



THE BENTE INFORMER

"Official publication for the Board of Education Non Teaching Employees" February 2024

www.bentelocal2419.org



New logo alert!  

Now that we have a new logo, we are going to begin working on creating a catalog of apparel....shirts, sweatshirts, bags, lanyards, etc.

Please look for the catalog soon!

Remember, the first Friday of every month is BENTE day. Call the office and let us know you are wearing or using your BENTE swag, and you will be entered to win a prize at the monthly membership meeting!



Amy Saunders, Stephanie Malone, and Fidette!

DISTRICT AGREES TO RETENTION BONUS

After over a year of negotiating, Superintendent Peluso has signed an agreement with President Palmerini to pay BENTE staff a \$1000 retention bonus if they have not already received one. Members who have already received a bonus are: Members with a CDL license that they are required to have for work who were employed before 10/25/21, any new bus driver hired between 10/25/21 and 4/1/22 Safety and Security Officers employed prior to 11/1/21, any new SSO employed between 11/2/21 and 4/1/21, any OT/PTs, and any employee who may have come from another bargaining unit such as RAP, who already received a bonus in that unit. If you do not fall in any of the categories listed above, and employed prior to 6/1/24, you should qualify for the bonus to be received in June. If you still have a question on whether or not you qualify, please call the office for clarification.

JOIN US FOR A SILENT DISCO

We know that many members have missed our BENTE bash, and although we weren't quite settled into our new building to hold one, we are ready to have our first member event!

WHEN: SATURDAY APRIL 13, 2024

TIME: 5:30—10:00 PM

COST: Free for all BENTE dues paying members (\$10 deposit that is returned at the door)

Each mem-
ber

for
FOOD and DRINKS!

RAFFLE PRIZES!

DANCING!



ber can bring one guest

\$25.00

Reserve your
spot today!

What's Included: There will be finger foods/appetizer stations, open bar, and raffle prizes. Show up at 5:30 to get checked in, and get your raffle tickets entered for the drawings that will happen throughout the night. Each member will receive a raffle ticket to be entered for prizes. Members and guests will have the opportunity to purchase 50/50 raffle tickets for a separate chance to walk away with CASH!

***SPACE IS LIMITED!** To reserve your spot you must pay the deposit for your ticket and any guest ticket by April 1, 2024* To sign up and pay, please bring cash to the BENTE office: 1956 Lyell Ave

OFFICER UPDATE



After 38 years with the Rochester City School District, Barb Zarpentine has decided to retire. Barb started as a Bus Attendant in 1985 and later became a Stock Clerk in the Distribution Center. In 2002, Barb ran alongside Dan DiClemente as his recording secretary. She has also held the titles of Sergeant-at-Arms, EAP Coordinator, and for the last 20 years has served as the Secretary Treasurer. Barb was always the first one willing to help anyone in need, and had such a positive, uplifting attitude. We wish Barb a hap-



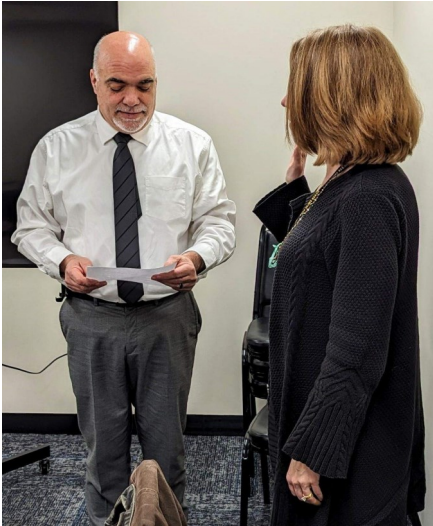
HAPPY
RETIREMENT
BARBIE!



THANK YOU
FOR 38
YEARS OF
DEDICATION
TO BENTE!



LAURA KUHN APPOINTED SECRETARY TREASURER



Laura was appointed by President Palmerini to the role of Secretary Treasurer. Laura has been with the District since 2007 as an Office Clerk IV, soon climbing up the ranks to an Office Clerk II. Laura has been involved with the Union since 2015 and served as Elementary and Secondary Clerical Unit Steward.

Laura brings to this position a vast knowledge of accounting and meticulous attention to detail.



CONTRACT NEGOTIATIONS TO BEGIN SOON



Our current contract ends on June 30, 2024. President Palmerini has read through all of the member surveys and has put together over 50 proposals for the district based on member responses. We have set a date for the ground rules meeting between BENTE and the RCSD.

Our contract negotiations will be led by Robert Leonard, Labor Relations Specialist for Council 66. He manages contract negotiations, arbitrations, internal organizing, and local affiliate operations. Robert joined the Council 66 team in 2017 after a distinguished and successful tenure serving in a similar capacity with CSEA. He lives in Ontario County and previously served as a Town Councilman.

VEHICLE DAMAGE/THEFT

The union was given money from the District to pay for any monetary loss due to vehicle break ins and theft during the 2023-24 school year. BENTE paid out over \$5,000. The remainder of the money was returned to the district.

Recently, there has been a discussion about the District returning the remainder of the money to the Union to be used for the same purpose this school year. If your car has been broken into, damaged, or stolen during this school year on district property, please call the office.

PROVISIONAL APPOINTMENTS FOR COMPETITIVE POSITIONS

The district's recruitment and retention department wants to make sure our members are aware that if you are in a provisional appointment, you **MUST** show up for the exam, or call the county and let them know you can't make it before the date of the exam.

If you are a no show at an exam you are required to take, the county will not allow you to hold that title until you take the exam and are on the established list. Please be sure to check with OHC/Recruitment Department if you have questions.

RIBBON CUTTING CEREMONY FOR NEW UNION HEADQUARTERS



Mayor Malik Evans joined Council 66 to celebrate the opening of the new Union Office. The office is located at 1956 Lyell Avenue, and is the home to Council 66, BENTE Local 2419, and the Rochester City Local 1635.

The new office building has two common meeting spaces, a training room, and a meeting hall which can hold up to 350 members.



Shout out to our members in the Grounds Department!

The grounds department is made up of a small nine person crew, led by foreman Alvin DeLeon, who maintain the grounds at every City School District location. In addition to their day to day work, they work tirelessly through the winter plowing, as well as throughout the fall collecting leaves. Pictured to the left are 8 of the Grounds crew members taking a quick break during leaf season at the Franklin Campus!

Left to Right: Gabriel, Manuel, Jason, Miguel, Wilfredo, Justin, Dominic, Jeremy



At the January Board of Education Meeting, both the Superintendent Peluso and the members of the School Board honored Dave DiPasquale, Athletic Trainer, and Jushawn Rucker, School Safety Officer, for their participation in saving a student's life during a basketball game at #33 school.

DiPasquale and Rucker both sprung into action and deployed the AED machine on the student until medical assistance arrived.

"The situation really elevated when I hooked him up to the AED machine and the machine said 'shock advised,'" Rucker said. "That's the first time I've ever heard an AED machine I'm using on an actual person say 'shock advised' — and that was like the wake-up call for me."

"We were blessed to be there, and the family's blessed and we are so happy that this young man is able to spend Christmas with his family," DiPasquale said.



During the board meeting, each Board Member said a few words of gratitude for Rucker and DiPasquale.

"I want to thank you both, and I also want to thank all of the BENTE members, because I say it all the time and I will say it again, BENTE members are the hardest working employees in the Rochester City School District".—Commissioner LeBron

We thank both Dave and Jushawn for their service to our students and the district. They are an example of why we are "The Support Staff that Supports Students"!

Left to right: President Palmerini, Jushawn Rucker, Dave DiPasquale

ROCHESTER LABOR COUNCILS PRESENTS DAN DICLEMENTE WITH THE FLO TRIPI LIFETIME ACHIEVEMENT AWARD



On December 14, the Rochester Labor Council held its annual delegates awards dinner at the Floreano Riverside Convention Center. At this event, BENTE President Emeritus Daniel DiClemente was recognized for his many years of service by receiving the Florence Tripi Lifetime Achievement Award.

Dan is currently the President of Council 66, and is pictured here with Maria Fischer. Maria is our Director of Communications and Political Action Coordinator for Council 66. Her as well as many others nominated Dan for this prestigious award.



WHO ARE THE ROCHESTER LABOR COUNCIL?

The Rochester Labor Council is made up of 500 state and local labor councils of the ALF-CIO. They are dedicated to represent the interests of the working people at the state and local level.

BENTE has 3 members on the Rochester Labor Council, representing our local union, with Council 66 members holding 6 spots.

You can sign up to receive email updates by visiting roclaborfed.org/Rochester-labor-council



OFFICE OF HUMAN CAPITAL RULING WITH AN IRON FIST WHEN IT COMES TO DISCIPLINE!

The office of Human capital has changed their approach to discipline since returning from the shutdown. There are new Directors in the department, who feel that progressive discipline does not need to be followed; something members were afforded in the past. This school year, BENTE has filed 20 grievances. When we break down the numbers, they are nothing short of concerning:

- 4 permanent employees have been terminated, all while skipping discipline options
- At least half a dozen members on probation have been terminated
- 3 employees were given a suspension for their first time ever being disciplined (2 of which have been employees for 20 years)
- A dozen members on Administrative leave

The inconsistency is not fair to our employees. They use progressive discipline when it works for them! "There is nothing in your contract that says we have to follow progressive discipline" Aneli Rivera-Nothnagle

However, when a Principal wanted to issue a simple non disciplinary counseling memo, they were told "The employee already has an oral reprimand so the employee needs to receive at least a written".

TIPS FROM BENTE TO STAY OUT OF THE FIRE!

- Punctuality and attendance is essential
- Any employee on probation can be removed at any time and the union cannot grieve the termination, so be sure to follow directions and communicate with your supervisor.
- If you are being asked to do something that you feel is not your job, if it is not immoral or illegal, it is best to not argue and do it, and then call the union office. We can fight on your behalf.
- If you feel you are being asked to give a statement of any kind or brought into a meeting that can lead to discipline, you have the right to ask for a union steward to be present. PLEASE exercise this right before offering any information or attending any meeting that you feel will be used for disciplinary purposes.
- Be sure you are adjusting your time to actual hours worked. If you leave early or come in late, it is your responsibility to adjust your time in peoplesoft. Failing to do so can be considered theft of time, which can lead directly to termination.
- Reach out to your unit's steward for advise (Find Steward names on the back of this newsletter)
- WHEN IN DOUBT, CALL THE UNION OFFICE. We are here to answer your questions!

GENERAL MEMBERSHIP MEETINGS

January's membership meeting was canceled due to high winds. We held our February meeting on the 13th. We gave updates on upcoming events, and the negotiating process. We also welcomed members to speak on any concern or question they had.

Please see the list of membership meeting dates, and consider joining us! All meetings begin promptly at 6:00 PM at the union office.

2023-2024 BENTE General Membership Meetings

Tuesday, September 12, 2023

Tuesday, October 10, 2023

Tuesday, November 14, 2023

Tuesday, January 9, 2024

Tuesday, February 13, 2024

Tuesday, March 12, 2024

Tuesday, April 9, 2024

Tuesday, May 14, 2024

June 2024 Membership meeting and end of year event TBD

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
Robin Fogle	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

UNIT OFFICERS

ATTENDANCE

Unit Chair	Kenneth Davis
Vice Chair	Leslie Hunter
Unit Secretary	Vacant
Unit Steward	Anthony Padilla

Central Office

Unit Chair	Weezy Landry
Vice Chair	Robert Kwiecien
Unit Secretary	Ana Burgos
Unit Steward	Jessica Rinebold

CUSTODIAL

Unit Chair	Ricci Berrios
Vice Chair	Dan Strassner
Unit Secretary	Curtis Skinner
Unit Steward	Victor Wilson

CLERICAL UNIT STEWARD

Laura Kuhn

ELEMENTARY SCHOOLS

Unit Chair	Angelic Mendez
Vice Chair	Vacant
Unit Secretary	Laura Stam

FOOD SERVICES

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

OT/PT

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

PLANT MAINTENANCE

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

SECONDARY SCHOOLS

Unit Chair	Michelle Steele
Vice Chair	Vacant
Unit Secretary	Kimberly Montana

SECURITY

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

TRANSPORTATION

Unit Chair	Robin Fogle
Vice Chair	Vacant
Unit Secretary	Vacant
Unit Steward	AJ Williams