

PCSB / PESPA Bargaining Meeting
Minutes
Administration Building, Room E-111
August 30, 2021

In attendance: Paula Texel, Laurie Dart, Nelly Henjes, Bryan Bouton, Dia Falco, Kevin Smith

PCSB provided a counter proposal to PESPA's proposal that included the following:

Update the cover to reflect new PESPA logo and date

Article 2

- Rejected PESPA language, but provided new language to capture their request to state: During the term of this Agreement, either party may submit proposals or amendments to this Agreement for consideration by the other party but negotiations will not be reopened unless both parties agree. Exceptions to this are salaries and healthcare which are negotiated annually.

Article 3

- Accepted request to change his/her to their

Article 5

- Section D – rejected PESPA proposed language to state that there will be a mailbox for every employee as this may not be possible at every site. However, PCSB recognizes that every employee should have access to a mailbox – but it may need to be a shared mailbox.
- Section G – accept to add the word “visible”

Article 7

- Accepted PESPA's request to strikethrough but added language to state “post all vacancies for interested personnel to apply.” Also suggest to strikethrough the next two sentences as they don't apply any longer.

Article 8

- Rejected PESPA's language as these are processes used, not necessarily a topic that needs to be in the contract.

Article 9

- Rejected PESPA's request to add “work days” and suggested language to clarify as “calendar days” as it is important to evaluate performance on work days, not non-work days.
- Rejected request to add “for cause” as well as the request to delete “at its sole discretion”
- Accepted request to add “documented”

Article 10

- Accepted to update title from ESE Associate to Medical Behavioral Assistant
- Rejected request to provide work hours electronically or written to employee, but suggested language to state, “Employee work schedules will be made available to all employees.”
- Rejected request that employees can combine their 2 fifteen-minute breaks with administrative approval and suggested to leave language as is.

Article 11

- Accepted to add “locked” to section D

Article 13

- Rejected requested updates to evaluation procedures. But provided suggested language that supports PESPA's request to state: All support staff will receive an annual evaluation which will include a conference between the employee and their appropriate administrator/supervisor.
- Accepted requested language to state: If additional training is required, the employee must be on the clock for the training. If the required training occurs after hours the employee will be paid.

Article 14

- Rejected requested language in this article.

Article 15

- PCSB updated to state 5 personal days instead of 4

Article 16

- Accepted to update two years to three years for one employee to be granted a leave of absence

Article 17

- Rejected request to add language “in conjunction with the PESPA President” when determining new job classification, however PCSB discusses this topic with PESPA as part of the process
- Paula shared that Dr. Gallucci has already reached out to Nelly for further discussion.

Article 18

- PCSB requested strikethrough of second paragraph in Section A
- PCSB requested strikethrough of section J as this is no longer available to employees
- PCSB requested to revise language in section M to reflect current years required to retire
- PCSB requested strikethrough of retirees in Section N as they are not eligible for EAP program.

Article 19

- Rejected request that employees be paid sick leave in addition to vacation days upon termination for any reason.
- Rejected requested language be added to define resignation shall mean a mutual separation employment as evidenced by the signed resignation form.
- Rejected requested updated retirement payments for unused sick leave.
- Rejected request to add a section on terminal pay for resignations.

Appendix A

- Accepted request to delete ESE Associate and add MBA
- PCSB provided suggested Appendix A be redone to list by alpha order and suggested to add an additional Appendix listing job title by pay grade in a chart format

Additional Proposal

- Rejected proposal on Longevity Pay for employees.

Salaries

- PCSB provided salary proposal of increase of 3.25% across the board for all employees
- Remove Level E on the salary schedule

PESPA stated that they would review all proposals and prepare a counter.

Meeting adjourned.