

**ALBANY COUNTY LOCAL 801
MEETING MINUTES - PACC
November 16, 2015**

President Miller called the meeting to order at 6:25 p.m.

Breakfast – December 5th at Desmond – Toy drive – hats – gloves – scarfs.

Region IV Conference 2/26 - 2/28/16 at Sagamore.

Department of Probation signed a 2 year contract – January 2014 – January 2016

2% for 2014 .05% in July – 0% 2015 and 2% in 2016

Albany County – Health Insurance - \$60. Non-formulary // 15% towards Health Insurance

Increase \$500. – 10-14; \$1000. 15-19; \$1250. – 20-24 and \$2500. – 25 plus.

County Vehicles – 13 new cars – 2 Probation – 2 Mental Health – 6 CYF

2 –DOH and 1 Executive Staff. Ordering 16 by 2/20/16.

Glasses / critical illness.

Secretary's Report - Cathi Romano– Minutes of September Meeting distributed. __Mary Anne Stone – made motion to accept Secretary's Report; 2nd by Jeff Decker, **Motion passed.**

VP - Jeff Decker - Has membership applications. Attended the phone banks at Region IV also the Polar Plunge.

2nd V.P. – Tom Edwards – Nothing to report.

Treasurer's Report – Deb Villa – Motion made by Joe Siracusa to accept the Treasurer's Report and 2nd by Anne Conlen Motion **carried.**

Financial report done / Audit to be completed.

President's Reports:

Joe Siracusa – Mental Health – Bug issue found bed bugs / roach in our office / no information on getting rid of them. George Penn on vacation last week – called Joe today 11/16 – set a meeting with Joe and the pest people – t go through the office – only treated offices - roach found – 1 bed bug found. Gary China could send letter work environment should be proactive – not reactive to the situation.

Step 2 grievance – pay issue not on same rate –new hires paid more than older employees.

Support through the Taylor Law. Vicki & Jeff attended the budget review – asking if there was money in the Unit.

Employees paid 35 hours.

Mary Anne Stone – Dept. of Health – Nurses on the war path – tomorrow first labor management meeting. Pre meeting last Monday went over Agenda – old things. List of Union Members – on labor management. Eric said straight grievance – looking for updated list. President Miller to Mary Anne Stone – file a grievance – to get her on board, On-going issues on policy. Dress Code Policy not in contract – past practice in 2008 – policy now to suit their needs.

President Miller – contract negotiations coming up – policy on dress code to be set put into contract.

Employee is a Dept. of Health worker been told she is not a SS Department Employee – taking our line item to pay her.

New nurses to be rid of Aides description in 5 years – she put in a grievance – denied – go to 2nd step – can't pay for travel time/

Anne Conlen – Albany County Jail – contract – 24 Tele Communicators want their own bargaining unit.

Not a clerk / main/ kitchen, Said they should have their own Unit.

Going back to 8 hour shifts – 2-7-7 opposite days / 2-7-7 opposite nights – work four days straight then off - next squad comes in. Sheriff is okay with them going in on their own – contract on their own.

Why can't we be like Colonie / Guilderland.

MOA with communicators in contract if Dan McCoy allows this -- will cause two separate Units.

Deb Villa – North Colonie School District- Director of Transportation – difficulty against the contract. Gave those people dates they worked on the wheel – claim they were told by Supervisor they had to do it (not on the wheel).

John won't do it again – Stage 1 – Oral grievance – dates on the wheel.

Can't file a grievance on a grievance – contract states two part time runs to part time people now have 3 part time runs – 1 is 7 ½ hours – post it – driving station wagon – mini bus – filed a grievance – going to 2nd step.

Guy told me probationary for a year then get rid of you..

Call from Director of Custodians – Jim McManus at Blue Creek – rude to Board Member giving him a counseling memo. Clerical never gave her information. Board member was acting as a parent not as a Board member.

Going to talk to custodian Mark supposed to call me back – never did.

Haven't had a general membership meeting because last one was a fiasco. Charles said have one and I'll come to speak,

Tape shows kids on bus bouncing around / hit his head – informal discipline hearing “she doesn't know anything ever”.

Requesting advice from counsel to have an impartial person from HR to sit in.

October 17 Workman/s Comp. meeting explain what they have done – no meeting hasn't happened yet.

Assistant Director of Transportation – piling work on people, traffic unbelievable – killing your drivers.

Appointment with retirement in December – see what happens

Runs between Debbie and another driver management to look at (both at same place – step – no answers putting everything on senior drivers – nothing to the junior drivers – will keep you informed.

Vicki worked hard on Jack's retirement party – very nice all worked out.

Tom Edwards – Town of Colonie – Unit B – Good – same

Different players – 105 members grade 3 to 12 – same stuff – no grievance – no disciplines.

Cathi Romano – South Colonie School District – At impasse – health insurance. Huge issue – District looking to bring in new provider – no other providers to be involved,

Old Business – Nothing to report.

New Business – Deb Villa – contribution to North Colonie Transportation Department – requesting a donation. Motion made by Vicki Miller to donate \$100. -2nd by Tom Edwards.
Motion passed.

Motion to adjourn made by Jeff Decker – 2nd by Anne Conlen. **Motion passed.**
Motion adjourned.

Respectfully submitted,

Cathi Romano, Secretary