



LOCAL 3599

General Membership Meeting Minutes

Topic: Local 3599's Zoom Meeting

Time: October 21, 2021 12:00 PM Eastern Time (US and Canada)

I. Call to Order 12:05 by Rich Kowalczyk

II. Roll call

Recording Secretary conducts roll call. Executive Members in attendance: Amanda Locke, Chris Bucci, Maria Tupper-Goebel, Karen Hacker, Michael Spada, Vin Crodelle, Mike Reid

General membership number of attendees (Include all locations participating at meeting): 54

Non-dues payers do not count toward quorum & must exit meeting

Motion to conduct Local 3599 business virtually during COVID-19 pandemic per guidance received by AFSCME and DC37 (Karen/ Amanda 2nd, passed)

Sign up for updates at: www.local3599.com

III. Special Business- Election Chair Christian Pace

1) AAA Election results

- i) Michael Spada (63)
- ii) Christopher Bucci (58)
- iii) Michael VanDerwerff (55)
- iv) Motion to accept results (Chris Pace/ Bill Brenner 2nd, passed 100%)
- v) Swearing in of Michael Spada & Chris Bucci (Michael Vanderwerff not in attendance)

2) Recognition of executive board members who have served

- i) Allison Dewan
- ii) Karen Hacker
- iii) Maria Tupper-Goebel

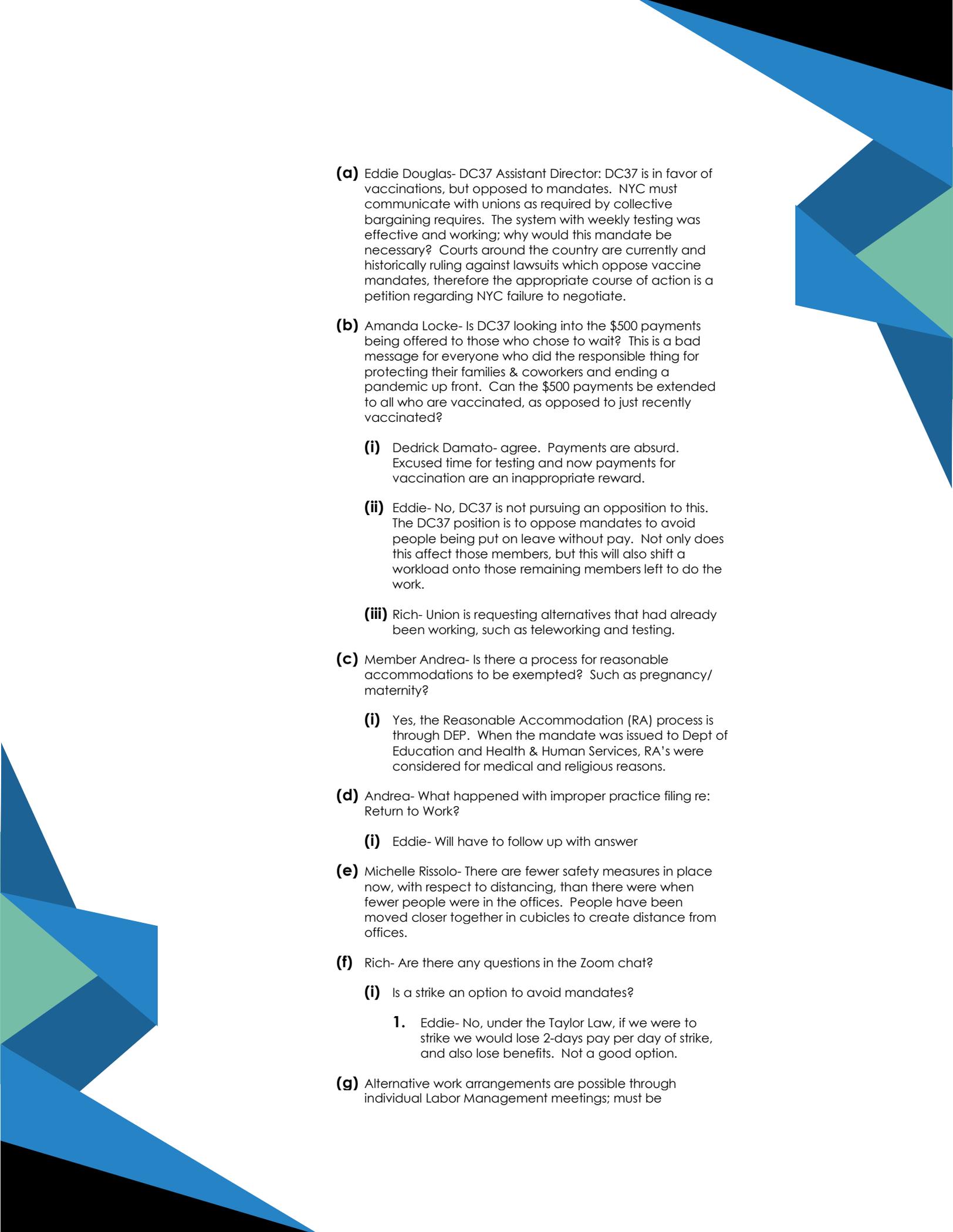
IV. Regular Business

1) Approval of minutes:

- i) September 16, 2021 General Membership Meeting
- ii) Motion to accept minutes (Amanda/ Maria 2nd, passed 100%)

2) President's report:

- i) DC37 Meetings & Updates- tabled due to time
- ii) COVID updates
 - (1) Vaccine mandate announced 10-19-21 by Mayor's Office. Unions had no notice on roll-out. NYC failed to negotiate, which is a violation of collective bargaining agreement. Henry Garrido (DC37 Executive Director) Press Release inviting NYC to negotiate; DC37 MLC is working on a response.

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- (a)** Eddie Douglas- DC37 Assistant Director: DC37 is in favor of vaccinations, but opposed to mandates. NYC must communicate with unions as required by collective bargaining requires. The system with weekly testing was effective and working; why would this mandate be necessary? Courts around the country are currently and historically ruling against lawsuits which oppose vaccine mandates, therefore the appropriate course of action is a petition regarding NYC failure to negotiate.
- (b)** Amanda Locke- Is DC37 looking into the \$500 payments being offered to those who chose to wait? This is a bad message for everyone who did the responsible thing for protecting their families & coworkers and ending a pandemic up front. Can the \$500 payments be extended to all who are vaccinated, as opposed to just recently vaccinated?
- (i)** Dedrick Damato- agree. Payments are absurd. Excused time for testing and now payments for vaccination are an inappropriate reward.
- (ii)** Eddie- No, DC37 is not pursuing an opposition to this. The DC37 position is to oppose mandates to avoid people being put on leave without pay. Not only does this affect those members, but this will also shift a workload onto those remaining members left to do the work.
- (iii)** Rich- Union is requesting alternatives that had already been working, such as teleworking and testing.
- (c)** Member Andrea- Is there a process for reasonable accommodations to be exempted? Such as pregnancy/ maternity?
- (i)** Yes, the Reasonable Accommodation (RA) process is through DEP. When the mandate was issued to Dept of Education and Health & Human Services, RA's were considered for medical and religious reasons.
- (d)** Andrea- What happened with improper practice filing re: Return to Work?
- (i)** Eddie- Will have to follow up with answer
- (e)** Michelle Rissolo- There are fewer safety measures in place now, with respect to distancing, than there were when fewer people were in the offices. People have been moved closer together in cubicles to create distance from offices.
- (f)** Rich- Are there any questions in the Zoom chat?
- (i)** Is a strike an option to avoid mandates?
- 1.** Eddie- No, under the Taylor Law, if we were to strike we would lose 2-days pay per day of strike, and also lose benefits. Not a good option.
- (g)** Alternative work arrangements are possible through individual Labor Management meetings; must be

authorized at the Bureau level. Contact Bureau administrators to initiate.

(h) COVID-19 Leave Guidance- a member has been denied excused leave while waiting for test results. They did not pass screening, stayed home to telework, and requested 2-hours of excused leave in the afternoon to obtain a covid test. Ultimately denied by Gavin O'Rourke. This appears to be in violation of the DCAS 9-13-21 policy, and union will follow up.

(i) Unpaid Leave- (LWOP)- if a member is placed on LWOP, they may NOT use other leave balances. However, health benefits remain in place.

(2) Workers Compensation- Reminder to file workers comp if you do test positive for COVID; it may be the result of Offices being at max capacity.

3) Announcements: All tabled due to time

- i) Health benefits open enrollment period
- ii) DC37 Upstate Benefits Fair- November
- iii) Local 3599 Good & Welfare Committee highlights
- iv) Grievance process overview
- v) Disciplinary process

4) Treasurer's report:

- i) Q3 DC37 Dues Reconciliation
- ii) Q3 L3599 Statement
- iii) Motion to accept financial report (Mike Reid/ Chris Pace 2nd, passed 100%)

5) Open the floor for membership comments & questions- opportunity was given during President's Report

V. Adjournment

Rich Kowalczyk adjourned the meeting at: 1:00

Minutes submitted by: Michael Reid

Minutes approved by:

ZOOM PARTICIPANTS LOG

Meeting ID	Topic	Start Time	End Time
85445229843	Local 3599 General Membership Meeting	10/21/2021 11:53	10/21/2021 13:01
Name (Original Name)	User Email	Total Duration (Minutes)	Guest
Local 3599	mike@local3599.com	68	No
karen		68	Yes
Seth LaPierre		67	Yes
Seamus		63	Yes
FenwickM		65	Yes
19146711009		64	Yes
lpotter		64	Yes
Orest's iPhone		54	Yes
clay		63	Yes
Yesenia Villanueva	yvillanueva@dc37.net	63	Yes
John Thomas		59	Yes
Matonse# Adao		63	Yes
JCruz		63	Yes
Mark Vian	vian.mark@gmail.com	62	Yes
Chris Bucci	chrisbucci74@gmail.com	60	Yes
Robert Principe		61	Yes
FG (Flakë Gjonbalaj-Connors)		58	Yes
David Chu	chu966@gmail.com	61	Yes
MSpada		61	Yes
GarlinghouseM		61	Yes
Rich		61	Yes
Amanda Locke		61	Yes
Michael E. Spada		4	Yes
JHill		60	Yes
Zaidoun Ereifej	zereifej@gmail.com	61	Yes
19142615265		59	Yes
17185953000		187	Yes
16463027488		59	Yes
Maria		59	Yes
Gary Banks		59	Yes
Bill Brenner		58	Yes
Bill Vilkelis		58	Yes
DegrawW		59	Yes
Diana Abramshe		59	Yes
Tom		39	Yes
Eddie Douglass		58	Yes
DeJohnT		13	Yes
Dan Lawrence		57	Yes
13476848802		51	Yes
18457505318		57	Yes
19175454610		36	Yes
Andreea		47	Yes
PaceC		57	Yes
18453991985		46	Yes
Modica# A		54	Yes
Jamie Overton		50	Yes
NezelekK		52	Yes
14127585814		39	Yes
Howard		48	Yes
richard wilhelm		4	Yes
ShimerT		46	Yes
JHorn		37	Yes
WilhelmR		42	Yes
joconnor		32	Yes
Frank T. Phelan		29	Yes
Ed Sprague		3	Yes

ZOOM CHAT LOG

12:22:35 From Bill Vilkelis to Everyone:

All unions/locals should go on strike until this is better worked out.

12:23:27 From Bill Vilkelis to Everyone:

United we stand...

12:24:29 From Andreea to Everyone:

Is this going to be the same as 'fighting' the return to work ? What happened to that and how did the City respond to it?

12:25:10 From Bill Vilkelis to Everyone:

a strike worked for the Southwest Airlines pilots. If City won't work with us, strike.

12:25:57 From Andreea to Everyone:

And how about paying these people who waited until the last minute \$500? Where is the \$\$\$ coming from?

12:26:04 From PaceC to Everyone:

I agree with Amanda... we should all be eligible for the compensation they are offering for vaccination.

12:26:43 From Bill Vilkelis to Everyone:

The vax wears off, and you can catch it and get sick regardless of vax. But this is not the issue.

12:27:41 From GarlinghouseM to Everyone:

I agree with Amanda as well.

12:28:33 From Andreea to Everyone:

I think we all agree with Amanda!! This is ridiculous!

12:28:52 From Amanda Locke to Everyone:

Well said, thank you!

12:29:57 From Bill Vilkelis to Everyone:

What about the hazard pay for those coming to work every day?

12:30:49 From FG to Everyone:

When managers were asked to take 5 days of furlough they were given 6 months to take those 5 days and it was a big deal. The 1.5 week deadline to leave without pay is absolutely ridiculous and unfair.

12:31:14 From FG to Everyone:

Weekly testing has been effective. We should also push for antibody testing to be accepted. They are accepted elsewhere in the world, why not in America?

12:31:16 From karen to Everyone:

Any word about the hazard pay to essential workers? Is that being used for the incentives?

12:32:01 From karen to Everyone:

Were the Managers ultimately paid for those furlough days?

12:32:18 From FG to Everyone:

yes

12:33:18 From Bill Vilkelis to Everyone:

We all have issues, and questions. This is too fast. The unions/locals should ask for negotiation, and if not, strike. Simple.

12:33:18 From Howard to Everyone:

"choosing" not to vaccinate is "choosing" to not to care about your co-workers health. Create a Typhoid Mary office on Plum Island and let the unvaxxed work there

12:34:26 From Bill Vilkelis to Everyone:

you can get sick and transfer it if vaxed. And the efficacy wears off over time.

12:39:51 From Maria to Everyone:

can we talk about no response on grievances

12:40:00 From Howard to Everyone:

DEP can trace its creation back to an attempt to fight a public health crisis (cholera) so we should be on the side of best for the majority of citizens health

12:41:25 From Bill Vilkelis to Everyone:

blue flu

12:42:10 From Bill Vilkelis to Everyone:

heros one day, dogs the next.

12:42:33 From Ipotter to Everyone:

Just so everyone knows: if you have symptoms and work from home to avoid coming into the office, the city will not grant you excused time to get a covid vaccine. Just found that out the hard way...

12:42:43 From Ipotter to Everyone:

*covid test

12:42:56 From Howard to Everyone:

If people are willing to get fired then they can call it a strike for optics sake. No money either way.

12:42:57 From Ipotter to Everyone:

Not vaccine,

12:43:51 From Maria to Everyone:

what about if you get approval to work from home while you wait for the covid test results

12:45:23 From Ipotter to Everyone:

My understanding is that you can work from home with permission, but if you go to the doctor/to get a covid test while working from home you have to use normal sick leave. they won't give you excused leave

12:46:24 From FG to Everyone:

Can people use their leave (AL/CT) rather than go on unpaid leave? Are health benefits in place during unpaid leave?

12:47:29 From GarlinghouseM to Everyone:

I had a COVID exposure at work with contractors and was not given excused time while I waited for the test results. I was deemed critical/essential and would have had to use my own time.

12:48:38 From Seth LaPierre to Everyone:

It would be best if the rules that management are applying were well distributed to labor so we can know how the judgments are determined

12:49:30 From FG to Everyone:

what about FMLA?

12:49:49 From DegrawW to Everyone:

Has the Union pursued NYS PESH (Public Employee Safety & Health) which is the Public Employee's OSHA arm, because it seems like the City is now forcing

employees to expose themselves to a potentially dangerous chemical by injection (Vaccine), and, therefore, not providing a Safe Work Environment.

12:53:19 From Howard to Everyone:

PESH (Poor Excuse for Serious Help)

12:59:22 From Howard to Everyone:

Can you use any help with grievance input