

P-3A Labor Management Committee Meeting

Meeting Minutes

Monday, March 4, 2013

In Attendance

Union: Adrian Wood, Mark Carbonneau, Pam Casiano, Susan Pierson,

Management: Karen Shaw, Mark Linabury, Deb Paradis, Gary Pescosolido, and Debra Davis

Absent

Union: Kendra Shakir

I. Approval of minutes from last meeting

With a revision made (P-3A Vacancies/Refills section), the minutes were approved for the December 10, 2012 meeting.

II. Old Business

a) CSDE federal funds going to SERC

Gary indicated SERC's annual contract expiring June 30th. Legislation proposed, don't know yet what will happen to SERC until end of session. SERCs budget is \$9 1/2 million, historically 8 million is from IDEA funds.. The majority of the funds are used for salary.

The union's concern is that in lieu of filling P-3A positions, contracts going out to do P-3A work. Example: Turnaround Office, vacant positions not being filled but priority work being contracted out. 4 new contract people doing P-3A work, starting this week or next.

Marc indicated that bids went out, TNTP, Mass Insight, CT School Change.

Transparency important, questioning 1) what is being spent; 2) what is the process for this contracting out? Need to be incredibly transparent. Marc requested to know where the other funds were coming from (State and Federal, other than IDEA), and what are the contractors doing (TNTP, Mass Insight, CT School Change).

- b) **Agency Re-organization** – Karen indicated that we are working on two bureau chief positions (Health/Nutrition and Special Ed). HNAE Bureau chief may get filled within the next two months. Student Assessment Chief is not being filled at this time.
- c) **Safety Issue** – The lower parking lot is getting worse, no improvement to date.

III. New business

P-3A vacancies/refills– The Union indicated they still have not seen an increase in P-3A refills and feel they've seen an increase in contracting out positions to carry out the agency priorities, a lot of services for a short period of time. P-3A is more than qualified to do this work, and not given . Karen indicated that the department is trying to fill positions for two bureau chiefs but things are a little slow at the moment.

Marc would like to look at parameters around establishing the RFP's, and would like to see the original RFP's. He also requested a list of contracted personnel and an agency organization chart due to the fact that staff don't know who to report too. Karen asked Marc to e-mail her stating exactly the information the union is requesting since there were several requests during the meeting. Marc said, he would like to know what federal funds, non-state, federally funded money goes into SERC. He indicated he would send an email. Gary said, we can provide that information.

Adrian indicated that the work being contracted out (Turnaround) is similar work to current P-3A staff and their members will be taking with and working with the contract staff. If the jobs were posted and interviews done, P-3A staff would be hired. Adrian wants to know from agency Managers: when will P-3A staff be hired? The department has been creative with positions, several managers have been hired, some on the organizational chart, some were not. The contracts are a lot of money for a short period of time, shorter than most of our durational positions. When we hire contractors, nothing comes off the plates of our members.

(Marc asked for a list of P-3A durational positions.

Sue asked if there was a hiring freeze with state funds. Karen said, it depends who you talk to as to how it is characterized. Approvals are moving slowly. Sue said, position are posted, interviews take place and then no hire. Marc had mentioned that Education got the most funds in the State Budget.

Adrian and Pam asked about Collin Moore's position, they don't know his role and he puts bargaining unit members in a position when he comes to them and asks them to do work. Would like to know why he is still here, when it was their understanding that his contract was to expire in January 2013.

Karen indicated Collin Moore was not hired on contract; he is a durational State Employee. He is an Education Staff Assistant, which is a manager. He is not on contract. Don't quote her but she believes his position expires in August 2013.

Adrian asked if he supervised anyone, Karen replied, "No". Adrian asked what he does; Karen said she did not know specifically because she did not have his job description. Union asked where they could find information on the position classification. Karen said, Department of Administrative Services website. Union also asked why wasn't his position posted? Karen said, she did not know, was an appointed position not requiring posting but

Affirmative Action now would require a posting of open appointed positions. The union expressed concern over the vacant Bureau Chief in Student Assessment.

Karen indicated that the department has been moving forward with federal funds and staff receiving federal funds will have to be doing the work for those funds.

IV. Retirement Informational Session

Grandfathered Retirement Date: The union is planning a meeting for April 25th for central office and scheduling one for Middletown. Karen indicated that the department is already planning on having a session for all staff in Hartford and one in Middletown. Karen said that about 1700 employees at CSDE may be affected. Karen will consult with Payroll and get total staff numbers and decide on the number of sessions needed, and will let Union know when the meetings will be scheduled.

V. Adjournment

Meeting adjourned at 10:00 a.m. Next meeting scheduled for May 13, 2013 at 9:00 a.m.