

Local 2627
District Council 37
AFSCME AFL-CIO
General Membership Meeting
September 19, 2017

Minutes

Treasurers Report

Presidents Report

Old Business

New Business

President Ajaye called the meeting to order at 6:33 P.M. There was a quorum.

- **Minutes**

President Ajaye asked for a motion to accept the minutes for the June 20th, 2017 meeting. Brother Mark Reynolds (ACS) made a motion to accept the minutes. Sister Veronica Taylor (DDC) seconded it. A vote to accept the minutes was taken and passed. Sister Susie Yuen (DOF) made a motion to accept the minutes for the Special General Membership meeting for July 18th, 2017. Sister Veronica Taylor seconded it. A vote to accept the minutes was taken and the minutes were passed with corrections.

President Ajaye introduced the elected officers of Local 2627.

- **Treasurers Report**

Brother Kalpesh Patel (HRA) made a motion to accept the June 2017 Treasurer's report. Brother John Simms (NYC-DOE) seconded. Sister Michelle Hodelin made a motion to accept the 6 month Treasurer's report ending July 17, 2017. Sister Annette Del Rio (DOE) seconded. Sister Veronica Taylor made a motion to accept the July 2017 Treasurer's report. Brother Jay Jefferies (NYC Transit) seconded. Brother John Simms made a motion to accept the August 2017 Treasurer's report. Brother Jim Ryan (CUNY) seconded.

Brother Artie Kellam explained to the membership the modifications he made to the report. These changes will make it more understandable. A vote to accept all of the Treasurer's reports was taken and passed.

- **Presidents Report**

Dr. Perry Frankel and his staff are present and are providing screening to the members.

President Ajaye stated that we now have additional reps assigned to the Local from DC37. He reminded the membership that we were down a lot of reps and the Local is getting some new reps. President Ajaye introduced the reps attending the meeting. Natasha Guizman will be representing Metro Plus and HHC, Dana Tilghman represents DOE, Housing, Transit, HPD, DEP, and DDC. He also introduced Laura Morand who is in the office as the Grievance Rep for the

Local. The last Grievance rep, Lei Lei, was not in attendance has also been assigned. The Local has over 6,000 members and we still need more reps but this is a step in the right direction.

President Ajaye mentioned that the low volume of member involvement including the Labor Day participation is disheartening. He stated that even with the effort that the Secretary and the Woman's Committee made for the appeal classes and the success that the Local made to get the exams converted from multiple choice exam to Education & Experience (E & E) exams the member interest and participation is still extremely low. He encouraged everyone to become more involved.

Mayor De Blasio has been a friend to the Union. He has settled contracts and is giving exams. He is trying to remove Consultants where he can. President Ajaye reminded members that there are still consulting contracts from Mayor Bloomberg that does not even start until 2018. President Ajaye reminded the members that the work with DCAS involving the classes would not have been possible under the former Mayor. Mayor De Blasio is Union friendly and he encourages everyone to support him on Election Day.

President Ajaye discussed the Constitution Convention and how it can be changed if the vote to open it up goes through. It will affect our pensions among other things. It is imperative to vote NO. A few examples were given including what happened to OTB and the OTB Retirees losing their pensions. There was additional discussion.

President Ajaye reminded the members that their voice is critical. We are in a time where everyone trying to take things away. We are in a time where the number of "right-to-work" States are increasing and the current environment towards Unions is not positive. It is critical to get involved, participate and vote in order to protect ourselves. There was additional discussion.

The QIE (qualifying incumbent exam) exams are coming in 2018. The criteria is as follows: You must be Provisional in the title for 2 or more years. Once you file and take that exam you should pass it and be picked up. Sister Leibowitz mentioned that there are 3 exams are being given for the Computer Associate and Computer Specialist Operations. You must take the exam you qualify for or you will lose your job. To qualify for the Promotional exam you must be permanent in the lower title. She encouraged all members who qualify for the Promotional exam to take the Open Competitive exam as well. Promotional exams are Agency specific and the Agency does not have to pick you up. The Open Competitive exams cover every Agency. Brother Gene Olmstead informed the members that they can also be denied unemployment because the member chose not to take the required exam. Filing dates for the QIEs are as follows. Jan 2018 - Computer Specialist Operations, Feb 2018 – Certified Data and Certified Developer, March 2018 – Computer Associate Operations. The Open Competitive Exams / Promotional exams will be May 2018 – Comp Specialist Operations and June 2018 – Computer Associate Operations.

President Ajaye requested the members to call, not email, for immediate response. He does not get to his emails as quickly as phone messages. He mentioned the bereavement benefits the Local gives and who is qualified. Retirees do not receive these benefits.

CUNY exams are being scheduled. This will be done in phases. They are doing it by Campuses by boroughs. The exams will start with the lower titles first. IT Support Assistant and IT Assistant will be first. The first borough will be the Bronx. These exams start in the fall.

The current salary cap for CUNY is \$75,625 & \$81,788 for the City. Salary Caps determine what sign-in method employees use. Any employee at the salary cap uses a weekly timesheet to sign in not a daily one.

There is a Longevity increase. The numbers are on the Local's Website. The Longevity increase does not start on your Anniversary date of employment. It hits your paycheck either the next month or quarterly. You will receive your money retroactive to your start date.

The .52 increase – is expected to come next month. The Local is still waiting for the pay order.

The caucusing is underway for the next contract using the survey information gathered from the members. President Ajaye mentioned what was being discussed. Due to the confidential nature of the topics, he requested that this information is not discussed. The details will not be in these minutes.

When members win a grievance and they are told to stop doing the work they need to cease and desist. That means do not do the work. Force the agency to fill the slot. It is easier to bump a person up then to bring in a new person for much more money.

You do not have to be a Shop Steward to take the training. It is important to know if your rights are being violated.

President Ajaye discussed how he handles grievances and the lack of advertising the successes.

Anyone can look at the exam lists by going to Open Data NYC.

The period to change your health care provider is Oct 11th to Nov 11th. If you do not change your provider you will be stuck with your provider for the entire year.

- **Old Business**

Brother Ira Smith (HRA) inquired if the Union was going to try to get the exams thrown out. Sister Leibowitz explained that DCAS gave members an opportunity to fix the mistakes during the appeal process. Many of the mistakes were member error and they now had an opportunity to resubmit correctly. He then asked about the people who passed with a lower grade. She explained to him that you can appeal a grade. It is all on the notice. There was additional discussion.

Brother John Simms questioned his status in regards to the exam. Sister Leibowitz explained that the list was not out. There were additional questions regarding the promotional list and if the 1 and 3 rule is followed. Sister Leibowitz explained the process regarding the promotional list. This list must be used by your agency first and the 1 and 3 rule applies. Promotional list first. They must follow the 1 and 3 rule as long as there are 3 or more people on the list. Once the list drops to 2 or less people the agency can use the Open Competitive list. This does not guarantee that you will be picked up. The agency can pick up everyone but they do not have to if there are less than 3 members. Brother Olmstead had a question regarding the 30 provisional spots in HRA and what the Agency is required to do. Sister Leibowitz discussed the rule which means the Agency is required to use the Promotional list first. Every person who scores 100 on the Promotional list is considered number 1 and they can be picked up regardless of their list number. The Agency does not have to pick up the members who are currently working if they do not want to. It would seem odd not to pick up existing Provisionals in title since Provisional Employees are "at will" and if the Agency is unhappy with them they can be let go. If this situation does arise, the members should call the Local office.

A question was asked regarding the Computer System Manager and Computer Operations Manager titles and the Local's ability to bring them in. The member wanted to know if he should take the exam. The answer is the employee is recommended to take the test.

Members were reminded that when you are interviewed you can be taken off of the list. Members should make sure they are still on the list. No person that scored 99 should be picked up before the people who scored 100. DCAS stated that they want to pick up all of their Provisionals.

A Sister from DOE gave an example in order to gain clarification. If there are 30 Provisional employees in an agency and there are 17 employees on the Promotional list how is that done. Sister Leibowitz explained that the Agency must replace the 30 Provisionals. After 3 interviews you get removed from list. The member must contact DCAS to stay on list. If the members do that successfully it will mean that 15 of 17 employees should be appointed to replace the Provisionals. Then the agency can go to the Open Competitive list. Brother Olmstead had an issue with the word "should". Sister Leibowitz mentioned that if anyone is aware that the Agency is not adhering to this process they should inform the Local Office. President Ajaye reminded the members that this is why we have unions. There was additional discussion.

Brother Olmstead mentioned that the Agencies have a freeze. Upon clarification he was referring to the "do not hide" mandate from DCAS. Agencies are not allowed to move employees to another title to save jobs. Not all Agencies comply.

Sister Latifa Lewis (DOE) had a question regarding hiring pools. She received a notice to attend 2 pools on the same day with the same # range at different locations. President Ajaye will check into that. It is rare. It was also mentioned that if you get called for an interview with another Agency you should let HR know and they will give you a DP372 form. This will transfer you back to your Agency. The Agency does not have to do this. The goal is to be picked up and pass probation.

You are allowed time off to go to these pools. You should go and have proof of attendance.

President Ajaye encouraged people to walk in or mail their appeals so the members have proof of submission. There were flaws in the form via email.

New Business

None.

Brother Mohammad Chowdhury made a motion to adjourn. The motion was seconded by Sister Taylor. A vote was taken and the motion passed. The meeting was adjourned at 7:59 PM.