

November 22, 2015 WCPLSA Meeting Minutes

The WCPL Staff Association met November 22, 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, November 22, 2015. WCPLSA officers present were: Joyce Fisher, President; Jenn Balbo, Vice-President; Viola Cropper, Treasurer. A sign-in sheet recorded attendance.

Guests and guest speakers:

Sharlie Trentman

Jeanne Mueller, Organizing Committee Chairperson

Scott Maney, Labor Relations Consultant with OEA

Jeremy Baiman, organizer with OEA

Susan Jansen, WCPLSA's attorney.

New Business

Joyce Fisher had two updates to previous meeting minutes. There were 34 responses to the survey. Jeanne Mueller reported about elections committee. Minutes were adopted.

It was determined that a quorum was not present and the meeting continued. Consideration of the draft WCPLSA Constitution and Bylaws for adoption and the vote have been postponed since a quorum was not present.

Sharlie Trentman spoke about insurance benefits that WCPLSA members are eligible for through NEA membership. The insurance benefits NEA offers are through California Casualty, a 101 year-old company serving groups in the fields of education, law enforcement, and firefighting. She handed out a NEA Member Benefits brochure 2015-2016 as well as request forms for free quotes from California Casualty. In addition to discussing new benefits available from NEA, she mentioned many other discounts available to NEA members, and also mentioned OEA's discounts, too. Some benefits provided by NEA, specifically those requiring a member ID #, will not go into effect until we have a contract and dues collection begin. Other benefits, those not requiring a member ID, are available immediately. For more information, visit neamb.com online, call 1-800-637-4636, or email ask-us@neamb.com.

Joyce mentioned we are now formally recognized by and an affiliate of NEA, in addition to our OEA affiliation. Our affiliation with NEA provides us with access to insurance and member benefits.

Jenn Balbo provided a brief update from the Negotiating Team. WCPLSA Negotiating Team members include Jenn, Viola Cropper, Julie Stanton, and Joyce Fisher, and members of the team have worked with Scott Maney and Susan Jansen on contract development and negotiations. To date, the team has met 8 times this year to prepare for negotiations and has met with the library's negotiating members (Kim Senft-Paras, Margaret Robinson, Robert Hanseman, Barbara Denison, and Doug Anspach) 7 times

for bargaining. Each bargaining session with the library lasted between 2-3 hours. Many WCPLSA team members have used vacation time to attend contract negotiations and none of our members are allowed to comp time or use work time for these negotiation sessions. Jenn also mentioned that three members of negotiations team served as stewards in July 2015.

Questions were asked about when a staff member can ask for a steward. Jeremy mentioned the Weingarten Rights card and stressed that members must take it upon themselves to ask for representation when a meeting of any type turns disciplinary in nature. If you are denied the right to a steward, please take the time to document the details of the denial: the date, the time, at what point during the meeting you asked for a steward, and who denied you the right to a steward.

Jeanne Mueller reported on the Organizing Committee. She noted she is the Chairperson of the Committee. Members include Viola Cropper, Ruth Anne Attalla, and Julie Stanton. The committee meets once a month for an hour. The committee is seeking more members to join! Please contact Jeanne Mueller if you're interested.

Current organizing activities include gathering signatures from patrons that indicate their support for WCPLSA. Jeanne mentioned that this activity requires standing *outside* the library and asking patrons to sign a petition that indicate their support for us. The committee plans to present the signatures collected to the board at January board meeting to show that there is community support for staff.

At a previous support drive, Viola was able to gather 200 petition cards of support from patrons in 2 hours outside of Centerville Library. Woodbourne's petition drive gathered 17, although it was noted that Woodbourne's petition collecting took place on a rainy morning.

Other activities mentioned, either already done or set aside for future actions, include a delegation to support a staff member under the threat of losing her position and a news media story focusing on how the library has treated staff taking maternity leave and the difficulties they encountered.

Joyce, in her President's Report, mentioned NEA's formal recognition and acceptance of WCPLSA. She also asked if any member would like to volunteer to meet with the local joint council at Bullwinkle's. Dinner is provided at no cost. Meetings are every other month at 4:30 p.m. Contact Joyce for the February date if interested in attending, and Joyce can also provide WCPLSA information to share at the meeting.

Adjournment

There being no further items for discussion, this meeting adjourned at 7:00 p.m. Minutes prepared by Jenn Balbo.