

**P-3A Labor Management Committee Meeting
Meeting Minutes**

Monday, January 27, 2014

In Attendance

Pam Casiano, Janice Dinnall, Agnes Quinones, Andrew Midgen, Debra Paradis, Gary Pescosolido, Susan Pierson, Kendra Shakir and Karen Shaw.

Absent

Mark Linabury and Adrian Wood.

I. Call to Order

The meeting was called to order at 9:09 a.m.

II. Approval of Minutes

Upon motion duly made by Gary Pescosolido and seconded by Kendra Shakir, the November 18, 2013, meeting minutes were unanimously approved with minor changes.

Pam Casiano introduced Andrew Midgen as the new staff representative for P-3A. Mr. Midgen is an attorney who graduated in June 2013. He worked previously for the U.S. Department of Labor.

III. Old Business

Respect and Dignity

Union took off agenda for this meeting.

PSPES Process

Ms. Casiano stated that consultants were getting additional work and that mid-year reviews have been completed for the most part.

Unit Coordinator Positions

Karen Shaw stated that she was still working on this item.

Travel

Item tabled until next meeting.

Videotaping of Education Consultants

Human Resources are looking into whether there is a state policy regarding videotaping. Pam Casiano brought out that with Common Core and Smarter Balanced more videotaping is being

required of members. Karen Shaw brought out that the same policy would apply on taking pictures. It was determined that by next meeting there would be information on this matter.

P3-A Vacancies and Refills

Ms. Casiano said that there were lots of activities going on with refills. Deb Paradis brought out that what was approved was posted. She stated that OPM is working on the budget right now so there have been no new approvals. Karen Shaw did not know off hand how many P3-A positions were in queue.

Management Refills

Karen Shaw stated that an Assistant Superintendent for the Connecticut Technical High Schools has been hired. He starts February 6, 2014. Pam Casiano wanted to know if we were any closer to hiring a Bureau Chief for the Bureau of Special Education. Ms. Shaw, said, no. Karen Shaw highlighted that the Bureau Chief for the Turnaround Office interviews have been conducted and now the position is going through Affirmative Action. Agnes Quinones brought out that there is now a retirement calculator that can be used by members.

Agency Re-organization

Pam Casiano stated that the organization chart that was handed out at the last meeting had probably changed and she asked whether an up-to-date- chart could be sent to all staff. Ms. Casiano explained that many members did not know what Bureau they worked in or the name of it. The Committee agreed that by the 17th of February an updated organization chart would be made available. Pam Casiano stated that Kelly Donnelly is working with Diane Sanderson to have an updated telephone directory.

IV. New Business

Environmental Issues

Pam Casiano spoke about the temperature in many offices. She stated that it is very cold sometimes down to 50 and 60 degrees and members are complaining. Deb Paradis suggested that the windows may be taped or plastic can be put around them by having the manager contact Mark Noon. Ms. Casiano also complained that the carpets are dirty and have not been cleaned and that people with Asthma and allergies are affected by these conditions. Gary Pescosolido brought out that these are Department of Public Works issues. Ms. Shaw said we should request a carpet cleaning through our manager and our manager will put in the request to Mark Noon. There was also a concern that there is lead in the paint that is stripping around the windowsills.

Leave Request Approval

Ms. Casiano stated that there is no policy or anything in the contract that says that you should put in leave request for approval within a certain time of taking it. She expressed that some members were concerned that days would go by without approval. Karen Shaw suggested that

members could shoot an email to their manager ½ hour before leaving and say that they assume it is approved. Pam Casiano expressed that because of not approving leave requests, it is causing problems. Agnes Quinones suggested that Karen Shaw should bring this matter up at Leadership Council.

Labor Management Committee

Agnes Quinones brought out that the current contract regarding the Labor/Management Committee is not relevant to 2014 and that it is no longer serving its purpose. She asked that the Committee review Article 22, number 1 and 2 to see whether the Committee is adhering to the purpose as indicated in contract.

Other

Susan Pierson and Agnes Quinones expressed concern that the RESC contracts were not moving forward. They complained that managers kept giving them to members to redo them. Mr. Pescosolido said, that at the next Leadership meeting he would mention that they should adhere to the timelines.

Susan Pierson also expressed concern over the size of her Bureau and the span of management over such a large group. She indicated that the Bureau may have been having problems approving leave requests or approving large number of contracts that consultants were putting forward. Ms. Pierson further stated that there have been very long delays resulting in contracts not being moved forward to the RESC Alliance.

V. Adjournment

Meeting adjourned at 10:40 a.m. Next meeting scheduled for March 10, 2014, at 9:00 a.m.