

P-3A Labor Management Committee Meeting

Meeting Minutes

Monday, August 20, 2012

In Attendance

Agnes Quinones, Karen Shaw, Adrian Wood, Pam Casiano, Bruce Ellefsen, Kendra Shakir, Deb Paradis, Marc Carbonneau, Susan Pierson and Debra Davis

Deleted: Sandi Casberg,

Deleted: Marcus Rivera,

Absent

Mark Linabury

Approval of minutes from last meeting

The minutes from the May 12, 2102 meeting were approved.

I. New Business

There was introduction of new members: Sandi Casberg, VP, Marcus Rivera, Secretary, Kendra Shakir, Susan Pierson, and Marc Carbonneau (CSEA). Welcome to you all.

Note: Agnes Quinones is now the President and Michelle Dixon is the Treasurer

Not on agenda:

- a) Broad Residency Program – It was asked what their job description was. Will they supervise? What is their responsibility? Union members finding out “through the grapevine” who these folks are.
- b) Unit Coordinators – The Union indicated that some unit coordinators, either directed to or have taken it upon themselves, are acting as managers, i.e., assigning tasks and running bureau meetings. Marc asked Karen to look at what all the Unit Coordinators are doing. Karen indicated that she wouldn’t go to every unit coordinator to see what role they are in, she would discuss with managers and ask that they make sure Unit Coordinators are not working outside of their role.

Deleted: Positions

II. Old Business

- a) Update on PSPES new managers/interim managers – All P3A staff have had their PSPES meeting with managers. Some met after the deadline date and the P-3A committee would like a reminder to go out earlier to managers reminding them of the deadline. Karen indicated that some staff was on vacation around the time of the deadline and requested their PSPES’ be done when they return. Karen indicated that Deb P. spoke with new managers prior to the deadline to make sure they were aware of the process.

- b) P-3A refills –The Union was provided with a list of P3A hires this year. Eight staff members have left since January and it was asked when P-3A positions are going to be filled. The Union indicated that some positions have been open for about a year. Managerial positions are being filled, and not necessarily those shown on the org chart the Board adopted in January. There is a greater emphasis on filling managerial positions, not significant movement in filling P3A. Work hasn't decreased, P3A doing more and more while positions left vacant. Union has legitimate concerns about non-direct service providers being hired. Karen indicated not only does the agency make decisions on refilling, so does OPM. They would like to have guidance in the process, seeking transparency. Marc indicated that there is a contract and language that must be followed and that P3-A needs to feel that they are part of the process, bargaining unit members doing bargaining unit work. Preference to do collaborative work. Karen indicated that the workforce is shrinking in all areas, not just P3A, and there's not yet an overall plan to refill positions. Still recruiting for Chief level positions. Bruce indicated that the agency is shifting resources toward Education Reform, challenged to align resources, embrace challenges with limited resources looking into the new bi-ennui. Our position count is down 26 positions from last year in CTHSS and CO. .
- c) Agency reorganization – There has been trouble with the chief positions and some have been reposted. The Union asked if it had been determined yet if P3A staff would be moved to Middletown, Bruce and Karen indicated that the issue is dependent upon the reorganization below the chiefs as well as space issues
- d) Information Technology – There has been no further conversations on IT.
- e) CSDE Federal Funds – There are concerns as to what the funds are being used for. Are they funds for work that P3A could be doing, contracting out P3A services?
- f) Comp Time – Staff will put in a request for comp time when traveling, working outside of hours, etc. and if denied they should call Karen to see if it can be resolved without further action. Members are requesting comp time for responsibilities that have been assigned to them that occur after normal work hours.

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Deleted: The Union indicated there are very few instances that P3A staff is requesting time just to get their work done, Union also indicated that some folks are afraid to request comp time for fear of being fired if they ask.

III. Adjournment

Meeting adjourned. Next meeting scheduled for October 22, 2012

Minutes submitted by: Debra Davis