

TAILGATE AT THE UNION HALL!



SUNDAY DECEMBER 14, 2025

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 NEW ENGLAND PATRIOTS.

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 ADDITIONAL RAFFLE
TICKETS!

SPACE IS LIMITED! PLEASE SIGN UP BY CALLING
THE BENTE OFFICE BY **FRIDAY NOVEMBER 21st**

THE BENTE INFORMER

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Need to contact BENTE?

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Bentelocal2419.org1956 Lyell Avenue Suite B
Rochester NY 14606

FOUR MONTHS IS LONG ENOUGH

BENTE CONTINUES TO PUSH FOR NEW PAYROLL SYSTEM AS ORACLE CONTINUES TO LEAVE MEMBERS UNPAID

The District implemented their new Oracle system on July 1, 2025. As you are aware, we have had on-going problems from the start when it comes to members receiving accurate pay. “Every pay period, it seems one problem is fixed, and two more problems arise” -President Palmerini Some of the ongoing issue include:

- Missing Direct Deposits
- Illness time not being paid
- Inaccurate Differentials
- Rejected Overtime
- Inaccurate Mileage Reimbursement
- Delays in paper checks

“Whether it is members in jeopardy of defaulting on their retirement loans, receiving delayed payment, or inaccurate leave balances, the remedies that the District have tried are not working, and it is time to go in another direction” President Palmerini warned. Members are suffering late fees on bills such as car payments and rent. One member was not paid, and when he came down to Central Office to ask for his check, they told him they would call him when it was ready. His response: “my cell phone has been shut off because I could not pay the bill”.

President Palmerini, along with Vice President Rinebold and Secretary Treasurer Kuhn have been in weekly meetings with Superintendent Rosser, CFO McDow, and the other RCSD bargaining units to discuss the immediate need for a new Payroll system.



President Palmerini speaks to BENTE members at Enough is Enough Rally on Thursday September 25th outside of Central Office



On October 8th, immediately following BENTE’s monthly general membership meeting, Superintendent Rosser held a town hall meeting for all BENTE members to attend, in hopes to answer any questions and address any concerns that members may have regarding the new Oracle system.

Bus Drivers, Secretaries, OT/PTs, and Payroll Clerks were among the many who attended to discuss how the Oracle system is negatively affecting their work performance.

“I want to make it clear, that I am not afraid to look at other systems if I feel like we cannot come to a resolution” stated Superintendent Rosser. When asked how long he would wait before deciding to start the process of looking at other vendors he replied “I have already started”.

OFFICE OF HUMAN CAPITAL DISREGARDS CONTRACTUAL AGREEMENT TO ANSWER GRIEVANCES

Vice President Rinebold presented five grievances in July. There has been no response. “Normally I send a courtesy email reminding them of the upcoming dead-line, and just ask that they request an extension in writing”, Rinebold stated. “This time I received no response”. Many reminders have been made to the Office of Human Capital.

BENTE feels that the Office of Human Capital has taken over too much of the discipline process, not giving an opportunity for the union to work directly with the supervisors to resolve lower level discipline concerns. “Our contract clearly states that when a discipline is given, the union should have the opportunity to grieve the discipline with the direct supervisor, before taking it to a level II grievance with Human Capital” Vice President Rinebold explained.

GRIEVANCE CORNER

Member: “When can I file a grievance, and what is the process that takes place once I feel I need to file one”?

BENTE: BENTE can file a grievance on a member’s behalf when there is a violation of the Collective Bargaining Agreement. For example, if you are an employee who should be receiving a building size stipend, but you aren't seeing that stipend reflected in your pay, we could file a grievance listing that section of the contract that states you should receive it.

Process: The member can fill out a grievance fact sheet and submit it to BENTE. BENTE would then complete the grievance form and submit it to the Office of Human Capital. Vice President Rinebold presents all submitted grievances to the Office of Human Capital, and they have 15 days to respond to the grievance in writing.

If you feel you need to complete a grievance fact sheet, please call the BENTE office and a copy will be sent to you.

DISCIPLINE, DUE PROCESS, AND YOUR RIGHT TO REPRESENTATION

Many members go their whole career without having to go through the discipline process. However, situations often arise where people can be called as witnesses to an incident, or questioned about an incident that they feel they should not be in trouble for, and are unaware of what rights they have.

Discipline: A supervisor can request the investigation of an incident at any time which could lead to discipline. A meeting will be requested through the Union, who will then notify your department’s Union Steward.

Due Process: Every member has a right to a due process (investigatory) meeting. This meeting gives the member the opportunity to discuss the potential concerns, and explain their actions. This is not a meeting to issue discipline. At this time, it is a conversation to discuss, and discipline might not be needed.

Weingarten rights: Weingarten rights are a union employee's right to request union representation during an investigatory interview with management that could lead to discipline. To exercise these rights, an employee must clearly ask for a union representative. The employer must then either grant the request, end the interview, or give the employee the choice of continuing without a representative.

When asked about when a member should ask for representation, Vice President Rinebold recommended “every member should exercise their right to have representation available whenever they feel they need it. If you are questioning whether you should ask for a Union representative to be present, the answer is yes, you should”.

This is not limited to official due process meetings. If an incident occurred at your work location, and you are called into the supervisors office to give a statement, you should request to meet with your Union Steward before doing so. If you have any questions regarding this process, please call the BENTE office.

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."

BENTE DAY!

Don’t forget that the 1st Friday of every month is BENTE DAY. Call the office or send an email and let us know that you are wearing/using BENTE gear. It’s that simple!

Everyone who participates in BENTE day will be entered into a gift card raffle. Winners are selected at the monthly membership meetings.

2025-2026 BENTE General Membership Meetings

Tuesday, September 10, 2025

Tuesday, October 8, 2025

Tuesday, November 12, 2025

Tuesday, January 14, 2026

Tuesday, February 11, 2026

Tuesday, March 11, 2026

Tuesday, April 8, 2026

Tuesday, May 13, 2026

June 2026 Membership meeting and end of year event TBD

All meetings begin at 4:30

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 Vacant
Unit Secretary Ana Burgos
Unit Steward Jessica Rinebold

CUSTODIAL

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

ELEMENTARY SCHOOLS

Unit Chair Stacia Goldberg
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 Jehlen Hunt
Vice Chair Edith Cray
Unit Secretary Vacant
Unit Steward AJ Williams

Chair Officers

Angelo Palmerini President
Jessica Rinebold Vice President
Laura Kuhn Sec Treasurer
Sonia Alvarado Rec. Secretary
Zelder Bice 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
Roosevelt Murray Security
Jehlen Hunt Transportation

Trustees

Pete DiBenedetto
Noelia Garcia
Annette Perrin

Stewards

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

**Educational Coordinator,
EAP and Steward Coordinator**

Weezy Landry

Orientation Coordinator

Veldra Simmons

Website Coordinator

Laura Kuhn



VICTOR WILSON APPOINTED SGT AT ARMS

Victor Wilson is a Custodian Engineer and has been with BENTE since 2013. He has been named the new-est officer of BENTE 2419. Victor previously held the Custodial Steward, and has been volunteering with the union for over a decade. Victor has served on the negotiating committee, as a delegate at the Council66 convention, and supported many members with their right to representation.



ALONZO CONELY JR. NAMED CUSTODIAL STEWARD

Alonzo Conely Jr. was recently appointed Steward of the Custodial Unit. Alonzo started as a cleaner in 2003, has been a Custodial Assistant, Assistant Custodian, and currently holds the title of Custodian Engineer at Edison. Alonzo's knowledge and years of service are an asset to the BENTE team, assisting members in creating a positive work environment and improving their overall work performance.

ELECTION RESULTS FOR TRUSTEE POSITION

An election was held on September 9th for one vacant trustee position. Five members ran for the position, and **Annette Perrin**, currently a recruitment coordinator in the Office of Human Capital, was announced the winner of the election at the September general membership meeting.

Annette has been a BENTE member since 2015, and is excited to be a part of the BENTE executive board.



ACCOUNTING DEPARTMENT STRUGGLES TO FILL POSITIONS AFTER CUTTING MEMBERS WITH DECADES OF EXPERIENCE

In anticipation of the new ORACLE system, the decision was made to cut the two Senior Account Clerks and replace them with two Jr. Accountants. The two Senior Account Clerks have a combined 50 years of service at the Rochester City School District. They have seen every change that has taken place with our Accounting Department over the years.

When trying to negotiate with former interim CFO, Derrek Blair, discussing with him the importance of the knowledge these members have, his only response was "the needs of the job have changed due to the ORACLE system".

"It sounds like Derrek wanted a reason to get new people in the department, and this was his way around it" one BENTE officer stated. "The most disappointing part is that the Office of Human Capital allowed this to happen. This is a perfect example of why our members feel like they are not supported by the District".

DISTRICT CONTINUES TO FILL POSITIONS WITH LONG TERM TEMPS

An ongoing issue that BENTE faces is the District leaving temporary employees in place past the 90 day contractual limit. "If there is a job that needs to be done for longer than 90 days, the District should be hiring a permanent employee for that position", President Palmerini stated. "Leaving a temporary employee in the position takes away the opportunity for someone to become a permanent employee, and allows the District to avoid offering them crucial benefits like paid time off, retirement, and health insurance". BENTE will continue to work with the office of Human Capital to resolve this ongoing issue.



DISCUSSIONS CONTINUE REGARDING PAYROLL ISSUES

All four unions met with Senator Jeremy Cooney, (left) and Matthew Martini and Alex Hipolito (above) from the NYS Comptroller's office to continue discussion regarding the ongoing Oracle Issues. BENTE has been working closely with the Comptroller's Office to ensure our members are not penalized for the mistakes made by the Oracle system.





2025 LABOR DAY PARADE

BENTE members participated in another successful Labor Day Parade. Every year, we march in Solidarity with our fellow brothers and sisters to show our Union pride! Members received T-shirts, pizza, and Seabreeze tickets to enjoy a day filled with fun with their families.

A special thank you to our BENTE officers who worked hard to make this event a success, and to Bus Drivers **Bobby Lorenzo** and **Sheila Foster** for transporting our members from the service center and driving the buses in the parade!



ENOUGH IS ENOUGH! PAY US!

Members from all four bargaining units united in a Rally at Central Office on September 25th to let the board members know that the Oracle issue needs to be fixed. Hundreds of members from ASAR, BENTE, RAP, and RTA are effected every pay period. In addition to the members, brothers and sisters from our international Unions, NYSUT, AFSCME, and SAANYS came out to support us, as well as members of the Rochester Labor Council, fellow Council66 members, and BENTE retir-

