

## Minutes for the January 29, 2022, NYSLC Representative Assembly Virtual Meeting

### Present:

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

Allegany Region:

Central New York Region:

DEC:

Finger Lakes Region:

Genesee Region:

Long Island Region: Joe Clerici, Kevin Woods, Sarah Daly, Matt Rogers

New York City Region:

Niagara Frontier Region:

Palisades Interstate Region:

Saratoga/Capital Region:

Taconic Region:

Thousand Islands Region:

Immediate Past President:

Audit Committee:

### Call to Order:

- The meeting was called to order at 8:16 pm by President R. Clark
- Took a moment of silence
- Thanks was extended to all who were in attendance

### Introductions

- No introductions were made

### Minutes Review

- R. Clark sent out the minutes from the August 10, 2021, meeting to all NYSLC Representatives to review
- The minutes from the August 10, 2021 meeting, were reviewed by all Representatives
- *Motion by M. Hout to accept the minutes, second by K. Woods (Passed unanimously)*

### Presidents Report

R. Clark

Negotiations

- R. Clark speaks with R. Alden throughout the year
- NYS has put out applications for Park Rangers who will be making more than \$20 an hour
- Park Rangers may bridge the gap of Park Police
- Park Rangers only need to take a security class

- 2022 lifeguards starting salary Long Island and Down State \$18.15, Upstate \$14.95
- R. Alden has taken lifeguard pay, and the minimum wage difference spread
- Lifeguards are third in line, CSEA is first, PEF is second and is starting negotiations soon, lifeguards are third
- What obstacles does NYSLC have?
  - o Change in governor
  - o J. Bress is gone
- R. Clark is meeting via Zoom to start the process for pay raises
- Will not get to the table until 8 months to a year
- R. Clark is looking at getting a 3-4 dollar raise across the board to begin and then increase 2%-3% after that
- R. Clark is looking at getting lifeguards UUP tuition benefits for classes at SUNY schools
- The number of lifeguards state-wide is down
- 

#### Riverbank

- Lifeguards were placed at other parks and go lifeguard pay
- Seven have taken another position at the other parks
- Counseling memo to the lifeguard for shutting down the pool was rescinded because no one responded to the lifeguards texts or messages
- Two members seasonal application filled out questions 8 and 9 about their criminal past
- Lifeguard thought they were expunged -the state did a background check- eventually issue was resolved
  - o Question number 8 has changes pending
  - o Question number 9
- ACOD-must be clean for 6 months, then it goes away. Has to have elapsed
- Lifeguard was terminated for the season and they can come back if everything is cleared up.
  - o Employer can't hold it against the employee

#### Background Checks M. Rodgers

- If an employee is over 18 nothing is expunged. Everything is still available
- It depends on what NYS is looking for
- Anything can be found
- NYS has been willing to work with R. Clark to help with this issue
- Lifeguards should be honest on applications
-

### Membership Drive

- NYSLC needs to get better at getting memberships and representatives at all regions
- R. Clark is not sure how long the DEC will have lifeguards
  - o Have trouble recruiting lifeguards-they are a level 4 lifesaving station with a ring buoy and phone for campgrounds especially in the Adirondacks
  - o DEC has cabins for the lifeguards to stay in for the summer
- Tip line for issues and then give to the appropriate contact person
- How to replace ourselves
  - o Everyone needs to find someone young and wants to be a teacher and bring to a meeting
  - o Get people in the door to continue the NYSLC legacy
- JBLC is going to open an account under NYSLC as a subchapter

### Grievances

- Three lifeguards were brought up on charges
  - o 1 Racial and 2 Sexual harassment
- Sexual harassment bypasses the Region and goes straight to Albany
- Both parties R. Clark represents
- Lifeguards can ask for a union representative
- Be careful what you say. It can be used against you and others
- NYSUT is helping with EEOC complaint
- If something is said that is offensive, it should be brought up to officers/supervisors who then bring it up to management
- GOER has been more active in the past four years
- Lifeguards should not have to get the same level of training or be given 4-6 hours of time to do the training on their own time since lifeguards don't have computer access in their shacks
- Remind lifeguards about exit interview with 3 years service you get an exit interview
- R. Clark is supposed to get a list of who has been let go
- Two of the three were terminated and were given exit interviews

### Budget Planning

- *Motion by R. Clark to increase Return to Chapter to \$40 per member, second by J. Clerici (Passed unanimously)*
- Use return to chapter to recruit membership
- JBLC and Western Region need to send a budget to R. Clark for Return to Chapter
- R. Clark will send out the membership list

### Membership

- Lifeguards can opt out of NYSLC from August 1 -August 31
- If lifeguard stays with parks within a year, they remain on the membership list
- Send out mass mailing every two weeks
- NYSLC should send out to membership the benefits of being a member

- Post on website
- UUP has backed NYSLC and members
- Electronic membership
- State isn't obligated to give emails to NYSLC
- QR codes
- NYSLC needs to send out to members the positives of the union

#### By-law Changes/Committee Restructuring/Assignments

- None
- Negotiations committee- M. Hout to join
  - Starting soon
  - Pay increases

#### Regional Reports

##### Genesee-M. Hout

- New Water Safety Supervisor
- Summer finished smoothly

##### Long Island- S. Daly

- Summer went well
- Decrease in attendance at JBLC meetings
- Meetings with management starting next week

##### New York City

- Trying to recruit people

##### Niagara- T. Mondello

- 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
- T. Mondello led a membership drive, and many returning lifeguards were not on the member list.
  - Sent forms out electronically and emailed them to R. Clark to submit
- Triathlon on 8/14/21 went well
- Purchased RTIC insulated water bottles for members
- Niagara Region lifeguards were Lifeguard Instructor Certified/ recertified and were compensated for the time
- No lifeguard COVID-19 cases

#### Old Business/New Business

- COVID-19 testing for non-vaccinated employees
- Need to test weekly, not on the employee's expense
- Use the state approved vendors to take the test and submit the results
  - Quest Diagnostics or Wellstand Health

- Vaccinated employees need to show their card
- Summer meeting at Scuttlebutt on Long Island July 13, 14, 19 or 20

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. President R. Clark thanked everyone for coming

*Motion to adjourn made by M. Hout at 10:20 pm, seconded J.Rooney (Passed Unanimous)*