

BCEA Building Rep Meeting/Training
October 17th, 2017

Members in attendance included: Scott Proctor, Janet Hoenke, Lucy Hernandez, Jan McCandless, Lynn Noland, Dawn Widdicombe, Beth Brault, Jennifer Leligdowicz, Julie Wilkinson, Jeff Fronk, Ann McCulloch, Marie Scharfe, Marlene Ponce, Denisse Williams, Deb Martens, Peggy Royer, Megan Simons, Dee Neiter, and Lindsay Principe.

Scott Proctor called the meeting to order. He introduced the present members of the BCEA Executive Board and then went around the room and had each Building Rep introduce themselves and which work location they represented.

Scott gave a presentation on the "Building Rep 2.0: How to Be a Super Building Rep packet. He told the members that this Packet was the same as the packet on the flash drive from last year. He requested that if anyone who still have their flash drive from last year please use those flash drives so to save money. He handed out flash drives to anyone that did not already have a copy of the packet. He that.

Scott discussed the duties and responsibilities of a building rep and noted that the most important function of a building rep is communication. They need to pass communications from the board on to their members and they need to pass communications from their members to the board. They are the eyes and ears of this union. If anything needs to be brought to the union's attention please let the executive board know. We as the Executive Board can't fix the problems if we aren't aware of them.

Scott discussed member rights and grievances and talked very specifically about what a grievance is- a violation against one of our members' rights which are provided in the contract, as well as state and federal laws. Scott gave a specific example of a member not being given breaks as an example of something we could file a grievance on, vs, "My boss was rude to me" which we cannot file a grievance on.

Then Scott talked about Weingarten Privilege and the ability of all members to have a union representative present in a disciplinary meeting. Some building reps feel comfortable doing that but if they don't, they need to get ahold of Scott or another member of the Executive Board as soon as possible. Scott explained briefly that it's always a good practice to take notes and as for questions during a disciplinary meeting to make sure that the impact of the disciplinary action is clearly stated by management and clearly understood by the member. He also advised that signing a "write-up" does not mean that you agree with it, only that you've seen it, and that reps should always advise members that under our contract they have 15 working days to write a rebuttal which needs to be delivered to HR to be placed on their file along with the write up. Scott showed a video entitled "Your Weingarten Rights" prepared by the OPEIU Local 8.

Next Scott explained an issue that could potentially result in layoffs at Early Childhood Intervention, and that an RFI had been issued and the state was leaning towards giving the contract to an out-of-state company which had already received two bids from the DPHHS and had failed to perform on both contracts, and then turned the floor over to Ann McCulloch to inform us about the situation, Scott and Ann request that the members go to <http://balancedbudget.mt.gov> and send a message to the governor and stress the importance of early intervention and that not having it would only increase special education costs once the students entered k-12.

Scott reviewed changes to the "Board Policies and Procedures" document. Scott explained that someone had brought up that this document existed and he'd found a copy of it which hadn't been amended since 2011 and that the board had gone through it at the BCEA Board Retreat held on August 26th at Facilities Services. He went through each item that had been changed by the board and explained each one, and why the board had felt it needed to be updated. He then explained that the way the document was written the Building Rep Council could change anything that the board had done with a 2/3rd majority vote, but that the board could not change anything that had been changed by the building rep council and asked if the members had any questions about the document, or if any of them wished to make amendments. No amendments were offered at that time, however Julian Wilkinson offered that it might be a good idea to review that document once per year or when any changes had been made. Although no formal vote was taken on Julian's suggestion, Scott agreed that it was a good idea and it would be added to future agendas.

The next meeting of the Building Rep Council would be held on January 16th from 5-6pm at the BEA Office.

The Meeting was adjourned.

Respectfully submitted for Building Rep Council approval. 1/23/18