

GMEA Meeting
March 28, 2016

Angela Giordano called meeting to order at 4:09 p.m.

Negotiations were discussed. Meetings with the GMEA nominating committee and Town Hall HR have begun. Thank you to the members who submitted suggestions to our email request for negotiating ideas, some of them have been incorporated into our requests

Current contract proposals cannot be talked about due to the confidentiality of the negotiating process. April 1, 2016 is the deadline for submitting proposals.

The Silver Shield, Teamsters, LIUNA, and GMEA are all in negotiations with the town for a new contract this year.

The EAP (Employee Assistance Program) position is being cut by Town Hall HR. Teamsters and GMEA submitted a letter to the first selectman explaining how important that position is to town employees. To date we have not gotten a reply.

The town is proposing outsourcing of this service. If someone is feeling bullied or has any kind of a problem, there will not be a person at Town Hall for them to go to. Eva has been an advocate for our employees.

There was an email sent to BOE Leadership saying this position is being cut. The Affirmative Action position was cut a few years ago.

BOE and ADP: GMEA members in the schools are still punching/signing out for 30-minute lunches. BOE HR says it is Town Hall who is dictating that policy. Town Hall HR is saying that it can be pre-populated by the BOE HR. We are getting mixed messages and no solutions! HR asked the Town Manager, Ben Branyan about this and his position is that everyone should be clocking in and out.

If you have earned comp time, it expires in 120 days, so make sure you use it, or you will lose it.

Everyone received a 1095 form in the mail from Town Hall. This form is proof that you have medical insurance. It is not for this year, but for next year, this year was a "trial run." Some employees were "put off" by the advertisement that was included from Jackson Hewitt, there was speculation that maybe Jackson Hewitt paid for the mailing hence, their advertisement was included. No one knows for sure.

Treasurer's report given by Elaine Pacchiana

Most of our operating expenses:

Legal Fee's for our attorney

Post Office Box costs

Postage

There is a grievance being filed regarding the AA job description change. Town based AA vs BOE AA.

The change came about after the survey was done of the AA's last year. One new requirement is AA's now needing a college degree or equivalent program degree (ie: trade school)

Town Hall claims it takes a certain amount of emotional intelligence to work in a school. The tests administered will be different and there will also be an oral exam. This change also prevents ASA2 from being able to automatically take the test for an upgrade if they do not have the education and/or correct degree. There was discussion at the meeting about the ability to move between locations/positions.

Elections: We need people to step up and run for positions on the GMEA Board. Harold Munrow is retiring, so his position will be open. The GMEA Board makes every attempt to not be too time consuming. We work together as a team, and rotate the various meetings that require a GMEA presence so that not just a few people are constantly being impacted. It is in our contract that we be allowed a reasonable amount of time during our workday to attend meetings.

Nominating form can be found on the GMEA Website.

Elections will be held at Town Hall on May 26, 2016.

Meeting adjourned at 5:13 p.m.