

BAWU GENERAL MEMBERSHIP MEETING MINUTES - 04/10/2023
Allied Trades Union Hall 701 W State St Ithaca NY
1730 - 2000 hrs

Attending:

Present:

GDH (Chair)

PK (Recorder)

JS

MS

CK

ZOOM

GV

EP

WP

CW

BB

CSEA - JD LRS

GUESTS: JS, TL (Zoom)

Reading of Last GM Minutes

Amendments to the agenda:

JS (BAWU) - Let's Change the wording in new business item ("Discussion and nomination of Interim Officers" to Discussion of Election of Interim Officers (passed)

JS (BAWU) - Move above item into Unfinished Business (passed)

JS (BAWU)- Move for New Business to include a proposal for new email structure (passed)

JS (BAWU)- Move to Change Discussion of Key Bargaining Points to Item #1 in New Business (passed)

Community Microphone:

JS (Guest):

- Sent an email out yesterday about the way things were going.
- Observes that Emails from all participants have sometimes been Toxic.
- Saw how stressed MT was. Thinks Union is not the best way to go forward.

- Think's everyone needs to take responsibility for their actions.
- Thinks another Bangs Company Meeting or something similar is necessary.
- Hopefully, we can take a step back and do something constructive. Frames this a "Pause".

TL (Guest via Zoom);

- Has worked for Bangs for 17 years - Feels that she was not consulted in the Union Building Process- where is there space and representation for people who have been working at Bangs for a long time ?

CK: who are we (BAWU) representing? We need to push for cohesiveness

Working Group Reports:

Contract Research Working Group:

- (JS / BAWU) has not been recently active. No new projects.

Website: (www.bangsambulanceworkersunited.org)

- (JS / BAWU) Needs more feedback and support from other BAWU. Proposes streamlining and simplifying pages.

Legal:

- (PK) Continue to discuss with CSEA about legal unfoldings

Research / Social Science Study:

(A new survey project to gather ideas and goals of card signers and bangs employees)

- (PK) NO interest from Bangs Management to collaborate on this project. PK would like to push out the survey soon

Interim Government Working Group: (See Unfinished Business)

CSEA LRS Update:

- (JD) Requested information from Bangs, so far communication is good.

New Business

1. Discussion of Possible Key Bargaining

PK: - Concerns of the college students must be taken into account.

- Paid Trainings
- Rotating Night Shift

CK: - We need things to increase longevity

- We need a say in our vehicles
- A just culture

MS: - Labor / Management Meetings, has felt like he is in the dark about what Managements intentions are (pre-union)

- Would like to see better recruitment and retention

GV: - Formalized Disciplinary Process w/ Employee Advocates and Representation

TL : - Stated that Pay at Bangs is Low- But Benefits for Full Time Employees are good

GDH:- Benefits should be based 40-hour work week instead 48 hrs,

- Training Committee
- Truck Rotation
- Increases in Pay
- Driver Safety

LRS RESPONSE TO DISCUSSION OF KEY BARGAINING POINTS:

- These are all good points
- Offers the idea of Labor Management Committees

QUESTIONS TO THE LRS FROM CK AND TL:

CK: Concerned about low turn out at meetings / Representation of Supervisors

LRS: BAWU Won Election by a Majority- NLRB doesn't apply to Supervisors in Private Sector

TL: Please answer question about Dues - will everybody have to pay them ?

LRS: No Dues until Contract is ratified by membership- CSEA Union Locals are closed shops- so therefore everyone will pay dues.

(*TL exits ZOOM)

Discussion of Preliminary CAT teams By LRS:

Definition by LRS of what a CAT team is- "Contract Action Team"

- CAT teams work as a larger group (as opposed to the Negotiating Team).
- CAT teams relay messages from the Negotiating Team to the General Membership

New proposal by JS (BAWU):

Create a new email account for all things union related (Pro/Con) this would remove the discussion & business off the Bangs Company Servers. The email account would be open to

anyone who wants one- and- thereafter all questions about the union would be answered and discussed in that space.

PK: The new email format should have a forum type section as well

* JS (BAWU) proposal for New Email Working Group - (Passed)

Setting Next GM Meeting - (PK) April 26th at 1730 hrs. Location TBD. (Passed)

Proposal from GV:

Notification of next GM meeting should be no later than 24hrs after (this one) and then a reminder x1 week later - Passes

Nomination of next Chair Person

- GV / GV declines
- JS (BAWU) accepts

Unfinished Business:

Review and Discussion of Interim Government Constitution Draft (4.6.23)

- Sections I - III approved at previous GM (3/24/23)
- Section IV is reviewed per Amendments from GM (3/24/23) - Passes

Summary of Section V / JS (BAWU):

- Interim Government is not final Union Local E-Board, is only meant replace the Organizing Committee and oversee the function of the union during contract negotiations.
- 3 Union Officers- President, Vice Pres., Secretary
- 15 day Campaigning Period
- Election at General Membership Meeting
- Officers Elected by Simple Majority

Amendments to Section V:

- Change of Secretary Officer
 - to Secretary- Treasurer Hybrid
- Qualifications to be an Interim Officer Simplified
 - Need to be Card Signing Member
 - Demonstrated Participation in at least 1 GM Meeting in the last 3 months
 - Follow and Abide by the Revised Standards of Conduct
- Voting by Electronic App instead of paper ballots
 - Voting will be Voting App Election Buddy, Hosted by CSEA
 - Voting will occur over 24hr period prior to the selected GM Meeting
 - Results Tallied at GM Meeting

Section V to be revised and amended per the General Membership, via the Interim Government Working Group. This will be presented for approval at the next GM Meeting (4/26/23).

COMMENTS AND INPUT FROM CSEA LRS: Legally, no binding government exists until ratification of Collective Bargaining Agreement. *However the BAWU Organizing Committee has indicated very strongly that an Interim Organizational Structure, ie, an Interim Government is essential to the success of the union effort and its goal of inclusion and participation.

Adornment at 2000 hrs (approximated)

END OF COMPILED NOTES PK 4/10/23, JS 4/12/23