

PCSB / SEIU Bargaining Meeting
Minutes
Administration Building, Room 134/135
June 24, 2021

In attendance: Paula Texel, Matt Atwell, Jerry Reynolds, Kevin Smith, TMark Hagewood, Laurie Dart, David Richmond, Brian Wilson, Talmadge Andrews, Joseph Brennan, Rebecca Dean, Tia Blunt, Mac MacDonald

Paula welcomed everyone and introductions were held.

PCSB provided a counter to SEIU's proposal, and each section was discussed as noted below.

Preamble

- Added Board or "District" and FPSU or "union" since terms are used interchangeably.

Article 5 - Grievance

- Added the language that was requested by SEIU - "Upon mutual agreement of the Board and the Union, grievance meetings may be held remotely by video conference." Also revised title of Associate Superintendent HR throughout the agreement.

Article 9 - Appraisal

- Added language to clarify that parties can request a council meeting and deleted the 2020 date, since it has passed

Article 10 - Salaries

- Rejected SEIU's proposed increase of the shift differential from .35 to .75, but language was added "on that day" as requested
Clarified language agreed to in an MOU in response to grievance—specifically it clarifies that bus drivers who earn a shift, receive .45 per hour but it shows up on their paycheck as one half (.23) for their entire am and pm shift. Basically, the assigned shift giving rise to the differential is not the entire day but is only the am shift (adjust)

Article 14 - Leaves

- PCSB proposed to increase the 4 personal days to 5 personal days.

Article 16 - Probationary Period

- PCSB rejects suggestion that once a probationary period is served the employee can sever employment and not required to serve probation again if quit and rehired; clarified that 6 months is 120 work days

Article 21 - General Provision

- PCSB rejects SEIU proposal regarding reemployment

Article 22 - Departmental Operation

- PCSB clarified that routes are bid not runs
- Deleted driver's performance as a consideration for routes

- Added bus assistants for route bidding but will re-open to define a process once positions reach 200
- Deleted that overtime will be paid pursuant to overtime provision as unnecessary
- Added that any filed trip over 4 hours gets 45 minutes before and 30 minutes after even if at night
- Changed 5 days to 10 days for posting vacant routes as this is what is done currently
- Added that bus assistants get a shirt
- Deleted that only transportation and maintenance employees can drive busses

Article 23 - Discipline

- PCSB rejects deleting discipline older than 18 months

Article 24 - Insurance benefits

- PCSB deleted the approximately 80/20 as negotiate this each year;
- PCSB deleted the waiver of health insurance premium because this is no longer available
- Clarified eligibility for retiree benefits
- Shared that retirees are not eligible for the Employee Assistance Program

Article 28 - Duration

- Updated the date to read 2021-2024

Appendix

- Added bus assistants

PCSB also presented proposals for salaries, including:

- 3.25% increase across the board
- Retroactive to 7/1/21

SEIU presented an additional proposal involving Transportation Dispatcher Shift Bidding. PCSB rejected this proposal.

SEIU caucused to review the proposals.

Upon return, SEIU asked about the Transportation Dispatcher – PCSB rejected but agreed to reopen in Year 2

SEIU caucused again