

Minutes for the August 10, 2021, NYSLC Representative Assembly Virtual Meeting

Present:

Executive Board Officers: Ryan Clark, James Rooney, Matthew Hout, Tim Mondello, Bradley Smith

Allegany Region:

Central New York Region: Ashley Pigg

DEC:

Finger Lakes Region:

Genesee Region:

Long Island Region: Joe Clerici, DJ Paulson, Callie Vacchiano

New York City Region:

Niagara Frontier Region:

O.P.W.D.D.:

Palisades Interstate Region:

Saratoga/Capital Region: John Ferrie

Taconic Region:

Thousand Islands Region:

Immediate Past President:

Audit Committee:

Call to Order:

- The meeting was called to order at 9:03 pm by President R. Clark
- Thanks was extended to all who were in attendance

Opening Remarks

- Anthony Porto was in attendance from the Taconic Region

Introductions

- All Representative Assembly members introduced themselves

Minutes Review

- R. Clark sent out the minutes from the February 17, 2021 meeting to all NYSLC Representatives to review
- The minutes from the February 17, 2021 meeting, were reviewed by all Representatives
- *Motion by M. Hout to accept the minutes, second by DJ Paulson (Passed unanimously)*

Presidents Report

R. Clark

Pay Raises

- Started 2021 season with our correct pay rates the first day of the season

- OCS will pay retroactive pay for lifeguards who worked the summer of 2020 around 8/24/21

Riverbank

- Improper practice filed in the NYC Region
- Riverbank wasn't open and put the lifeguards at other parks and 2 days at Riverbank for training
- Wanted a guard to swim 500 yards with the water temperature at 80 degrees and the air temperature at 65 degree
- Memo pulled no daily training mandate, however lifeguards need to perform all training in the appropriate timeframe.

Lack of Dues

- R. Clark is pushing for online enrollment
- OCS didn't upgrade pay serve
- Pay serve didn't accept the file form NYSUT
- 505 lifeguards didn't get the correct deductions
- Parks will send out a letter on or about August 18 letting members know that they will be taking out retroactive union dues over the next 3 pay checks
- R. Clark is also drafting a letter to members as well
- R. Clark has formed great relationships with management in other Regions

Grievances

- ADID- Anti Discrimination Investigative Division
- ADID investigates discrimination against protected classes
- Work thought New York State
- 2 lifeguards off the payroll for sexual harassment
- New York State isn't messing around with sexual harassment/discrimination
- Saying something/comment only one time can start an investigation. It doesn't need to be persistent
- Lifeguards should look at the GOER policy
- Texts and cyberbullying will also start an investigation
- R. Clark will talk with R. Alden to get all updated required policies to all parks
- Green Lakes State Park had a submersion
 - o Lifeguard in the best spot to respond didn't address it
 - o Lifeguard didn't do anything
 - o Other guards responded
 - o Lifeguard was fired for failure to follow the EAP
 - o Had less than 3 years' experience
 - o Didn't have an exit interview
- In an exit interview lifeguards can have representation and can be told why they don't want to rehire you
- Let R. Clark know as soon as possible about this
- Lifeguards can get personal records-they are only kept for one year
- If a lifeguard receives an advisory for something (coming in late) lifeguard can tell their side of the story

- By signing the advisory it doesn't mean you agree with it, it means you have received it and saw it
- Workplace violence stays in the region

Treasures Report

B. Smith

- 2020 after two paychecks UUP received \$28,534
- 2021 after two paychecks UUP received \$4,730
- NYSLC is in the hole \$24,000
- This is due to the union dues not being taken out of the pay checks
- \$68,327.39-as of 1/7/21
- \$360 winter Representative Assembly
- \$110.58 vaccine mailing
- \$9,912.94 Dues 12/19, 1/20, 3/20, 5/20
- \$156 Audit committee/fundraiser for JBLC
- \$10,000 to JBLC for 2020 return to chapter
- \$46,248.71 current
- \$457 outstanding JBLC
- 2020 at this point in time NYSLC had \$66,00 NYSLC is \$20,000 short in 2021
- Return to chapter cannot be double yet

Membership

- NYSUT clears member list on July 1
- R. Clark is trying to get them to do this on 10/1
- Working on online enrollment
- B. Smith is point person on membership
- R. Clark wants to get a list of new hires every two weeks to get them member forms
- Terminated lifeguards should also get money taken out as well with the last three paychecks
- IRS was charging NYSLC for their error

Budget Planning

- NYSCL member list "claim" lifeguards
- *Motion by J. Clerici to adopt budget with regular Return to Chapter, with special October meeting to revisit doubling Return to Chapter, second by J. Rooney (Passed unanimously)*
- \$20 per member with budget
- Send in the paperwork with what we want to do for RTC and spend our money on and send into B. Smith who will reimburse

By-law Changes/Committee Restructuring/Assignments

- None
- Restructure committee
- Negotiations committee-B. Smith, R. Clark, M. Hout
 - o Starting soon

- Pay increases
- 2022 pay increase may not happen in 2022
- Grievance committee- R. Clark
- Contract get out of-No due process
 - CSCA on how they treat seasonal employees
 - Best way to move forward
- Social media-B. Smith email him pictures from regions for Instagram

Regional Reports

Central-A. Pigg

- Gun found in park
- Green Lakes rough start being short staffed
- Quitting lifeguards during the season
- CPR incident
- A. Pigg working 7 days a week with overtime to cover the beach
- Altercation on the beach
- Rude crowds
- Lifeguard Instructor Course was offered

Genesee-M. Hout

- New Water Safety Supervisor

Long Island- DJ Paulson

- Rehire test had no swim-run only on track
- New hire-35 guards
- 2 wing stands with 2 lifeguards 3 lifeguards in main stands
- Water Safety Assistant retired
- Sold tickets for air show Saturday, Sunday but not for Friday
 - Had to scramble to get lifeguards for Friday
- 2 COVID cases-no quarantine with vaccine and without symptoms
 - No vaccine needed to quarantine
- Most rescues since 2011
- Submersion kits arrived 2 weeks ago
- Discipline issues
- Junior lifeguard program is back no new lifeguards this year
- Sharks at the beaches and 1 lifeguard was bitten
- JBLC election year

New York City

Niagara- T. Mondello

- Rehire was swimming an untimed 5:50 and treading water for 2 minutes
- All parks were short staffed especially at the end of the season
- Not able to work overtime in order to help with end of season shortages
- Management told the Chiefs how to run their beaches/pools with how many guards they needed without taking into consideration the Chiefs input

- Compared parks to each other with how many lifeguards they needed on staff and not the number of chairs and open beach that each park had
- Started out with great weather and was busy but has died down due to the weather
- T. Mondello lead a membership drive, many retuning lifeguards were not on the member list.
 - o Sent forms out electronically and emailed them to R. Clark to submit
- Several shifts in management
- Triathlon on 8/14/21
- Purchased RTIC insulated water bottles for members
- Niagara Region lifeguards were Lifeguard Instructor Certified/ recertified and were compensated for the time
- NYSLC Niagara Region Instagram account was created
- No lifeguard COVID-19 cases

Saratoga/Capital-J. Ferrie

- 22 lifeguards
- Not a lot of lifeguard/CPR courses being offered
- Losing lifeguards at the end of the season
- More part time then full-time lifeguards
 - o 2-3 days a week and not the whole season

Thousand Islands

Old Business/New Business

- Tentative winter RA meeting 1/29/22 in Saratoga Springs
- Extra meeting in October

Non-Representative Period

R. Clark reminded all Reparative Assembly members to fill out their reimbursement forms for their time at the hourly rate of \$20 hour for 2 hours as well as their stipends
 President R. Clark thanked everyone for coming

Motion to adjourn made by J. Clerici at 10:40pm, seconded M. Hout (Passed Unanimous)