

THE

BENTE INFORMER



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HOW LONG MUST BENTE MEMBERS CONTINUE TO SUFFER? WHEN WILL RCSD FINALLY CORRECT ITS MISTAKE AND MOVE ON FROM ORACLE?

The dictionary defines an “oracle” as “a person giving wise or authoritative decisions or opinions.” Unfortunately, in choosing the company Oracle for payroll and benefits, then wasting over 40 million dollars on it, the Rochester City School District has shown itself to be the exact opposite of wise, and it is the BENTE members (among other employees) who continue to pay the price for the District’s incompetence.

The latest Oracle debacle started MLK weekend when BENTE members began receiving W2s in the mail. “I knew there was a problem right away,” said one member. “When have we ever gotten W2s that early?” On the Tuesday after the holiday, the phone calls and emails started coming into the Union office.

RCSD leadership reached out to President Palmerini, letting him know they had heard there may be a problem and would be looking into it that morning. Next thing President Palmerini knew, a District-wide email went out asking employees who thought they might have a problem with their W2 to...you guessed it...fill out a ticket with the Help Desk. Even worse, the email asked employees to send a photo of their W2. “Whose bright idea was this, to send personal identity and financial information?” President Palmerini asked.

A week later, we received word that corrected W2s were on the way. But were they really correct? Not all of them. Over 200 staff members did not get accurate W2s until mid-March, almost 2 months past the federal deadline. Is anyone in the RCSD accountable for this? Of course not. BENTE members continue to be harmed, and no one in Management takes any ownership or responsibility.

ORACLE TICKETS CONTINUE TO GO UNANSWERED

Our Oracle tickets go unanswered. Or worse, they are just closed, and we never hear anything about them again. We still have the problem with incorrect pay, incorrect taxing and income categorization, but the District can claim things are better because they close tickets. Without ever addressing the problem.

BENTE has repeatedly asked the RCSD to share with us the process for addressing tickets, the plan for moving on from the Oracle mess. What we get are pretty words and no real answers.

Need to contact BENTE?

Office: 458-8670
Bentelocal2419.org
1956 Lyell Avenue Suite B
Rochester NY 14606

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RCSD is investigating other options, but the process is shrouded in secrecy, and we can't get clear, direct updates. BENTE will continue to meet with the Superintendent and RCSD leadership about this issue. Our officers will continue to ask the District to address the problems that are of its making. We will continue to bring our concerns to the Board of Education, and we will continue to advocate for our members, as we always do.

MEMBERS RECEIVING LIVE CHECKS ARE NOT GETTING PAID ON TIME

There are members who receive live checks as opposed to direct deposit. It is their right to do so. The problem is that since we have switched to Oracle, they are not getting paid consistently on the same day as others. Chief Financial Officer Robert McDow has heard the concern from President Palmerini on multiple occasions, and his response is "we can't control the post office". This is not an acceptable answer! *"The fact is, our Current Bargaining Agreement states that employees shall be paid on a bi-weekly basis"* Palmerini states. *"If they are getting paid on a Friday for one check, and then getting paid a week late for the next check, this is a violation of our current contract"*.

Every pay period, members receiving live checks wait almost a week past the pay date before they have to request a stop payment on their mystery check that never arrived. They then have to wait for the District to confirm payment was stopped before a new check can be issued. *"I have had members call me and tell me they won't be coming to work until they can get paid"* Vice President Rinebold explains.

BENTE FILES PERB CHARGE AGAINST RCSD FOR PAYROLL ISSUES

BENTE has filed a PERB charge against the District regarding the ongoing payroll issues.

PERB, the Public Employment Relations Board, is an independent agency that oversees labor relations in the public sector.

The charges filed include deducting money from members paychecks improperly and without notice, along with not paying employees accurately.

PROBLEMS WITH YOUR PAY?

If you notice problems with your pay, please fill out a Oracle ticket with RCSD and contact the BENTE office.

DISTRICT AND BENTE START NEGOTIATIONS A YEAR EARLY

President Palmerini meets with Superintendent Rosser on a monthly basis to discuss the needs of both the District and our members. Dr. Rosser expressed interest in starting the negotiations discussion a year before our collective bargaining agreement expires.

In an email to the members, President Palmerini stated: *"As expected, the District has pushed back on several of the Union's proposals and has placed our current financial proposals on hold while they review them further. As always, we are firm in protecting the rights we have already secured in our current contract"*. The District was waiting for a full financial proposal from BENTE before they could review everything. This has since been submitted and is under review by the District.

The BENTE negotiating team is meeting frequently in hopes that we can secure a contract before the expiration of the one currently in place, which would alleviate the need for members to wait for retro pay. However, securing the best rights for our members will always be our top priority.

Negotiations are scheduled to continue through the remainder of this school year. Be on the lookout for updates from President Palmerini as the process moves along.

ROCHESTER LABOR COUNCIL TO HOLD CAREER FAIR AT UNION HALL



The Rochester Labor Council, along with the City of Rochester and Council 66, are holding a career fair at the Daniel S. DiClemente union hall on Friday May 8th. The event will be hosted by Congressman Joe Morelle, Senator Jeremy Cooney & Assemblymember Demond Meeks.

“Our Career Fair is an important opportunity to introduce our community to union careers in the public & private sectors as well as the building and construction trades”. - Maria Fisher, Recording Secretary, Rochester Labor Council

Spread the word to anyone looking for a career in the public or private sector, as well as the building and construction trades.

When: Friday May 8th Time: 10AM-1PM Location: 1956 Lyell Ave. Rochester 14606

WHEN IN DOUBT, MAKE THE CALL! **CALL THE UNION!**

“We need your statement about what you saw”: **call the union**

“Don’t worry you’re not in trouble”: **call the union**

“We just want to talk about some expectations”: **call the union**

“This is just a counseling memo not discipline”: **call the union**

“We want to change your hours”: **call the union**

“You should really be a team player”: **call the union**

IT IS YOUR RIGHT TO HAVE UNION REPRESENTATION. EXERCISE YOUR RIGHT!

WEINGARTEN RIGHTS

Read word for word to your supervisor:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative, officer, or steward be present at this meeting.

Without union representation, I choose not to answer questions."

DERECHOS DE WEINGARTEN

“Si esta discusión podría de alguna manera conducir a mi disciplina o despido, o afectar mi condición de trabajo, solicito respetuosamente que mi representante sindical o delegado esté presente en la reunión.

Sin representación, elijo no responder ninguna pregunta”.

If there is ever a doubt on a situation you are being asked about: your current working condition, work load, a statement on a incident, expectations, anything, your best bet is to call the union before addressing anything.

Vice President Rinebold urges members *“It is always an acceptable answer to respectfully say, I don’t feel comfortable having this conversation until I can speak with my union representative”.*

Other concerns that are brought up include completing duties not within your job description. *“I always tell our members, if you are being asked to do something that you feel is not part of your job duties, it is best to complete the task as long as it is not illegal or unethical, and then call us so we can look into it”.*



Left to Right: Darrick Blue, Sgt. at Arms, Sixto Bermudez: Security Steward, Alonzo Conley Jr.: Custodial Steward

STEWARDS/OFFICER ATTEND UCAN TRAINING

Stewards **Alonzo Conley Jr.** and **Sixto Bermudez** attended the United Way Community Assistance Network training, along with Sgt at Arms **Darrick Blue**. This three day leadership training provides participants with the skills necessary to effectively communicate with members as they represent their union and organized labor.

Stewards and officers from local Unions around the Rochester and surrounding areas gather to learn about their union rights and different strategies to best support their members.



President Palmerini, along with Council 66 members traveled to Albany to join the Tier 6 rally. This rally had a turn out of over 15,000 employees dedicated to fix Tier 6. The Council has also met with state legislatures regarding the much needed changes.

2025 BENTE TAILGATE PARTY





DARRICK BLUE APPOINTED SGT AT ARMS

Darrick Blue is a Lead School Sentry and has been with BENTE since 2013. He has been named the newest officer of BENTE 2419. Blue previously held the SSO Steward position, and is currently serving on the negotiating committee for contract negotiations.

“Blue has been an asset to the members of our union since joining the team as a steward, and now as an officer. He is learning quickly and always willing to deepen his knowledge of the work we do as a union and is to eager to help support all members”. Vice President Rinebold



SIXTO BERMUDEZ APPOINTED SSO STEWARD

Sixto Bermudez, currently the Lead SSO at East High School, has been a BENTE member and a part of the Security department since 2015. He has been an advocate for his Safety and Security team at East, and works to maintain fair representation for them. Sixto has knowledge of the job responsibilities of the SSOs in the district, and is ready to support their rights as fellow a union member and a colleague.

THE MORE YOU KNOW....

Q: When does someone get elected vs. appointed? Who decides?

A: There has been a lot of confusion around when a member is elected to a Union position vs. when they are appointed. Like local and Federal government, the language is clear in our BENTE Constitution:

Elections are held every three (3) years. Any member who is eligible to run can do so at that time. When a vacancy occurs, the constitution reads as follows:

Section 8. Vacancies in the office of unit chairperson, unit vice-chairperson, unit secretary, or unit steward shall be filled for the remainder of the unexpired term by vote of the Executive Board of the unit in which the vacancies occur.



2025-2026 BENTE General Membership Meetings

Location: BENTE Union Hall 1956 Lyell Avenue

Tuesday, April 8, 2026

Tuesday, May 13, 2026

June 18th End of Year Membership Meeting and Picnic

Location: Longhouse Shelter at Seneca Park

Cookout, Raffles, and 25 year Awards Ceremony

***Please note: This is a membership meeting so only active**

BENTE members may attend*

All meetings and Picnic begin at 4:30

Chair Officers

Angelo Palmerini	President
Jessica Rinebold	Vice President
Laura Kuhn	Sec Treasurer
Sonia Alvarado	Rec. Secretary
Darrick Blue	Sgt.-at-Arms
Victor Wilson	Sgt.-at-Arms

Executive Board

Kenneth Davis	Attendance
Weezy Landry	Central Office
Dan Strassner	Custodial
Stacia Goldberg	Elementary
Debra Bowen	Food Service
Patrick Soto	Maintenance
Anna Yager	OT/PT
Michelle Steele	Secondary
Vacant	Security
Jehlen Hunt	Transportation

Trustees

Pete DiBenedetto
Annette Perrin

Stewards

Anthony Padilla	Attendance
Alonzo Conley Jr.	Custodial
Leonela Malinao	Food Service
Marty Piccone	Maintenance
Sixto Bermudez	Security
AJ Williams	Transportation
Jessica Rinebold	Chief Steward

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	Vacant
Unit Steward	Anthony Padilla

OT/PT

Unit Chair	Anna 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	Dan Strassner
Vice Chair	Vacant
Unit Secretary	Curtis Skinner
Unit Steward	Alonzo Conley Jr.

SECONDARY SCHOOLS

Unit Chair	Michelle Steele
Vice Chair	Vacant
Unit Secretary	Kimberly Montana

ELEMENTARY SCHOOLS

Unit Chair	Stacia Goldberg
Vice Chair	Vacant
Unit Secretary	Laura Stam

SECURITY

Unit Chair	Vacant
Vice Chair	Sandra Beasley
Unit Secretary	Vacant
Unit Steward	Sixto Bermudez

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



Don't miss your chance to win the
\$1200
Jackpot!

May 30th, 2026
BENTE Union Hall
1956 Lyell Avenue
Rochester NY 14606
1:00 PM

Free entry and games for members!

Guests are \$10 (Limit 2 guests per member) which includes free regular game boards

Bring extra cash to purchase additional boards and increase your chance to win!

Boards, daubers, food, and drinks provided

**Space is limited! Reserve your spot by calling the Union office at
458-8670 by May 16th!**