

Excerpts from MNPS Administration Powerpoint to Employees on its New Support Staff Handbook

Starting in the fall of 2011, rumors were rampant that the MNPS administration was no longer adhering to the mutually agreed upon Memorandum of Understanding and Support Staff Handbook. Attempts at engaging in talks with MNPS were met with resistance. In November 2011, a new Support Staff Handbook was distributed to MNPS employees. It had many changes that adversely impacted the support employees. We've highlighted those that we have had the most complaints about.

Language from Power Point	What This Means To Employees	Real World Example
MNPS states that the "rights" belong to the employees	Only the administration has the RIGHT to have a say in what happens to employees.	In 2000 employees held a democratic election, as was their right, and elected SEIU Local 205 to be their exclusive bargaining agent with MNPS. This allowed them to have a say in their working conditions, benefits and pay for the first time.
Department Head/Principal makes the decision of best-qualified individual for hiring and promotions	The Administration gets to promote and select their personal favorites regardless of years of experience and ability.	A 30 yr employee was passed over for promotion in favor of a relative of a department head. The employee had more experience and was more qualified. The case was appealed to an outside administrative law judge who not only agreed with that the employee should have been promoted but also took the principle to task for such blatant favoritism.

No preference for current employees	The years of experience that an employee gains no longer matters or is not seen as a value to the administration.	See Case Above
The employer is free to discharge individuals for good cause, or bad cause, or no cause at all...	Even if the employee is a good employee they can be terminated for no cause and they have no recourse to fight against this.	An employee slated for termination was proven to be a victim of bias due to the fact that the principal had a personal dislike for her. She was instead transferred to another position at a different school.
Warnings, reprimands and disciplinary actions are not grievable.	Any unjust action against an employee up to and including termination are allowed.	A 20 year employee with a spotless record was suspended for putting his hand on a student's shoulder in order to get the child's attention during a food fight in the cafeteria even though several witnesses to the incident attested to the fact that the employee did no wrong or harm to the child. After grieving the discipline, the employee was returned to work and his record expunged.
Eliminates recall rights	In the case of a lay-off or reorganization employees will be terminated and have to reapply for their job.	When certain Educational Assistant positions were eliminated, the Administration (as stipulated in the handbook) created a recall list of current employees that was used to assure that they were placed in available positions for which they qualified before those positions were filled by new hires.

Deleted Automatic Reappointment Status	Employees will have no guarantee of a job every year and will in effect no longer accrue length of service towards benefits.	Before there was a union, employees had to reapply for their job each summer. Negotiating reappointment status to all employees provided greater stability within the workforce.
8 hour employees are will be allowed 2-15 minute rest breaks and a 30 minute lunch break. 7 hour employees, allowed 30 minute lunch break only.	Employees working less than 7 hours have no right to a break at all.	Previously all hourly employees were allowed at least 2 15 minute breaks. This allowed them to take restroom breaks and to have a few moments of uninterrupted time away from the students they serve.