cheerleader and support of the WCPLSA

- c. Created buttons to wear to show support
- E. Miami Valley Joint Council Meeting - Ruth Anne Attalla
 - a. Met with other school systems and WCPL
 - b. Warm welcome, each had concerns and similar issues to ours
- F. Stewards - Anne Wachs
 - a. If you need support during a meeting with a manager, you are entitled to a steward. You can pick any steward you want: Joyce Fisher, Jenn Balbo, Anne Wachs, Viola Olson
 - b. Invoke your Weingarten Rights
 - c. Stewards do not have immunity, but will keep your privacy. Stewards will share information with President, lawyer, and union rep if needed.
 - d. Disciplinary meetings, unknown agenda meetings, any time you need an advocate or supportive representative with you is appropriate.
 - e. Stewards have the same level as managers in meetings.
- G. Elections - Jeanne
 - a. Duties include sending out ballots, nominations, collecting and counting
 - b. Share results
 - c. At least 3 members, preferably 5
 - d. Jeanne has the election manual for anyone interested in volunteering
 - e. Sue Shay and Bridget Walsh volunteered.

Adjournment

There being no further items for discussion, this meeting adjourned at 7:30 p.m..

Minutes prepared by Anne Wachs and Joyce Fisher.