

# The RCAWA Update

THE OFFICIAL NEWSLETTER OF ROOSEVELT CHILDREN'S ACADEMY WORKERS' ASSOCIATION

## Contract Negotiations Continue

Salary negotiations continue. The board is aware of the constant turn over amongst staff. Mr. Leconte is currently working with the board to bring us and offer to have all staff salaries within 5% of the Roosevelt School District. While waiting for that, we are getting prepared to present the board with a list of non-financial demands that will provide the staff with a sense of being valued and treated with respect we so rightfully deserve.



list

## Important Dates

Parent/Teacher Conference – 8pm  
 Spring Recess (School Closed)  
 Noon Dismissal  
 Memorial Day (School Closed)  
 Graduation (K, 5<sup>th</sup>, & 8<sup>th</sup>)  
 Juneteenth (School Closed)  
 Last Day of School for Staff & Students (Noon Dismissal)

March 16<sup>th</sup>  
 April 15-22  
 May 27<sup>th</sup>  
 May 30<sup>th</sup>  
 June 18<sup>th</sup>  
 June 20<sup>th</sup>  
 June 23<sup>rd</sup>

## New Employees Wanted

If any new employees start working in your area, please let us know so we can get them signed up for the Union. Please fill out our Mailing List Update form with your personal email address if you haven't already done so. Union email is not always delivered to the RCA email address. Lisa can be reached at President.RCAWA@gmail.com for all Union correspondence.

## Your Union Representatives Are:

**Lisa Simms – President (Centennial)**

president.rcawa@gmail.com – (917) 742-4554

**Valarie Nagy – Treasurer (105)**

Valerie.nagy@yahoo.com - (917) 579-3451

**Nancy Hussain – Building Representative (Centennial)**

nancyInd75@yahoo.com - (631) 219-6780

**Jennifer Maher – Building Representative (105)**

jenmaher@optonline.net - (631) 664-6936

**Lenny Warren – Unit 2 Representative (Centennial)**

lwarren@rcacs.org – (516) 373-8496

*The local is still in need of a secretary, please reach out to Lisa if you are interested.*

# Minutes for RCAWA Local Union 17-105

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## Call to Order

A general membership meeting of Roosevelt Children's Academy (RCAWA) Local Union 17-105 was held on March 8, 2022, over Zoom. It began at 7:09 and was presided over by Lisa Simms, with Nancy Hussain as secretary.

## Attendees

Voting members in attendance included

Amanda Distler	Jamie Keslowitz	Matthew Halversen
anu thomas	Jasmyne Garrett	Michele Boykin-Blackshear
Blanca Perez	Jenna Ferrante	Michelle McGrath
Brittany Block	Jennifer Maher	Nancy Hussain
Catrina M Dasque	Jennifer Thomas	Nicole Steinert
Charlene Louis	Jessica Levy	Nnecka
Christine Cralidis	Joshua Barrett	Roxanne Hoshing
Deanna Giovinco	Karen Diaz	Sean nugent
Deanna Philip (John)	Lauren Longo	Valerie Nagy
Debby Balunas	Lenny	Vince Termini
Gabriella Cannon	Lisa Simms	

## Officers' Reports

President's Report was presented by Lisa Simms.

Achievements:

- Successfully changed wording of termination letters from a negative action to downsizing
- prevented two written warnings from going in files
- launched website <https://rcawa.ny.aft.org>
- bi-monthly newsletter
- MOA executed 3% raise and 5-day PD at end of school year removed.
- Successful turn out at Board of Directors' Meeting
- The board finally asked for staff's opinion before lifting the mask mandate
- Putting together a bargaining committee - Trish Braddick, Jamie Kelsowitz, and Charlene Louis have already volunteered. Anyone else interested should email Lisa at President.RCAWA@gmail.com
- Valarie Nagy ran unopposed for the position of Treasurer. The President cast one ballot in favor of electing her.
- Jennifer Maher ran unopposed for the position of 105 Building representative. The President cast one ballot in favor of electing her.

Treasurer's Report was presented by Lisa Simms.

- 2020-2021 School year the local was operating at a financial deficit. After correcting the roster and due schedule we were able to end the year with only a loss of \$2968.87.
- Rosters and dues were corrected. We are currently able to cover all operating expenses. As of March 3, 2022 we have a profit of \$2,141.20. Advertisement income from website and newsletter are not included in this profit, and stipends haven't been paid. If trends continue, the union will once again be able to afford to start subsidizing end of year or holiday gatherings.
- NYSUT benefits presented – What do my dues get me?

## Other Reports

Membership Committee Report was presented by Lisa Simms.

- RCA is a union shop. Membership, or agency fees, are required for employment.

- Attempting to get RCA to collect agency fees from employees who do not pay dues.
- It costs us more for every employee who does not join. We need your assistance to help get new employees to join.

Negotiation Committee Report was presented by Lisa Simms.

- Met with Leconte on 3/2. He is working on getting an offer from the board, so that staff salary is within 5% of Roosevelt School district.
- Meeting with NYSUT representative on 3/15 to continue working on negotiations
- Scheduling a negotiation meeting for week of 3/28

### Main Motions

**Motion:** Moved by Lisa Simms and Nancy Hussain seconded that the election results be accepted. The motion carried with all in favor and zero against.

### New Business

February 25<sup>th</sup> paycheck should show the increased salary. Those entitled to raise should have received retro check as well.

Weingarten Rights cards will be distributed to union members. It is not the administration's responsibility to provide you with your union representation. If you are being questioned by administration and you feel your job might be in question, it is ultimately your responsibility to ask for a representative.

Find out more information at:

- <https://www.nlrb.gov/about-nlrb/rights-we-protect/your-rights/weingarten-rights>
- <http://www.nage.org/login/assets/images/Weingarten%20Rights%20Q%20and%20A.pdf>
- <https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/misconceptions-weingarten-rights.aspx>

### Announcements

Your union representatives are:

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president.rcawa@gmail.com – (917) 742-4554

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### Adjournment

Lisa Simms moved that the meeting be adjourned, and this was agreed upon at 7:59pm.

**Nancy Hussain**

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Secretary

Roosevelt Children's Academy Workers  
Association (RCAWA) Local 17-105

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Date of Approval

## Explore all your union membership has to offer!

# When you're planning for the future, what's at the top of your list?

- A comfortable nest egg for retirement
- Providing for your family
- Purchasing a new home
- Home improvements
- Purchasing a new vehicle
- Travel and entertainment

**NYSUT Member Benefits** offers dozens of endorsed programs to help turn those dreams into reality.



When it comes to saving you money, protecting your family and helping you plan for the future, NYSUT Member Benefits has a variety of programs and services to help with your goals. Whether you are just starting out on your journey, well into your career or enjoying a well-deserved retirement, there is a Member Benefits-endorsed plan that may be of assistance featuring value-added extras unavailable to the public.

Get started by first bookmarking the Member Benefits website at [memberbenefits.nysut.org](https://memberbenefits.nysut.org). There, you will find numerous tools and resources available to you as a NYSUT member – including a **Financial Learning Center** with articles designed to help educate you on financial decisions and topics. Member Benefits also endorses important **legal and financial services** along with an **online savings program** featuring some of today's most competitive interest rates.

Next up would be looking in the “Shopping, Travel & Personal” section of our site for **MB Discounts & Deals**. This program utilizes the nation's largest private discount network to provide NYSUT members with exclusive access to savings of up to 50% on restaurant dine-in or take out, groceries and food delivery, clothing and shoes, hotels and flights, vehicle maintenance, and much more.



Learn more by scanning the QR code to the left,  
visiting [memberbenefits.nysut.org](https://memberbenefits.nysut.org)  
or calling 800-626-8101.

