

THE BENTE INFORMER

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www.bentelocal2419.org

BENTE NEGOTIATES CONTRACT WHICH INCLUDES LARGEST ANNUAL RAISE IN 15 YEARS



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BENTE DAY!

Don't forget that the first Friday of every month in the school year is BENTE day. Call the BENTE office to let us know you are wearing or using BENTE gear, and your name will be entered in a drawing to win a prize. Drawings are held at membership meetings.

President Palmerini and the BENTE negotiating committee successfully negotiated a contract that highlights an annual increase, as well as a service increment increase greater than any they have received since 2009. Other highlights of the new contract include bracket increases for Cleaners, Custodial Assistants, Cooks, Porters, Food Service Helpers, and Troubleshooters. President Palmerini stated "We worked to get specific units bracket increases that haven't seen

an increase in the last couple contracts". In addition to bracket increases, we were able to secure higher stipends for custodial staff who are required to carry specific licenses to perform their job.

Over 250 members came out to the Union hall on August 20th to vote on the new contract. It was approved unanimously by the Board of Education on August 21, 2024, showing that the Board of Education values the work our members do for our district.

When will we see our raise?

The District is working on inputting the increases as quickly as possible. Like in years past, it takes time for the raise to be entered for all of our members.

Once the raise is entered into the system, it will reflect in your paycheck. A retroactive payment will be made that will include the difference in pay from July 1 until the day the new rate went into affect.

If you have questions on your new pay rate please call the BENTE office.

2024—2027 CONTRACT HIGHLIGHTS

- 3.8% Increase in 2024
- 3.7% Increase in 2025
- 3.6% Increase in 2026
- Service Increment Increases
- Stipend Increases for boilers licenses
- Military Graduation Day
- Changes in summer employment qualification
- Easier guidelines to qualify for attendance incentive
- Safety Shoes for Cleaners
- Increase amount for safety shoes
- Additional IEP Day for OT/PT
- Increased game rates for SSO
- Updated Seniority Language

END OF YEAR MEMBERSHIP MEETING



We had a wonderful turnout for our end of year membership meeting at the Seneca Park Zoo which included food, raffle prizes, scholarship winners, and 25 year awards.

General Membership meetings started back up in September, and will be held at the Daniel S. DiClemente Union Hall the 2nd Wednesday of every month throughout the school year beginning at 5:30 PM. You can find the meeting dates on page 7 of this newsletter, as well as on the BENTE website.

25 Year BENTE Award Recipients with President Palmerini (Left to Right):

Marvin Cooper, Theresa Rivera, Flenard Smith, Tom Shaffer, Elvira Pappa, Mike Rayam, Robert Rothenbergh.

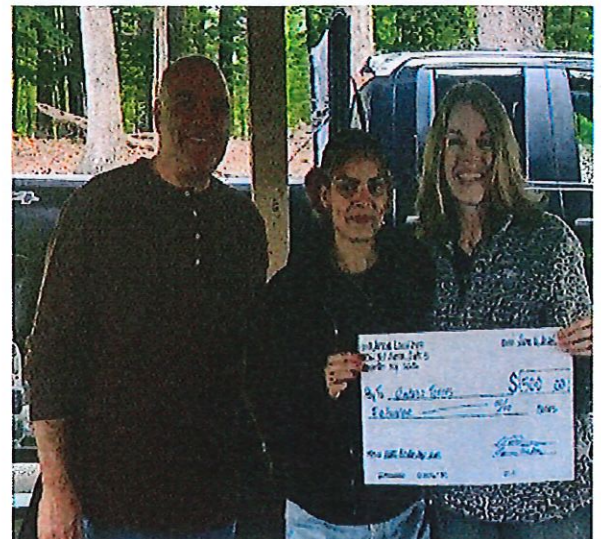
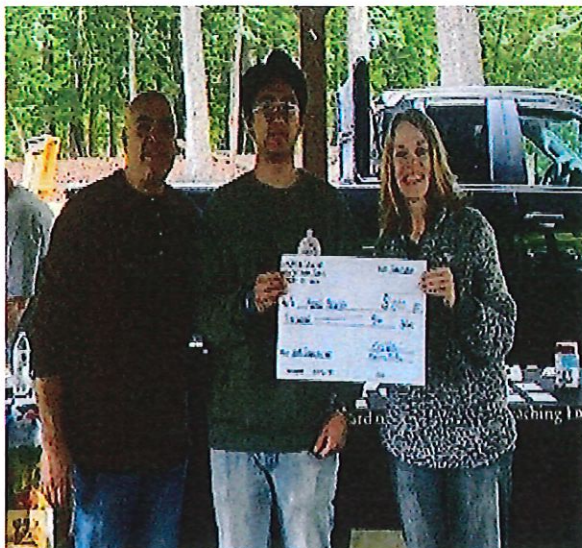


Thank you to all the 25 Year award recipients for your dedication to BENTE and the Rochester City School District!

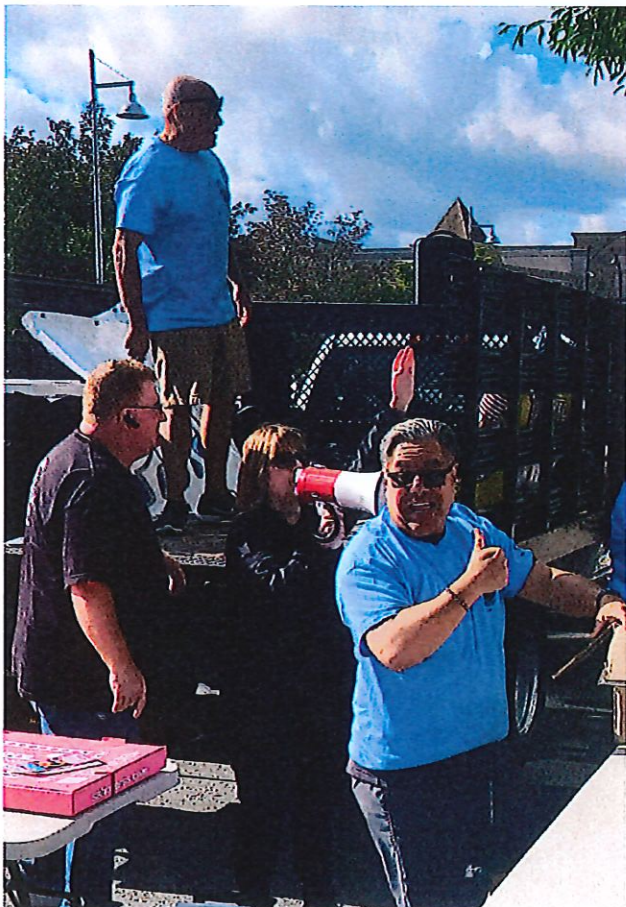
2024 Scholarship Winners!

Komail Mohebbi, 2024 East High Grad, attending the U of R

Andrea Torres, 2024 Monroe High Grad, attending GCC.



2024 LABOR DAY PARADE



The weather was perfect for our annual Labor Day Parade! Over 100 members and their families attended this year.

Thank you to all of the members in attendance, the members who volunteered during the event, the food service department for providing water, and to Bonnie Parker and Bobby Lorenzo for driving the buses.

“It’s a fun way to kick off the school year spent with our union brothers and sisters” - Sonia Alvarado, Clerical/Recording Secretary.

We hope to see everyone at next year’s parade!

WARM WEATHER DIDN'T STOP OHC FROM LEAVING

SSOs IN THE COLD WITH THEIR SUMMER PAY

Although School Safety Officers are only 10 month employees, this year, like ever other year, the Safety and Security Department were in need of SSOs to give up any summer plans or other work opportunity to work Summer School to ensure the buildings were safe for our Students and Staff.

As you can imagine, the roughly 30 SSOs that accepted this summer work, did so dependent on one thing: getting paid for their work.

Most SSOs started their summer work on July 5th, and since their pay is on a two week lag, they did not receive their first paycheck until 8/26. To their surprise, half of the SSOs that worked summer school received a check that was significantly lower than what they were supposed to receive.

"As soon as we found out about the issue, we immediately reached out to the Office of Human Capital to try and rectify the situation" Vice President Rinebold stated. "We were told it was not a payroll Department error. Someone in OHC entered the wrong rates". Frustrated, the SSOs began to reach out to Payroll, and they were told that there would not be any out of cycle checks given, and they would have to wait to be paid in the 9/6 paycheck.

"We aren't talking about a few pennies here. One SSO was shorted \$600 dollars" Rinebold explained.

A solution from Human Capital was to "let us know who really needs the money and we can try to get them paid". The Unions response to this

comment was that THEY ALL REALLY NEED THEIR MONEY. Nonetheless, 7 SSOs showed up to Central Office after work hours to find out when they would be paid. They were told they couldn't make any promises, and for good reason. Nothing was done. These employees had to wait until their check on 9/7 to receive their pay.

"I was hoping we would have at least received a phone call, an apology, something to show that the District cared. We did everything we were supposed to do, and we hoped the District would have done the same" an anonymous SSO stated.

When one SSO did go directly to payroll about the situation they were told they can try to put an off cycle request in, however they are only allowed to put one request in every year

and a half. "I am not sure why this is the approach that they would take when it was no fault of my own that I was missing hundreds of dollars in pay" he stated. President Palmerini added "Our members shouldn't assume the responsibility of filling out off cycle paperwork if they entered their time accurately and during the proper pay period".

If you see anything wrong with your pay when you receive your paycheck, please call the Union office as soon as you notice it so we can work on getting it resolved.

EXCUSES MADE BY THE DISTRICT

- Our old systems can't allow things to happen quicker
- We don't have the manpower to enter all the off cycle checks
- There are other people who didn't get paid at all that take a higher priority
- They should have filled out an off cycle check form right away
- Who really needs the money? We can try to pay the people who really need it
- Off cycle checks aren't usually cut for partial payments

...ASK THE UNION

Almost daily, we get phone calls from members asking us questions about the contract. Benefits that they were not aware they had the right to. We will try to answer some of them here; in hopes that we can inform more members of their rights and benefits that are fought for every day. If you have a question for us, please call the BENTE office at 458-8670.

Question from Member: “I took a personal day because I was moving. I found out later that we get a moving day. Is this true? I didn’t know. Can I use this instead”?

Answer: Included in the miscellaneous paid days that BENTE has negotiated, is a moving day. The specifics are: Each member is allotted up to one (1) moving day per school year, provided three (3) days advanced notice is given. This should be done so by submitting a Request for Absence form (RFA) to your supervisor. As of July 1, 2024, part of the requirement to receiving pay for the moving day is that the employee changes their address in PeopleSoft.

How do I change my address in the system? What other types of days do I receive that I don’t know about?

The easiest way to change your address is to go into PeopleSoft under Employee Self Service. There is a section called “Personal Information”. This is where you can change your address in the system.

Article XVII Section A of the contract lists other paid absences that you may be entitled to, such as Jury Duty, graduation, NYS education exams, birth of a child, adoption, etc... Each day has different criteria for qualification, so it is important you read the information carefully, or call the Union office if you have any questions.

Can I go back and change days that should have been paid leaves but I used my own time for?

These paid days do require advanced notice, and sometimes proof. It is hard to get a day reversed once it is already submitted. If there is a day you feel should have been a paid leave, please call the BENTE office, however to be safe, check the provisions of the contract and ask for the days in advance.

BACK TO SCHOOL TRAININGS HELD FOR BENTE EMPLOYEES

Members all across BENTE participated in trainings to kick off the new school year. The Food Service Department held both their 3 day Manager training, as well as their 2 day Food Service training at the Daniel S. DiClemente Union Hall. The food service department lined up many guest speakers for their event, including Superintendent Strickland, Board President Elliott, and Jacob Scott, Chief of Operations.

OT/PTs also held a one day training at the Union Hall. President Palmerini was pleased to have the members attend the training in our new space. "It is nice to finally have the space to allow our members to receive the training they need without having to find a spot to park at Central Office, or in a school building. It offers us the opportunity to hold more trainings and events for our members".

Other units that held back to school trainings were School Secretaries, organized by Lead Secretary/BENTE member Edly Nieves, as well as the office of Safety and Security, which kicked off their two day training at Dr. Freddie Thomas Middle School on August 19th.

Over 200 Food Service employees gathered at the Daniel S. DiClemente Union Hall for a three day training





2024-2025 BENTE

General Membership Meetings

Wednesday, September 11, 2024

Wednesday, October 9, 2024

Wednesday, November 13, 2024

Wednesday, January 8, 2025

Wednesday, February 12, 2025

Wednesday, March 12, 2025

Wednesday, April 9, 2025

Wednesday, May 14, 2025

June date TBD

All meetings begin at 5:30 PM

Chair Officers

| | |
|------------------|----------------|
| Angelo Palmerini | President |
| Jessica Rinebold | Vice President |
| Laura Kuhn | Sec./treasurer |
| Sonia Alvarado | Rec. Secretary |
| Zelder Bice | Sgt.-at-Arms |
| Wayne Collom | Sgt.-at-Arms |

Executive Board

| | |
|------------------|----------------|
| Kenneth Davis | Attendance |
| Weezy Landry | Central Office |
| Ricardo Berrios | Custodial |
| Angelic Mendez | Elementary |
| Debra Bowen | Food Service |
| Patrick Soto | Maintenance |
| Ana Yager | OT/PT |
| Michelle Steele | Secondary |
| Roosevelt Murray | Security |
| Jehlen Hunt | Transportation |

Trustees

Pete DiBenedetto
Noelia Garcia
Stacia Goldberg

Stewards

| | |
|-----------------|----------------|
| Anthony Padilla | Attendance |
| Victor Wilson | Custodial |
| Leonela Malinao | Food Service |
| Marty Piccone | Maintenance |
| Darrick Blue | Security |
| AJ Williams | Transportation |

**Educational Coordinator,
EAP and Steward Coordinator**

Weezy Landry

Orientation Coordinator

Veldra Simmons

Website Coordinator

Laura Kuhn

UNIT OFFICERS

ATTENDANCE

| | |
|----------------|-----------------|
| Unit Chair | Kenneth Davis |
| Vice Chair | Leslie Hunter |
| Unit Secretary | Milena Liccione |
| Unit Steward | Anthony Padilla |

OT/PT

| | |
|----------------|------------------|
| Unit Chair | Ana Yager |
| Vice Chair | Heather Monette |
| Unit Secretary | Stephanie Malone |

Central Office

| | |
|----------------|------------------|
| Unit Chair | Weezy Landry |
| Vice Chair | Vacant |
| Unit Secretary | Ana Burgos |
| Unit Steward | Jessica Rinebold |

PLANT MAINTENANCE

| | |
|----------------|-----------------|
| Unit Chair | Patrick Soto |
| Vice Chair | Miguel Gonzalez |
| Unit Secretary | Vacant |
| Unit Steward | Marty Piccone |

CUSTODIAL

| | |
|----------------|-----------------|
| Unit Chair | Ricardo Berrios |
| Vice Chair | Dan Strassner |
| Unit Secretary | Curtis Skinner |
| Unit Steward | Victor Wilson |

SECONDARY SCHOOLS

| | |
|----------------|------------------|
| Unit Chair | Michelle Steele |
| Vice Chair | Vacant |
| Unit Secretary | Kimberly Montana |

ELEMENTARY SCHOOLS

| | |
|----------------|----------------|
| Unit Chair | Angelic Mendez |
| Vice Chair | Vacant |
| Unit Secretary | Laura Stam |

SECURITY

| | |
|----------------|------------------|
| Unit Chair | Roosevelt Murray |
| Vice Chair | Jushawn Rucker |
| Unit Secretary | Sandra Beasley |
| Unit Steward | Darrick Blue |

FOOD SERVICES

| | |
|----------------|-----------------|
| Unit Chair | Debra Bowen |
| Vice Chair | Vacant |
| Unit Secretary | Vacant |
| Unit Steward | Leonela Malinao |

TRANSPORTATION

| | |
|----------------|-------------|
| Unit Chair | Jehlen Hunt |
| Vice Chair | Edith Cray |
| Unit Secretary | Vacant |
| Unit Steward | AJ Williams |

TAILGATE AT THE UNION HALL!



SUNDAY NOVEMBER 10, 2024

Doors open at 12:30 Game time: 1:00

DANIEL S. DICLEMENTE UNION HALL

1956 LYELL AVENUE ROCHESTER NY 14606

JOIN FELLOW BENTE MEMBERS AND ENJOY FOOD, DRINKS,
AND RAFFLES, WHILE WE WATCH THE BUFFALO BILLS VS.
THE INDIANAPOLIS COLTS.

FREE TO BENTE MEMBERS

EACH MEMBER CAN BRING UP TO 3 GUESTS FOR \$10 EACH

EACH MEMBER IN ATTENDANCE WILL RECEIVE A
RAFFLE TICKET FOR PRIZES. DON'T FORGET TO
BRING CASH IF YOU WANT TO PARTICIPATE IN
OUR CASH RAFFLE!



SPACE IS LIMITED! PLEASE SIGN UP BY CALLING
THE BENTE OFFICE BY FRIDAY OCTOBER 25TH

