

**BAWU GENERAL MEMBERSHIP MEETING MINUTES**  
**Friday May 19th 2023 1730 -1930 hrs**  
**Allied Trades 701 W State St Ithaca NY**

**ROLL CALL:**

**8 Members**

**2 Guests**

**CSEA - LRS**

**AMENDMENTS TO THE AGENDA - NONE**

**READING AND APPROVAL OF LAST MEETINGS MINUTES - Approved by GM**

**AIDE AND ADVOCACY FOR MEMBERS AND ALLIES**

1. Update on Member1 - is doing ok. GM passed around a card to sign.
2. Starbucks Workers United - Discussion of SBworkers action at Cornell - CU admin has agreed to divest from Starbucks at the end of the contract. GM approved a personal statement by one the members supporting SBworkers and calling on CU admin to now address other student concerns like mental health services and financial aid. - this statement will be posted on BAWU website & Social Media.

**WORKING GROUP REPORTS**

**Website** - is being streamlining and improving format

**Facebook page** - Facebook page is up and running

**IPWC update** - Ithaca Public Workers Coalition is also looking into Mutual Aide for SBworkers. IPBA and City are going into negotiations.

**Legal** - No New Business

**UNFINISHED BUSINESS**

1. Review and Approval of a new email format- approved by GM

**NEW BUSINESS**

**1. Election of Interim Officers**

Interim President, Interim Vice President - Elected

Interim Secretary Treasurer - vacant.\*

Interim Officers ran unopposed- Elected into Office by Simple Majority at GM.

Clarification about what the interim officers do:

Main Job is to run the daily functions of the Union Effort and oversee the Bargaining Process. Once the Contract is Ratified by the Membership a new E-Board will be elected for the Local.

\*(Post Meeting) BAWU Member agreed to fill in for this position as needed.

**per Interim BAWU Constitution- ELECTION OF INTERIM OFFICERS = ORGANIZING COMMITTEE IS DISSOLVED.**

**2. Nominations for the Collective Bargaining Committee:**

Discussion about the 5 member positions / for each main Category of worker types-

- Dispatchers
- Paramedics
- AEMT & CCTECHS
- EMT
- Students

Questions from GM & Guests about:

- Why no separate category for senior medics?  
*Splitting senior medics and regular medics is redundant and cumbersome for committee function*
- Why are students considered a worker category?  
*College students at Bangs represent a distinct type of employee with different priorities and timelines than other types of employees, therefore they should have representation that matches their situation.*

-Several members are interested, time commitment is an issue and a barrier to many- (JS) indicated that there would need to be some flexibility in the 5 member design of the Committee and how / when it meets.

In the meantime - CAT team will continue as per the LRS.

**4. Review and Discussion of Harassment of Union Members in the workplace** (Tabled until next Meeting)

**5. Review and Approval of Contract Items Survey**

Discussion of Some Items listed

Topic of Uniform Allowance:

- Bangs does pay for a uniform allowance (ref. Employee Handbook)
- Members feel that uniform allowance needs to be expanded or re-defined (based on personal experiences).

Topic of Mandatory Rest Periods:

- 80/20 rule would be beneficial to Employee wellness (and productivity)
- 16 or 24hr cap needs to be enforced to protect both the Employee and the Public.
- Efforts to enforce this do happen, but not as much as needed.
- Whole point of having a Union Contract would stop this kind of stuff from happening. Gave examples of mandatory rest periods well established in other industries - like OTR trucking and Film Production.

Point of Clarification about the Survey topics- just because something is listed in the survey

doesn't mean it's a grievance or missing from the workplace- the point of the survey is to find out what's important to people.

## **6. Discussion of 12 / 40 hr based Work Week**

Proposal for a Discussion- Extensive Discussion here by entire group (and a misunderstanding that the 40 hrs mentioned would be about wages- It's not....)

- 12hr shifts are standard in most EMS agencies, have functional value.

- Clarification of what the 40 hrs means in this context - it's about Health Insurance Benefits / the 40 hr placeholder is a reference point for how most of the insurance world looks at health benefits - a whole other discussion topic.

**TIME AND PLACE OF NEXT MEETING: Next General Membership Meeting will be Wednesday June 14th at Allied Trades 17:30 hrs**

## **ADJOURNMENT**

Compiled by JS 5.21.23, Redacted for general distribution 5.22.23