

P-3A Labor Management Committee Meeting

Meeting Minutes

Monday, December 10, 2012

In Attendance

Adrian Wood, Karen Shaw, Mark Carbonneau, Pam Casiano, Bruce Ellefsen, Mark Linabury, Kendra Shakir, Deb Paradis, and Debra Davis

Absent

Susan Pierson

I. Approval of minutes from last meeting

The minutes were approved for October 22, 2012, and the draft of August 20, 2012 was also approved.

II. Old Business

- a) **Agency Re-organization** – The union asked if there have been any conversations about reorganization now that the new chiefs are in place. Karen indicated there have been some discussions about the reorganization but further discussions are necessary regarding any reassignment of staff under the new chiefs. New codes have not been established yet for the new divisions. The union voiced a concern that there would not be a concerted effort to fill P-3A positions and that P-3A vacancies would not be refilled. The concern is that P-3A staff move and take their duties with them, moving P3A staff does not change the fact that positions are not being filled. There were also concerns about P-3A staff receiving necessary training and support for new duties. The union asked if they could get a list of grants that are not state funded and Bruce indicated the department could provide a list to the union.
- b) **Safety Issue** – The lower parking lot has been patched up. The union is concerned that the material that was used will not last through the winter. Some of the holes are really large and it gets dark earlier now so there's a greater concern.

III. New business

P-3A vacancies/refills– The union provided management representatives a list of the numbers of P-3A members in each area in 2010, 2011 and 2012. Some areas took greater hits than others.

For example: Adrian indicated that Curriculum is missing content areas, Accountability will get worse before it gets better; Kendra indicated that Data Collection Research and Evaluation has one vacancy and they are all chipping in; Pam indicated that they are 3 months behind in Communications and now the agency wants a full re-design of the website; Marc indicated there has been a net loss of 23 P-3A positions, which is a 12% loss which is concerning, and that the union is getting a lot of calls from members with

concerns about the reduction of P-3A staff. He also indicated that CTHSS/Special Education/Assessment account for 75% of the loss. The union indicated that it seems like there is not a lot of priority to fill these positions. The union would like to play a part in the solution of how to get the work done with less helpers.

Bruce indicated that it is important to use numbers to quantify situations. Policy drives where resources are allocated – important point, it's important to look and see if the shift in resources matches policy.

Adrian indicated that the Commissioner and his team need to communicate with staff so the union can look at the comparison of resources vs policy. Communication is not where it should be and the union would like to open the lines of communication, provide a solid message as to where we stand and decisions that have been made. The union feels the Labor Management Committee should be able to provide more information through communication with managers, and that hopefully by next meeting we will have more information regarding the reorganization. Another suggestion was to redesign the website. Bureaus are working together in the department, but the union indicated that positions refills need to occur because the workload has not decreased.

Mark Linabury discussed the concept of “bureaus without borders” and the Commissioner’s plan is to work among bureaus.

IV. Adjournment

Meeting adjourned at 9:50 a.m. Next meeting scheduled for February 4, 2013 at 9:00 a.m.