

November 9, 2014 WCPLSA Meeting Minutes

The WCPL Staff Association met November 9, 2014 in the Clubhouse at Hunter's Glen, 95 Mallard Glen Drive, Centerville, Ohio.

Call to Order

The business meeting was called to order at 5:30 p.m., Sunday, November 9, 2014 by the president. WCPLSA board members present were: Cathy Simonson, President; Joyce Fisher, Vice-President; Viola Cropper, Treasurer. Since Anne Wachs, Secretary, was not able to be present for the start of the meeting, Serena Cordonnier took notes. A sign-in sheet recorded attendance. It was determined that a quorum was present and the meeting continued.

Guest speakers present: Susan Jansen, who has been WCPLSA's attorney; Rachel Hahn, media specialist with Lebanon City Schools, co-president of their union; Scott Maney, Labor Relations Consultant with OEA; Jeremy Baiman, organizer with OEA.

New Business

Cathy provided background for union history. In 2008 multiple firings, and other concerns, precipitated interest in a union, and a vote was held in 2009.

- One of two bargaining units passed, with a vote of 62% yes; 38% no
- In June 2009, WCPLSA Constitution and bylaws were adopted and officers were elected
- WCPLSA challenged for the next 5 years, with the last decision in May
- WCPLSA has been certified as a staff association since May 2014, and its status as a certified unit is protected for one year from that, during which no re-vote is permitted.

Susan recommended affiliation with OEA, as negotiations will likely be difficult and aligning WCPLSA with a larger association will benefit WCPLSA.

Rachel Hahn spoke about her experience with OEA, allowing questions by WCPLSA members.

Scott Maney spoke as to his role for what OEA could bring to WCPLSA, his experience in working with contracts, negotiations, and other related union business. It was noted by VP Joyce that the Centerville Classroom Teachers Association is an affiliate of OEA with a successful bargaining history, having reached agreement in the past before contract deadline using a "win-win" bargaining approach.

Questions included dues amounts. It appears that depending on the member's pay, dues owed if we affiliate with OEA may be no more than previously agreed in the WCPLSA bylaws. This wouldn't necessarily be the case across the board. OEA annual dues were given by OEA reps as recently being \$504 per year, for their "certified" staff.

Jeremy Baiman spoke about his work as an organizer with OEA, taking questions from the audience for various roles OEA would have with WCPLSA.

Attorney representation would be available to help WCPLSA as a local affiliate, included as one of the benefits of affiliation. Until this time, our attorney has been assisting us without charge.

Another point was that as an affiliate group, WCPLSA would have local autonomy, with our own officers, bylaws, constitution, dues (if we want to have funds available for WCPLSA locally) etc.

We would need to send representatives to annual OEA assembly.

If we affiliated, the OEA reps said we'd need to review our current constitution and bylaws to make sure they're in alignment with OEA's.

Vote

After much discussion it was moved by Sue Shay and seconded that we take a vote on whether to affiliate with OEA.

Paper ballots were distributed, one to each member present, and members put their completed ballots in the designated box, as Jeanne Mueller, designated for the task, brought the box around. The votes were then counted by Kristina Tasic, Viola Cropper and Jeanne. After three counts to ensure accuracy, Jeanne reported the results to the group, with 24 voting "yes" and 6 voting "no". The vote to affiliate with OEA was passed.

Adjournment

There being no further items for discussion, interested members were invited to come to a meeting on November 23, also at the Clubhouse at Hunter's Glen, to discuss and plan what to do next as an organization, and this meeting adjourned at 7:30 p.m..

Minutes prepared by Anne Wachs and Joyce Fisher including notes from Serena Cordonnier.