

DETROIT FEDERATION OF TEACHERS

General Membership Meeting Minutes

November 10, 2022

1. Call to Order

Meeting called to order at 4:32 p.m. by President Terrence Martin.

2. Roll Call of Officers

3. Approval of Minutes

M1: Jason Posey (Jennings/Fresh) made a motion to accept the October 2022 General Membership Meeting Minutes with any necessary corrections. **MOTION PASSED.**

M2: Vida Bonacci (Brantley-Phillips/Fresh) made a **Procedural Motion:** I move that a member be limited to 2 minutes to ask a question following each report and that no one be given a second chance to speak until all members be given the chance to speak the first time. **MOTION PASSED.**

4. Treasurer's Report

Treasurer Michelle Broughton read the financial report from July 2022 to October 2022.

5. Elections Committee Report

a. **Election Committee Grievances** – There were 5 grievances. All candidates were given the opportunity to discuss and provide information. Rules were sent to each member who filed.

- The DFT election for officers and Executive Board members will begin on November 17th.
- Written report was sent to the DFT President and Recording Secretary.
- There were 5 grievances that were heard by the Executive Board. 4 decisions were upheld and 1 was overturned by the board.
- Members were not allowed to run because they were not members in good standing. Some members were not members in good standing – no breaks in service/payment of dues.
- Maria Davis – It has been the same process for 31 years. We all know that we are supposed to be in good standing. Why is it that every election we have the same people with the same comments? If you want to run, pay your dues on time. We come to Union Meetings for

information, not to hear the same people constantly complaining. If you want to run, pay your dues.

- Rachele Green – Past practice, members were allowed to run if they paid the back dues. The EC is supposed to notify members.
- Rodney Fresh stated that members were notified. In 2016, the dues process rule was passed because of all of the issues that we are currently having.

6. PAC Report

Marcus Walton gave the report. Tuesday was historic. Michigan went blue in 2022! People who went door knocking, and talked to anyone and encouraged people to vote. The House, Senate and the Supreme Court has all gone blue. As teachers, we all know that Lansing was the source of all of our issues. People are part of the democracy and choosing people who will help us. We need to organize to be at the School Board meeting next Wednesday.

7. Organizing Report

For the month of October, there were 22 new or recommitted members back to DFT. We are still accepting Building Rep election results. If you need assistance, please send an e-mail to one of the Organizing Fellows. Training on Tuesday.

8. President's Report

- 2022 State Midterm Elections** – this election has been tremendous for us. We are proud and happy to send our governor – Governor Gretchen Whitmer back to the house. We have not been in this position in 40 years. We have an opportunity in the next 4 years to get back things we lost, such as the ability to get automatic dues collection back. We have a chance to get back prohibited subjects of bargaining, evaluation, and other things. Now we have the opportunity to sit across the table and discuss what teacher discipline should be or look like. All of the rules that have been put in place – only in Detroit, it is time to get that back! All the provisions that have been taken away over the years – we are hoping to get them all back. We have the opportunity to regain all that was lost in the Collective Bargaining Agreement.
- Grievance Updates – Punch Time/Blended Learning/Project Find** – There was a hearing today. Sarah Niemi helped to explain what this looked like with ancillary staff. We were able to provide the information. The District's attorney asked Sarah how she got the student that was virtual because the District assigned the student on her caseload from the Virtual School.
 - With Punchtime, the District technology was off and members could not log in. At that point, we were able to cite that these are the things that our members have and they can't expect them to do this. Docking members for the use or non-use is illegal. Punchtime cannot and will not

be used to subtract pay or time from your illness bank. Members should continue to following previous procedures. You are to continue to punchtime, but the time will not determine your pay. There were isolated incidents where people were caught defrauding the District and there was discipline, but these incidents were 1% of our population.

- **Project Find** - The District is trying to figure out who was paid and who wasn't. There is a meeting next week, so we will find out then conclusively who is and isn't .

9. Executive Vice President's Report

- a. **PSLF** – Public Service Loan Forgiveness information given.
- b. **Building Reps** – We need to make sure that Reps are giving the members in their building and/or work locations. Please find a bulletin board where information can be shared.
- c. **Retention Supplement - 11/15/2022** – The ESE bonus is supposed to be paid by the end of November. When we get a date, we will let the Membership know.
- d. **Union Meetings** - We will continue to have an online space for meetings, however we will be back at the IBEW in January and also as a hybrid space.
- e. **Project Find, Head Start, EIDC Grievance Update**

Q & A

- Marnina Falk (FLICS) – Are there any updates with COVID leave? *LW-L: There is no LOA on COVID and we are working hard to get some days for COVID. It is difficult because it is no longer a federal rule. It will be a total win if we get it.*
- Gavin Buckley (Henry Ford) - I am wondering what some of the barriers are to not getting back some of what we have lost? Are there plans for a day of action? *TM: this is going to be a fight to restore these things. They will have to happen from a statewide perspective. We need to combine with MEA to get these things. We need to get with members first to see what they want to see, and go from there to develop a strategy.*
- Cassandra Davis (Durfee) – Should staff choose not to punch in or not, will they still be written up? *LW-L: It is a directive, so the district can write you up for being insubordinate. This is why we are asking that everyone punch in.*
- Wilma Muhammad – I have a Loan Forgiveness Program question and I would like to file a grievance but hesitate for fear of retaliation. *LW-L: The Biden program is on the website. That money is limited, at either*

10,000 or 20,000. The Public Service was specifically for those working in public service. I will call you offline to discuss your grievance.

- Aileena Acoff – Thank you for the “extras” that we have coming. Loan Forgiveness questions.
- Natalie Meyers (Speech Therapists) – Thank you for all ancillary staff members advocating for us. Will the retention supplement be separate? *LW-L: It will be separate.*
- Mark Davis – I want to be the Building Rep in my building but can I do it as a retiree? What happens if one of us gets COVID? Will be able to get paid? *LW-L: No one has days. Retirees do not have an illness bank, so you will not be paid. We are making a case for all members to get this.*
- LeTrice Nash (Nurse) – I have a concern that there are only 11 of us. We use a lot of agency nurses (about 100+ of them). As people have left, they have not been replaced. There is no consistency with the care of these LPN's and not RN's. *LW-L: The LPN is not a District employee, so they are paid considerably less.*
- Lisa Card (Central HS) – Is there any more information about Loan Forgiveness? *LW-L: We can reach out to someone to speak to us about that.*
- Meredith Summer (Davison) – Question to Marshall Widick about 1248 and 1249 that is stripping us of a lot of our rights. How long will it take to have this law repealed? *MW: I would say right away can be started now. These are part of the prohibited bargaining and it has been around for about 10 years. All we have seen in the last 10 years are people leaving the profession.*
- Selina Wilkins - Do days used because of COVID count toward the evaluation? *LW-L: Currently, it does after the 12 days. We are working on an LOA to change that.*

10. New Business

11. Good of the Order

- Keturah Ewing (Henry Ford HS) – I want to thank LAKIA Wilson-Lumpkins for coming in and having my back.
- Rachele Green – How can members apply for the Organizing position? *TM: The program is heavily funded by AFT National – about 75%. We are looking for people who are willing to work and who are supportive of the local. We are hoping that there will be funding left to move forward with the program.*
- Nicole Conaway – would like to keep the ZOOM option for meetings.
- Vida Bonacci – In 2016, there were many issues where we had to enact a dues collection policy where Billhighway was tweaked. It says that it is the member's

responsibility to contact the Union and make it right. Every election cycle since, we have abided by the facts. If you want to run for office, you must be a member in good standing.

M3: Jason Posey (Fresh) made a motion to limit the comments to the next 6 hands in the cue and ending discussion in Good of the Order. **MOTION PASSED.**

- Lokia Wilson-Lumpkins – we are dealing with emotion and fear based on misinformation. I cannot rule anyone out of candidacy. If you don't pay your dues, you cannot run. There are certain people trying to intentionally malign the process. Certain people who attempt to demean on social media do this to circumvent the Constitution and Bylaws and it makes a mockery of the DFT.
- Torie Anderson – We need to be a union. Can we get back to Unity?
- Lisa Card – When we say DFT and leadership, we need to keep in mind that it belongs to us all. ESE Meetings are on the first Thursday of every month.
- Meredith Summer – My AP never does the debrief following the Cycle Zero evaluation. Is this permissible? *LW-L: The Thrive guidelines says that it does not count towards your evaluation. They should tell you some glows and grows. The debrief should happen within 10 days. The purpose for the observation is to learn what you need to do to grow.*
- DeVette Brown – We need to follow the Bylaws if you are running for any position.

12. Adjournment

M4: Rodney Fresh (Brantley-Phillips) made a motion to adjourn. **MOTION PASSED**

Meeting adjourned at 7:42 p.m.