

BENTE THE INFORMER

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www.bentelocal2419.org



25 Turkey Tuesday winners enjoyed a free turkey as BENTE members celebrate the spirit of Thanksgiving.



School Safety Officer Antoinette Nelson is one of the many winners of raffle prizes at the 2018 BENTE Bash.

Inside this Edition:

Issues & Updates

Turkey Tuesday Pictorial

Membership Benefits

Events

District brings back former Interim Superintendent

Daniel Lowengard—the man appointed to the position of interim superintendent in January 2016 following the resignation of Bolgen Vargas—has been appointed by the Board of Education to the position of interim superintendent in 2019.

Lowengard's appointment lasted exactly four days before he had a stroke while speaking before the Rochester Teachers Association. The Teacher's Association vehemently denies that there was any

connection between the two events.

The announcement comes after Superintendent Barbara Deane-Williams decided it was time to step down from leading the District as of January 31, 2019.

Lowengard's chief of staff will be Linda Cimusz, who stepped in for him in 2016 and led the district until Deane-Williams' appointment.

Lowengard was superin-

tendent in Syracuse and had been a consultant in Rochester before his first appointment as interim superintendent.

Lowengard said his top priorities would be a likely difficult budget season and helping prioritize the school board's action steps regarding the “very thorough” distinguished educator's report.

School Board President Van White stated that the goal is to select a permanent superintendent by June.

White reelected school board president, Elliott VP

Van White was reelected to the position of school board president, but not without some opposition from some of the newer board members who have been outspoken about the need for change.

Discontent between seasoned members of the Board and those recently elected has been expressed in public, and it comes under a scathing report issued by the state appointed ‘Distinguished Educator’.

Among the report's recommendations was a call to

ensure that the Board has a clear understanding of its role as a governing body, establishing written guidelines that define roles and responsibilities.

The report also talked about the Board promoting a culture of respect, trust, and collaboration that focuses on students' best interests.

“That would certainly help,” BENTE President Dan DiClemente said, noting that promoting a culture of respect, trust, and collaboration are not exactly traits exhibited by

some members of the current Board.

Cynthia Elliott, for example, was voted into the position of Vice President by a margin of 4-2, yet she has exhibited little restraint when it comes to following protocols and procedures.

At a special meeting of the BOE on December 13, Elliott had to be scolded by President White after she repeatedly shouted over a member of the community.

“You're throwing your face at the rules,” White said.

Unit Officers

Central Office

Unit Chair Louise "Weezy" Landry
 Unit Vice Chair Robert Kwiecien
 Unit Secretary Ana Burgos
 Unit Steward Angelo Palmerini

Elementary Clerical

Unit Chair Jessica Rinebold
 Unit Vice Chair Judy Browne
 Unit Secretary Veldra Simmons

Food Service

Unit Chair Leonela Malinao
 Unit Vice Chair Michele Niger
 Unit Secretary Traci Darrisaw
 Unit Steward Sonia Alvarado

Plant Maintenance

Unit Chair Greg Young
 Unit Vice Chair Vacant
 Unit Secretary David Breeding
 Unit Steward Chris Capone

Sentry

Unit Chair Roosevelt Murray
 Unit Vice Chair Mary Graham
 Unit Secretary Joe Jackson Jr.
 Unit Steward Rickey Hepburn

Custodial

Unit Chair Pete Torchia
 Unit Vice Chair Karl Hardy
 Unit Secretary Curtis Skinner
 Unit Steward Vic Wilson

Secondary Clerical

Unit Chair Jill Harold
 Unit Vice Chair Lisa Poinan
 Unit Secretary Kim Montana
 Unit Steward Laura Kuhn

OT/PT'S

Unit Chair Lynette Costello
 Unit Vice Chair Carol Bednick-Carmel
 Unit Secretary Wendy Irwin

Attendance

Unit Chair Kenneth Davis
 Unit Vice Chair Leslie Hunter
 Unit Secretary Shelley Strothers
 Unit Steward Sertzai Weld

Transportation

Unit Chair William Hebbs
 Unit Vice Chair Vacant
 Unit Secretary Robin Fogle
 Unit Steward April Terrigino

CHAIR OFFICERS

Dan DiClemente President
 Larry Profetta Vice President
 Barb Zarpentine Sec/Treasurer
 Bonnie Ferrari Rec. Secretary
 Wayne Collom Sgt.-at-Arms
 Wilbert Navedo Sgt.-at-Arms

EXECUTIVE BOARD

Kenneth Davis Attendance
 Weezy Landry Central Office
 Pete Torchia Custodial
 Jessica Rinebold Elementary
 Leonela Malinao Food Service
 Greg Young Maintenance
 Lynette Costello OT/PT's
 Jill Harold Secondary
 Roosevelt Murray Sentries
 William "Bart" Hebbs Transportation

TRUSTEES

Pete DiBenedetto
 Donald Jones
 Zelder McFadden

STEWARDS

Sertzai Weld Attendance
 Laura Kuhn Clerical
 Vic Wilson Custodial
 Sonia Alvarado Food Service
 Chris Capone Maintenance
 Rickey Hepburn Sentries
 April Terrigino Transportation

CHIEF STEWARD

Ange Palmerini

EDUCATIONAL COORDINATOR,
 EAP & STEWARD COORDINATOR
 Weezy Landry

ORIENTATION COORDINATOR

Veldra Simmons

WEBSITE COORDINATOR

Laura Kuhn



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Union Continues to Address Pay Stub Breach

Last month, hundreds of members who still receive a paper copy of their paystub received letters regarding an error that either caused a person to receive another employee's paystub or caused another employee to receive their pay stub. The BENTE Union immediately alerted the District of the error and has since requested the following:

- That going forward, bank account numbers and employee ID numbers are xxx'd out on the pay stub
- That credit monitoring be provided for members whose information was inadvertently provided to another employee
- That the District furnish a list of employees who received other employees' pay stubs to the union

The Union has had extensive discussions with the District on this issue. The District met with a law firm that specializes in data privacy and cyber security and the attorneys stated that credit monitoring would not provide a benefit to the employees affected and that the District is under no obligation to pay to provide the service. It is unlikely the District will do so.

The Union's request for a list of employees who received another employee's pay stub was denied. The District is claiming that they are concerned about having employees who

received the information (through no fault of their own) contacted or confronted. The Union then requested that the information be placed in the employee's personnel file and we are awaiting an answer.

The District has honored the Union's request to have the account numbers xxx'd out on the pay stubs. It has finished the testing phase and will be implemented within the next two pay periods.

The District is also looking into an alternative solution for Employee ID numbers, and is in the process of forming a committee to explore options. President DiClemente has appointed Weezy Landry to serve on the committee for the BENTE union.

BENTE Retirement Attendance Incentive

Members who are looking to retire in the next ten years should take notice of a benefit that the BENTE Union negotiated in an effort to give members a little more money when going into retirement.

Article XIX, Section 6. Attendance Incentive of the Collective Bargaining Agreement states: Unit members who retire after completing fifteen (15) consecutive years of service in the BENTE unit immediately preceding retirement are eligible to receive an attendance incentive if they have used no more than twenty (20) total sick days in five (5) years out of

BJ's, Verizon Discounts

L ☺☺ K! Into two discounts for being a BENTE member and a RCSD employee.

BJ's Membership: Currently \$43.20 for 11 months + 1 additional card free. The form has to be filled out at BENTE and then mailed to specific person @ Corporate.

Verizon Discount for RCSD employees: if you are a Verizon customer, log into www.verizonwireless.com and follow the instructions. It can be done online by using your RCSD email for verification of employment or submitting a copy of your RCSD ID. Currently, it is about a 19% discount.

CONGRATULATIONS TO THE FOLLOWING RETIREES: Judith Belkin, Joseph Britton, William Pihl, Donnie Ashford, Karen Tomasso, Austria Paredes, Larry Jenkins, Diane Salamone, Joann Sykes, Bernard Glover, Stan Sharp, Bruce MacMillan, Enid Jiminez.

the seven (7) years immediately preceding retirement, provided the member has used no more than two (2) illness days in the year preceding retirement. Unit members shall receive an incentive of \$10,000, which will be paid to the member or deposited into a tax-sheltered plan no later than three (3) pay periods after their retirement date.

BENTE Unit Members will also be allowed to put unused illness time towards service credit in the New York State Retirement System, up to a maximum of 165 days.





If you are a member of BENTE, you're already a winner!





www.afscme.org

Being an AFSCME member doesn't only get you an advantage at the bargaining table—it also gets you access to discounts and benefits that can help make life a little easier. The following discounts and benefits can be accessed through the AFSCME union website at www.afscme.org:

Auto Advantage

- ◆ Auto and Home Insurance
- ◆ Auto Buying Service & Car Buying Advice
- ◆ Goodyear Discount Tires Car Services
- ◆ Motor Club

Education

- ◆ AFSCME Free College
- ◆ Scholarships

Health Services

- ◆ LifeStation Medical Alert Systems
- ◆ Health Savings
- ◆ Health Savings Questions Answers
- ◆ Hearing Care
- ◆ Medical Bill Negotiating Service

House & Home

- ◆ Budget Truck Rental
- ◆ Moving Van Discounts
- ◆ Pet Health Insurance
- ◆ Real Estate Rewards
- ◆ Refinance & First Time

- ◆ Homebuyers Mortgage Program
- ◆ Save My Home Hotline

Insurance

- ◆ Accident Insurance
- ◆ Life Insurance
- ◆ Retiree Health Insurance

Legal

- ◆ Legal Services
- ◆ Legal Services Program: Questions and Answers
- ◆ Public Safety Protection Plan

Money & Credit

- ◆ AFSCME Advantage Credit Card
- ◆ Consumer & Credit Tips
- ◆ Consumer Reports Digital
- ◆ Credit Counseling
- ◆ Layoff Helpline
- ◆ Union Plus Hardship Grants
- ◆ Union Plus Personal Loan

Travel

- ◆ Car Rental Discounts
- ◆ Hotel Discounts
- ◆ SuperShuttle Discount
- ◆ Travel Center

Union Shopping

- ◆ AT&T Wireless Discounts
- ◆ Entertainment
- ◆ Flowers



www.afscmecouncil66.org

AFSCME Council 66 and Pearl Insurance have teamed up to provide affordable insurance options exclusively for Council 66 members. With the combined bargaining power of over 8,000 members across New York State, Council 66 and Pearl Insurance are able to guarantee the best value for a wide range of insurance programs; including disability, life, and automobile.

BENTE Local 2419 and Pearl Insurance are currently working with the school district to set up payroll deduction for all BENTE members. Members will also have the option of paying for their enrolled plans with a personal credit card, electronic funds transfer, or direct bill.

The people of Pearl Insurance have been helping to protect CSEA Members and their families for over 75 years. Pearl's Group Sponsored Insurance Programs are designed specifically to help protect members and their families.

Visit the new website, council66insurance.com for more details on the programs offered and then call or text representative Bob Keating at 585.410.5442 to setup an appointment!





WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

PERSONAL DAYS

As negotiated in the current contract, members can take a personal day before and after a holiday, but it must be approved by your supervisor. Before the negotiated change, personal days prior to or after a holiday were automatically denied.

If you submit your request for time off to your supervisor in the manner as specified in the collective bargaining agreement and you do not get it back in a timely fashion, please do not hesitate to contact the union office. Supervisors should be returning your requests in a timely fashion and should not be holding on to the paperwork for an inordinate amount of time.

As negotiated, since the Friday before Memorial Day is a recess day this year, all members will be afforded an opportunity to use a personal day. This means that members who are 10-months will have the ability to get paid for the Friday before Memorial Day despite the fact that it is a non-work day, if they should choose to use a personal day for that day.



BENTE EVENTS

PROUDLY BROUGHT TO YOU BY THE BENTE LOCAL 2419 RECREATION COMMITTEE

EVENTS ARE FOR MEMBERS ONLY!

FEBRUARY: Fabulous February Contests (watch the website for contests all month)

MARCH: Cafeteria week

APRIL: April Showers: Clerical Staff honored during clerical week on April 22-26

MAY: May Flowers sprout Memorial Day weekend winners

JUNE: Catered Membership Meeting & Picnic @ Charlotte (Ontario Beach Park-Sandpiper)

AUGUST: Service Center Cookout





Recording Secretary Bonnie Ferrari and President Dan DiClemente bid Larry Jenkins—a longtime BENTE member and a staple at Central Kitchen—farewell at a retirement party held for him and his sister, Barbara Jenkins, who was a longtime employee at Transportation. Both retired in November.



The BENTE Union Officers & Stewards delivered more than 1,200 gift cards to members throughout the District, including these fine looking food service workers at School #12.



Kailee and Morgan Kwecien with Mr. & Mrs. Santa Clause at the 2018 annual BENTE CURE party for children who have been diagnosed with cancer.



Lora Thomas, Floating Cashier (picture taken at #34 School), was one of ten \$25 dollar gift card winners in the December to Remember Holiday drawings.



2018 BENTE BASH COSTUME CONTEST