

**BOCES United Professionals
Delegate Assembly Minutes**

October 6, 2009

3:30 pm

Building 9 Room B-7

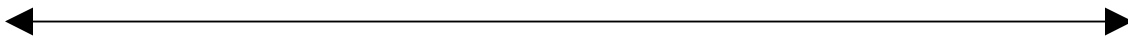
Officers in Attendance: C. Baker (Co-president), D. Gresens (Co-president), N. Hoskins (Vice-president), A. Lord (Secretary)

Delegates in Attendance: M. Price (Creekside), K. Easley (Deaf Ed), J. Alati (EMCC), G. Berger (Inst Spec), L. Snyder (Bird), K. Tinney (Mental Health), L. Pritchard (OT/PT), M. Sherwood (OT/PT), M. Redanty (PE), L. Cousineau (Preschool), K. Goldstone-Simpson (Preschool), J. Dustman (Retirees), L. Howe (Retirees), R. Towsley (Retirees), MJ Paciorek (Speech), L. Carr (START), J. McKeever (START), T. O'Brien (Tech Svcs)

Also in Attendance: Shelly Clements, NYSUT Labor Relations Specialist

Shelly Clements, NYSUT Labor Relations Specialist, conducted delegate training. Highlights are as follows:

- Union Delegates have four areas of responsibility: Organizer, Leader, Advocate, and Communicator
- As a Union Delegate, it is important to respect the confidentiality of your members in all matters.
- When talking to an administrator, announce that you are there as a Union Delegate.
- Be cautious what you say as a Union Delegate as it may be used in arbitration and other legal proceedings.
- If members are faced with a new policy or procedure – even if it seems in violation of the contract, the best advice is for the member to comply with the directive and grieve it afterward. To refuse to do it is insubordination.
- **If you are in a meeting in your capacity as a Union Delegate and you feel it is becoming a more complex issue than you can or should be dealing with, you have the RIGHT and RESPONSIBILITY to table the meeting until you can consult with Union Officers.**
- There are three types of advice NEVER to give as a Union Delegate: Tax Advice, Retirement Advice, and Relationship Advice.
- When in doubt, consult Cindy and Dave!!!



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Other matters: Co-president Dave presented a budget overview letter that can be shared with the membership. A copy will be placed on our web site.

Reminders:

- H1N1 Questions when calling in sick - Remember this information is Voluntary.
- Leaves of Absence - Medical leave documentation goes to Robin Hyatt in HR, not your supervisor. You should notify your supervisor of dates you will be out, but you do not need to give the specific reason.
- NYS Comptroller's Audit Report will be given to BOCES in Nov/Dec. It will be released to the public in May/June.

We would like to encourage our delegates and members to visit us on the web for copies of minutes, important phone numbers, and other important information!!!

<http://www.monroebup.org/>

Respectfully submitted,

Admiral Lord
BUP Secretary