

Kennedy Krieger School Programs Town Hall 6/3/20



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Zoom Etiquette . . .

- Stay on mute to minimize background noise
- Zoom is being recorded
- We will try to respond to questions in chat box but we will record all of them to follow up later
- *Please contact Qiana Jordan, jordanq@kennedykrieger.org, (443) 923-7832, if you have any technical issues*



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Our Commitment

“We remain committed to a culture of civility, equity, diversity, and inclusion for all those we serve and for all who comprise the Kennedy Krieger family.”

Dr. Brad Schlaggar, President & CEO

Be kind to one another.



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Question

We are all very aware of the racial and economic disparities that exist in our staffing, and as such, I would like to pose the question, “What are our school programs specifically doing right now to support their black {and brown} employees and their families, the majority of whom are furloughed?”



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Answer . . .

- School leadership is working with leaders throughout the Institute, including:
 - Dr. Jackie Stone – VP, Clinical Services & chair of the Equity, Diversity & Inclusion Committee
 - Dr. Elizabeth Thompson, Director, Center for Child and Family Traumatic Stress
- Ongoing initiatives
- New peer support groups – “Safe Space Zoom”



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Today's Agenda

- Brief re-cap of last week's Town Hall
 - PowerPoint & Q/A – will email to everyone
 - Furloughed and Work Share staff
 - Summer session
 - Plans for fall
- Union Information
- Q & A – questions submitted in advance



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Furloughed Staff

- IF YOU ARE NOT RECEIVING BENEFITS, contact HR immediately
 - IF you are in financial crisis, contact HR immediately
 - We can assist!
-
- **Q – Do I need to reapply for my job??**
 - **A – No! You are still a Kennedy Krieger employee!!**



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Work Share Contracts

- Updates regarding summer contract
- Questions about Furlough or Work Share call Dan or Brent in HR 443-923-7800
- Or email:
 - Aaron Parsons, parsons@kennedykrieger.org
 - Dan Durgin, durgind@kennedykrieger.org
 - Brent Houle, houle@kennedykrieger.org
- We will schedule a separate zoom for employees on the Work Share program.



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Summer School

- Distance learning and telehealth for summer session
 - Communicated to staff, families, LSSs
- Calendar remains the same
 - M-Th; 30 hour week for staff
- Trailblazers for distance learning not physical reopening (safety is key)
- All positions remain in status quo



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Summer School

- Priority is retaining staff and delivering services
- Benefits for furloughed and job shared staff critical
- Information sharing as state and federal governments respond



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Maryland Together Recovery Plan for Education

- Kennedy Krieger Schools planning and collaborating – work groups
 - Staff and student schedules
 - Hybrid options
 - Food services
- Institute Infection Prevention Office
 - Staff and student safety
 - PPE
 - Physical distancing
 - Building prep and cleaning
- Local School Systems
 - Student placement and re-entry
 - Progress monitoring and skill status
 - Transportation



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Service Employees International Union (SEIU) Local 500

- SEIU Local 500 had requested to represent Teachers, Asst Teachers, Program Aides.
- A hearing was scheduled Monday, 6/1 for the NLRB to decide which classifications would be eligible to vote.
- Kennedy Krieger's position - because of our multidisciplinary collaborative culture, every employee involved with students in the classroom should be eligible to vote.



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We have requested to include the following positions in the voting unit:

**ACT Specialists
Aquatics and Fitness Coordinator
Aquatics Assistant
Art Therapist (I-II)
Assistive Technology Specialist
Behavior Analyst
Behavior Resource Associate
Behavior Specialist
CIA Specialist
Clinical Fellow – SLP
Clinical Social Worker (I-II)
Educational Assessment
Coordinator
Library Media Specialist**

**Music Therapist (I-II)
Occupational Therapist (I-II)
Physical Therapist (I-II)
Psychologist (I-II)
Social Worker (I-II)
Speech Language Pathologist (I-III)
Transition Coordinator
Young Marines Coordinator**



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Service Employees International Union (SEIU) Local 500

- On Friday, the union withdrew the petition for election.
- There will be no union election in the near future.
- However, communications from the union and its supporters make it clear that the union has not given up and will continue to organize.



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What is Kennedy Krieger's position?

We believe a union is not in the best interest of our students, our employees, our community or the Institute.

We believe a union would be detrimental to our collaborative culture.



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What might happen next?

- You may be contacted by a colleague who supports the union or a union organizer.
- To file a new petition for election, the union needs at least 30% of potential voters to support them; support is demonstrated by signing a union authorization card.



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SEIU Authorization Card

A union authorization card may also be a petition, sign-in sheet at a meeting or electronic “I agree” button

Giving the union your personal information allows the union virtually constant access – whether by phone, text or social media.

Signing this card authorizes the union to be the employee’s **exclusive** representative.

YES! I Support working together with my co-workers for a voice in decisions that affect our patients, our professions, and our future. I hereby authorize Service Employees International Union—United Healthcare Workers West (SEIU-UHW) as my union to act as my exclusive collective bargaining agent for the purpose of negotiating wages, benefits, and other terms and conditions of employment with my employer.



PLEASE PRINT CLEARLY

First Name _____		Last Name _____	
Home Address (Street) _____			
City _____	State _____	Zip _____	
Cell Phone _____	Home Phone _____		
Personal Email _____	Work Phone _____		
Employer _____	Date Hired _____		
Job Title _____	Department/Unit _____		
Shift _____	<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Per Diem		
Signature _____	Date _____		

☐ YES! Sign me up to receive mobile alerts from SEIU-UHW. Message and data rates may apply.

SEIU Authorization Card

What does it mean to sign a union card?

- A signed union card is a binding legal document
- With SEIU, signing the card means you are appointing the union as your exclusive representative:

“I hereby authorize (SEIU) as my union...”

- Which means you are giving your voice to the union.



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SEIU Authorization Card

What does it mean to sign a union card?

- The union now has your address, email and phone number which means they can contact you and visit your home.
- If the union gets enough signed cards, they could file a new petition for a union election.



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SEIU Authorization Card

What might an organizer say to get you to sign?

- Make you promises:
 - Wage increases
 - Benefit increases
 - Better workloads
 - Breaks
 - Substitute staff for coverage
 - Etc.

But don't believe everything a union supporter tells you, according to the NLRB...

Unions can promise wage increases and better benefits during an election campaign, even though they have no actual power to guarantee those things, because those promises are considered mere “pre-election propaganda.”

Shirlington Supermarket, Inc. , 106 N.L.R.B. 666 (1953).



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SEIU Authorization Card

What else might an organizer say to get you to sign?

- “If you sign, we’ll give you more information about the union.”
- “Everyone has signed, but you.”
- “You must sign a card to vote in an election.”
- “If you don’t want the union, you can opt out.”



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What is at stake?

- Your relationship with your supervisor.
- With a union, it is illegal for management to deal with employees directly concerning:
 - Wages/benefits
 - Hours of work
 - Working conditions



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Examples:

“My daycare situation has changed; I need to ask my supervisor to adjust my schedule.”

- **SEIU – MCPS union contract:**
- If the change is more than 2 hours, the union must agree.

No Union:

- You and your supervisor can legally agree on a schedule change that works for you and the school



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Examples:

“I would like to leave early for my child’s baseball game, but our union contract requires advance notice.”

Union:

- No exceptions to contract requirements, unless the contract gives supervisors the authority to make changes

No Union:

- You work it out with your employees, like you do now.
- You try to be fair.



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Examples:

“I would like to change my shift time so I can attend classes.”

SEIU – Montgomery County:

- If the change is more than 2 hours, the union must agree.

No Union:

- You work it out with your employees, like you do now.
- You try to be fair.



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Examples:

“I know someone who would like to volunteer in our school.”

SEIU – MCPS union contract:

- “no bargaining unit work shall be performed by anyone other than an employee in the unit.”

No Union:

- You, your supervisor and the volunteer can legally agree to any arrangement that works for you and the students.



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Examples:

“I am currently a Teacher and I’m in an admin program. I hope to have an opportunity to move into CIA or ACT Specialist in the future.”

SEIU – Montgomery County:

- Most promotions within the bargaining unit must be done by seniority

No Union:

- You apply for the job and the most qualified applicant gets the job.



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Examples:

“I don’t want a union and do not want to pay union dues.”

SEIU – Montgomery County:

- “As unit members individually and voluntarily authorize the Board of Education of Montgomery County, the Board agrees to withhold organizational dues, voluntary contributions to the union’s political action fund and other properly authorized deductions from the unit member’s wages and to transmit such funds to the SEIU Local 500 headquarters.”

No Union:

- No union dues



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We recognize . . .

- That employees have questions and concerns
- That we have not always done a good job sharing information
- That we do not have all of the answers
- That have work to do to address these concerns



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We have . . .

- Routinely and specifically solicited and responded to staff feedback
 - Institute engagement survey and initiatives
 - Campus –based climate surveys and temperature checks
 - Teacher retention survey
 - 1:1 Survey



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We will . . .

- Improve our communication
- Share information
e.g., 1:1 survey results
- Seek to get your feedback and respond
- Continue to foster an “open door” collaborative environment



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Q & A

Answers to Questions submitted in Advance

More questions?

Contact your Ed Director
or one of us:

Linda Myers, myersl@kennedykrieger.org

Aaron Parsons, parsons@kennedykrieger.org



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