

Executive Board Minutes

June 3-4, 2004

Desmond Hotel, Albany, New York

President Benson called the meeting to order at 9:00 a.m., Thursday, June 3rd, 2004. Members joined in the Pledge of Allegiance to the Flag. Two newly elected Board members were sworn in; Verneice Davenport representing Metro DDSO and Diane Myers representing Albany Housing Authority.

APPROVAL OF THE AGENDA

President Benson announced a few changes to the agenda and Bill Sachs asked to have a membership data base update under the Secretary-Treasurer's report.

The agenda was adopted as follows:

- Call meeting to order
- Pledge of Allegiance to the Flag
- Swear in New Executive Board members
- Adoption of the Agenda
- Adoption of Regular Executive Board Minutes
- Adoption of Executive Session Minutes
- Motion to Hear Appeals

Ethics ERC 2003-17 – Jones vs. Matrazzo

Election SP 03-01 – Jones vs. Ray and PEF

President's Report

- a) Priorities Update
- b) Contract Update and Pre Tax Transportation
- c) Push Bush Update
- d) Legislative Report
- e) Lockport Contract Approval (moved to Thursday a.m.)
- f) Professional Conduct Policy Comments
- g) Ethics Hearing Panel confirmation
 - Secretary-Treasurer's Report
- a) Fiscal Update and Division per capita deduction
- b) AFT Solidarity Fund – Organizer Proposal
- c) Member data base update

Committee Reports

- a) Convention
 - Travel
- b) Divisions
 - Secession; Proposed New Division; and Proposed Constitution
- c) PAC
 - a) Presidential Endorsement
 - b) Early Endorsements
 - 1. Congressional Seat 29
 - 2. Assembly District 76
 - d) Ethics Committee
 - ERC 2003 – 17 Jones vs. Matrazzo

- e) Election Committee
- SP – 03-01 Jones vs. Scott Ray and PEF
- AFT Resolutions
- a) Stop Off-Shoring of Public Sector Work
- b) World Wide March
- c) Nursing Education
- Member Item
- Raise Delegate Stipend

ADOPTION OF REGULAR EXECUTIVE BOARD MINUTES

A motion was made and seconded to adopt the minutes. Ron Goldstein reported a technical change to remove the “d” from the word “issue” on page 4. The minutes were adopted as corrected.

ADOPTION OF THE EXECUTIVE SESSION MINUTES

The minutes were moved, seconded and carried.

MOTION TO HEAR APPEALS

Ethics – ERC-2003-17 – a motion was made, seconded and failed to hear the appeal.
Election SP-03-01 – a motion was made, seconded and failed to hear the appeal.

PRESIDENT’S REPORT

Lockport Contract Approval – Field Representative Art Munson referred to the tentative agreement that was previously mailed to the Executive Board and described the highlights of that contact.

Joyce Degenhardt moved that the Board ratify the tentative contract for approval to send on to their membership. There was a second to the motion and it was adopted.

Priorities

President Benson referred to the post card that had been handed out and asked everyone to sign them as this was part of the State AFL-CIO campaign regarding workers’ compensation benefits.

Nancy Wolff, nurse organizer was introduced to the Executive Board by President Benson.

President Benson gave an update on the AFT Executive Vice President’s position and also reported on Sandra Feldman. He also spoke on the officers of SEIU.

Job Security

President Benson reported that without the State Budget in place, Middletown Psychiatric center was still at risk, and SUNY hospitals were not safe. He also stated Fulton Correctional Facility and the DOCS Camps were still not saved from closure. DOT was still being watched due to the transformation privatization issue and SED, SUNY and DOH, also because of privatization issues. Also OMH, OCFS and DOCS were being watched because of client inmate run down. He announced at DDD there was a social security revision that would impact our members and at DOL there was an

ongoing federal funding concern. He stated the administration was on top of all the issues, but watching them every day.

Stronger Contracts

President commented on a question he had been asked, "If PEF endorsed the Governor why did we not settle first?" His response, "we said no thank you first." He referred to the zero in the first year, the premium health shift and the no dental improvements. He went over actions PEF took regarding contract negotiations, The Pledge Campaign, the As Long as it Takes theme. He announced the other unions that had ratified their contracts.

Contract Update

Vice President Ken Brynien and Director of Labor Relations Roger Scales gave an update on the status of negotiations. He spoke on the stalling of contract negotiations and the fact that PEF would not give in to GOER's recent demands.

However, since a rally had been scheduled in Syracuse, they had asked that we cancel the rally, negotiations had somewhat improved.

Bob Carrothers, Director of Contract Administration answered questions regarding the issue of prescription drugs. Mr. Brynien answered many questions of concern regarding contract negotiations.

Meeting recessed for lunch 12:00 noon

Meeting reconvened at 1:10 p.m.

President Benson called the meeting back to order and announced that a potential lay off at the Division of Human Rights was rescinded due to PEF's intervention.

Pre-Tax Transportation

Bob Carrothers gave an update on this issue and stated that the state felt that everything was on track for the time frame and they are now receiving proposals back from potential vendors and if all goes as plans the pilot program could be started in September. Mr. Carrothers answered questions on the issue.

Push Bush Out the Door in 2004

Matt Watson, PEF Political organizer gave an update on members that had signed up to work on the campaign and also contributions to the fund.

Legislative Report

Brian Curran, Legislative Director and Legislative Counsel gave a brief report on the legislative issues and state budget proceedings and reminded the Board to keep in touch with their local legislators regarding the issues concerning PEF.

He concluded his report and answered questions.

Professional Conduct Policy Comments

President Benson referred to the draft policy that had been included in the Executive Board kits and stated that the committee had recommended that PEF develop a policy regarding professional conduct and a method for investigating potential violations that included a due process, protection of the parties rights and at the same time preventing

further damage to the organization or to members or to staff. President Benson asked for comments on the report. Time was spent discussing this issue and Mr. Benson stated this would be worked on and reported at the August Board meeting.

Ethics Hearing Panel Confirmation

President Benson announced and asked for a motion to add the following members to the Ethics Hearing Panel: Jim Blake, Paula Hennessy, Bernice Jones, Nancy Sweeney and Barbara Posner. The motion was moved, seconded and carried.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Hallum started her report by referring to a letter that she had sent out regarding the Poughkeepsie Office and apologized to Ron Greene for mentioning his name in the letter. This issue revolved around the fact that there is a vacant position for a field representative in that office, and as the fiscal officer of PEF it was her responsibility to determine whether or not it should be filled.

She stated there would be a work load analysis done to justify this position.

Secretary-Treasurer Hallum gave an update on the fiscal condition of PEF and reported for the first time there was a minus of \$289,550, which is only one percent of the total budget, but however, it was a minus. Ms. Hallum stated she would bring the budget amendments to the Board in August, to handle the overages, which occurred in the advertising expenses.

Ms. Hallum announced there was a new division policy, whereupon certain bills would be deducted automatically from the per cap. She was willing to work with the divisions if they wanted to pay by check, but only one bill would be sent and if it wasn't paid, it would be deducted from the per caps.

It was also reported that the expense voucher was now on line and there was a mail opt-out in place.

After referring to financial documents that were mailed out, Ms. Hallum answered questions on her report.

At this time Secretary-Treasurer moved a proposal for an organizer, to be funded from the AFT Solidarity Fund.

President Benson moved that the board approve a \$53,000 expenditure from the AFT Solidarity Fund to fund until 3/31/05 an organizer position as described in the June 2, 2004 memo from the President and Secretary Treasurer. (see attachment) There was a second to the motion and after debate, the motion carried.

There was discussion on Membership data base and Ms. Hallum concluded her report.

COMMITTEE REPORTS

Convention

Travel – Vice President and Convention Committee Chair, Joe Fox referred to the proposed travel policy that was mailed out and moved for its adoption.

After receiving a second to the motion, the travel policy for 2004 convention was adopted.

Divisions

Frank Besser, Chair of the Division Committee referred to the documents where the Yonkers Regional Office was seceding from Division 191. He reported they had approval from the council leader and all of the information was included in the packet. Jim Blake moved the motion, received a second and the motion carried for the secession, and approval of the new division and their constitution. A motion to recess was made, seconded and carried.
Meeting recess Thursday, June 3, 2004 at 4:55 p.m.

President Benson called the meeting back to order at 9:10 a.m., Friday, June 4th. Members joined in the Pledge of Allegiance to the Flag.

President Benson introduced Geoff Garin, President of Hart Associates, a national polling firm that does work for public interests groups, labor unions and political candidates. This telephone presentation was done on the AFT poll on presidential politics in the battle ground states. Upon completion of the presentation, President Benson made a few comments.

PAC

Presidential Endorsement - Vice President Ken Brynien reported that the Statewide PAC met and recommended that the Executive Board endorse John Kerry for President of the United States. This motion was seconded and carried.

Early Endorsements

Congressional Seat #29 – The Regional PAC brought the recommendation to the Statewide PAC to endorse Randy Kuhl for the 29th Congressional Seat. The Statewide PAC recommended this endorsement and Mr. Brynien so moved the endorsement, received a second and Mr. Kuhl received PEF's endorsement.

Assembly Seat #76 – The Statewide PAC unanimously the early endorsement of Peter Rivera. Mr. Brynien so moved the endorsement, received a second and Assemblyman Peter Rivera received PEF's endorsement.

Vice President Brynien answered questions on endorsements and concluded his report.

AFT Resolutions

Stop Off-Shoring of Public Sector Work – This resolution was moved, seconded and adopted for presentation at the AFT Convention.

World Wide March - There was a motion to adopt this resolution. Mike Keenan stated there was a typo in the title, that it was "Million Workers March". He also moved to change the first resolved to read, "Therefore be it resolved, that the AFT and SEIU call on unions and working people....." There was a second to the amendment. The resolution as amended was adopted for presentation to the AFT and SEIU Conventions.

Nursing Education - There was a motion to adopt the resolution and there was a second.

Dee Dodson moved to amend the resolution by substitution and received a second. The title would read, "Nursing Education Mandatory Regulations for RN's to acquire a BSN."

Whereas, the New York State Board for Nurses has proposed a regulatory change to mandate a BSN degree to maintain licensure, and
Whereas, this change made in another state which failed to achieve their goals and resulted in nurses moving to neighboring states; and
Whereas, this regulatory change has proven to be a barrier to recruitment and retention of associate degree nurses; and
Whereas, there is an escalating national shortage of nurses; and
Whereas, there is a national shortage of nurse educators to teach the majority of nurses who have less than a BSN; and
Whereas, there is a shortage of nursing programs to meet the current demands for new students; and
Whereas, the American Federation of Teachers represents members in thousands of nursing positions; and
Whereas, all RN candidates from approved nursing programs take the same national exam regardless of the level of the degree preparedness; and
Whereas, the problems in providing quality nursing services must be addressed nationally as well as locally:
Therefore be it resolved, that all AFT locals oppose mandatory regulation that requires RN's to obtain a BSN in order to retain their duly earned license; and
Be it further resolved, that all AFT locals oppose any regulations that seek to prevent a licensed registered nurse from practicing because that person does not have a BSN.
This substitute resolution received a second and carried. The substitute motion, as the main motion also carried
Ron Manuli moved to consider the original motion for submission to the AFT. There was a second to the motion and after debate, the motion was defeated.

Member Item

Raise Delegate Stipend – Dennis Anderson moved to amend the general convention policies on division funding to permit divisions to raise the allowable delegate from \$25.00 a day to \$35.00 a day. There was a second to the motion.

The motion failed 40 opposed and 26 in favor.

Adel Fahim asked President Benson why the staff did not have a contract. President Benson asked for a motion to go into Executive Session. This was so moved, seconded and carried.

Executive Board went into Executive Session

Regular Session Resumed

Secretary-Treasurer Hallum moved that the Executive Board have full confidence in our negotiating team and express support and full confidence in our negotiating team with the USWA negotiations to do the right thing. There was a second to the motion and it carried with three people opposed.

A motion to adjourn was seconded and carried.

Meeting Adjourned.

Respectfully submitted,

Jane Hallum

Secretary-Treasurer

ADOPTED AT THE AUGUST 12, 2004 EXECUTIVE BOARD MEETING.