**Minutes for the July 11, 2018 NYSLC Representative Assembly Meeting, Landings, Jones Beach State Park, Long Island, New York**

Present:

Executive Board Officers: Bruce Meirowitz, Ryan Clark, Matthew Hout, Tim Mondello, John Weber, Joe Clerici,

Allegany Region: Cory Tomlin

Central New York Region: Kyle Fedrizzi, Brendan Voutsinas

DEC:

Finger Lakes Region: Caitlin Rejman

Genesee Region:

Long Island Region: Joe Clerici, Richard Malen, James Rooney, Brad Hepworh, James Hammill

New York City Region: John Cruz

Niagara Frontier Region: Bryan Collins

O.P.W.D.D.:

Palisades Interstate Region:

Saratoga/Capital Region:

Taconic Region:

Thousand Islands Region: Kris Shirley

Jones Beach Lifeguard Corps President: Derrick Angermaier

Call to Order:

* The meeting was called to order at 12:26pm by President B. Meirowitz
* Thanks were extended to all who attended the NYSLC Biannual meeting

Opening Remarks

* B. Meirowitz acknowledged all people who serve the public make the world a better place
* Took a moment of silence
* Introductions were made for the 19 members in attendance
* An updated contact list was passed out

General Statement

* + Due to the Supreme Court’s decision against organized labor/unions all civil service and unions are at risk now
	+ There are groups waiting to get people not to pay their membership fees
	+ The union is protecting the contract
* The minutes from 1/27/18 Representative Assembly meeting were reviewed by all members
* Change on page 5 first bullet point of the Representative Assembly Manual R. Clark was able to reduce the UUP fee from 8% to 5%
* *Motion by T. Mondello to accept the minutes, second by C. Rejman (Passed unanimously)*

Budget

Treasurers Report

B. Meirowitz

* Refer to pages 8-10 of the Representative Assembly Manual for the budget which was adopted at the 1/27/18 Representative Assembly Meeting
* NYSLC has $30,000 in checking account
* If a union loses 50% of its membership the union can be broken up and management can void contract
* Agency fee supports negotiations and collective barging
* Refer to page 52 of the Representative Assembly Manual for unofficial lifeguard pay rates for contract year 2016-2021. Each year there is a 2% increase in pay
* The contract is a tentative agreement until UUP votes on September 15. Then pay bill goes to senate and the NYSLC Lifeguards will receive the retroactive pay in November
* Lifeguards must work and be on the books for the 2018 summer in order to get their retroactive pay which will be for 2016, 2017 and 2018
	+ Lifeguards at higher pay rate will not receive retroactive pay until the contract pay scale catches up to their pay

Presidents Report

B. Meirowitz

* The first meeting to form the NYSLC was in Philadelphia in 2000

Anticipated Agency Fee Budget Impact

* See page 12 of Representative Assembly Manual for membership/agency fee non-member data
* NYSLC representatives are going to have to chase down members to sign them up each year to be a member
* NYSLC budget may be cut in half
* How will NYSLC get through this?
* Sales pitch for our union-if NYSLC loses collective bargaining (UUP would need to lose 50,000 members) NYSLC loses contracts. Collective bargaining gives us a contract and a higher rate of pay. If the NYSLC is a separate entity in UUP NYSLC is going to cease to exist
	+ Lifeguards in Thousand Islands getting 6 day work weeks working shorter hours so they don’t go over 40 and working between 2 parks. Unfair schedule

R.Clark

* R. Clark has updated membership list with new hires
* NYS legislation-NYS employees have 30 days and “on clock time” to talk to and send out material to new members to get them signed up as union members
* R. Clark wants to reach out to all Regional Managers to have the UUP membership form added to the “Welcome Back” paperwork for all lifeguards
* NYSLC can post who are union members
* Union is paying for the union

Union Members by Region

* See appendix

Budget

* The 2018-2019 budget planning will be on a 50% reduction
* Take the $150,000 and cut it in half and this gives NYSLC a little wiggle room cut everything else in half
* Conservative budget
* NYSLC no longer pays UUP for non-members
* NYCTE ELT members get online classes worth 3 credits for around $900
* AFT-Action Network, new website is paid for by AFT
* Anyone who is not a member doesn’t get representation
* The non-member can sign up at the time that they need representation
* NYSLC will protect contract with members only, non-members are on their own
* *Motion by D. Angermaier to preserve our reserve funding and adjust return to chapter to $12 per member, second by R. Clark (passed unanimously)*
* Refer to page 14 of the Representative Assembly Manual for the Jones Beach Lifeguard Corps budget

Bylaws

R. Clark

* Refer to pages 21-29 of the Representative Assembly Manual for bylaws and bylaw corrections
* Refer to page 21E Article IX Regions and Chapters, the regions need to match up
* Refer to page 21C Article VI paragraph 5 add in Regions F,G,H,I as responsibilities of Western Regional officer Vice President Western Region
* *Motion by R. Clark to amend 21C Article VI paragraph 5 add in Regions F,G,H,I as responsibilities of Western Regional officer Vice President Western Region second by K. Shirly (Passed unanimously)*
* *Motion by R. Clark to amend 21E Article IX Paragraph 1 to have Region letters match up second by C.Rejam (Passed unanimously)*

Elections

R. Clark

* Refer to pages 30-31 of the Representative Assembly Manual for Election information
* If a member did not receive a voting ballot they should call UUP, number is on top of page 32
* If a member leaves for a year then they need to re-sign up as a member

Communications

* Refer to pages 32-38 of the Representative Assembly Manual for Communications
* Refer to pages 21-29 of the Representative Assembly Manual for the resignation letter for President B. Meirowitz
* Refer to page 33A for R. Clark’s letter to potential employees about the NYSLC
* B. Meirowitz also suggests to have NYSLC representatives (possibly pay them) go to state tests to pass out the UUP membership form-this is not a job offer this membership is when the candidate is hired.
* NYSLC Representatives will need to ask permission from park manager to talk with lifeguards on State time
* Refer to pages 33B-33D of the Representative Assembly Manual for the Janus Decision
* Refer to page 33E of the Representative Assembly Manual for the new NYSLC membership form
* Refer to page 38 of the Representative Assembly Manual for color vison test

Grievances

* Refer to pages 39-42 of the Representative Assembly Manual for grievances
* Negative evaluations stay in house and don’t follow the employee
* Thousand Island 6 day work week
* Riverbank Harassment

Negotiations

* Refer to pages 43-52 of the Representative Assembly Manual for negotiation drafts and corrections
* Refer to page 52 of the Representative Assembly Manual for lifeguard pay scale from 2016-2021

Contracts

* Refer to pages 53-63 of the Representative Assembly for past contracts

New Business

* No new business

President Bruce Meirowitz thanks everyone for coming

Winter Representative Assembly Meeting will be held in January in Saratoga Springs, NY

*Meeting was adjourned at 2:25 B.* Meirowitz *made a Motion to adjourn, seconded M. Hout (Unanimous)*