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**Serving the Head Start Community Since 1981**[www.headstartsbdc.org](http://www.headstartsbdc.org)

## Meeting summary for Andre Lake's Personal Meeting Room (12/01/2025)

### Quick recap

The meeting began with introductions from various early childhood education agencies and a moment of silence for Julius B. Bennett, who was remembered for his contributions to Head Start and his mentorship work. The group discussed ongoing labor management issues, including union negotiations over maternity leave and remote work policies, with plans for further discussions the following day. The conversation ended with discussions about billing and funding concerns, including welfare fund contributions and pension plan payments, while also addressing the need for legal counsel and wrapping up with holiday wishes.

### Next Steps

Andre: investigate with DOE this week about lump sum payments and welfare fund billing mechanism

Andre: connect Randy with DOE people to discuss payment processes

Randy: contact Anna from New Life tomorrow about missing welfare fund invoices

Randy: check into missing invoices for WEDCO and contact Alessandra Carroll

All agencies: make monthly payments to the welfare fund as priority to avoid interruption in coverage

All agencies: pay outstanding dues to the association

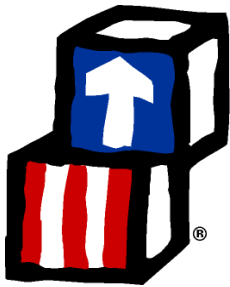
### Summary

#### **Julius B. Bennett Memorial Meeting**

The meeting began with introductions from various attendees representing different agencies and organizations. Andre led the session and mentioned that everyone had received correspondence about Julius B. Bennett, for whom a moment of silence was observed. Andre shared his experience attending Bennett's funeral and noted its length. The meeting then continued with the main agenda, though the transcript did not provide further details on the discussion points or decisions made.

#### **Julius's Legacy and Labor Negotiations**

The meeting continued with a discussion about a recent funeral for Julius, who was remembered for his contributions to Head Start and his mentorship of Cynthia in 1991. Andre

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shared insights about Julius's work with tenants and minorities, and mentioned that he was on the verge of an ACS case. The group then transitioned to a labor management update, where they discussed the ongoing deadlock with the union over several contentious issues, including maternity leave and remote work policies. They planned to have another in-person meeting the following day to continue negotiations. The conversation ended with a question about billing for PMM programs, which Randy addressed by clarifying that agencies should no longer be billing for these programs, as the DOE was supposed to be covering the costs.

**Welfare Fund Billing Clarification**

Randy explained that agencies are still being billed for welfare fund contributions, despite the DOE's supposed direct payment system. Andre suggested that the issue might be related to the agencies' unclear understanding of the funding they receive from the DOE and the Fund for the City of New York. Cynthia and Patricia confirmed that they have not received contracts or schedules for the payments, leading Andre to plan to check with the DOE for clarification. Randy emphasized the importance of agencies fulfilling their obligation to pay the welfare fund, which funds employee insurance, to avoid disruptions in claims funding and provider calls.

**DOE Payment and CBA Challenges**

The group discussed ongoing issues with DOE payments and agency contributions to pension plans. Andre emphasized the need to connect with DOE representatives to address sporadic payment timing, which had created challenges for program funding. While the economic aspects of the CBA had been executed, the non-economic portions remained unresolved, preventing official CBA signing. Cynthia reminded participants about an upcoming Local 95 Welfare Fund meeting to discuss lump sum payments and encouraged continued monthly payments to maintain employee benefits.

**Invoice Issues and Financial Concerns**

Randy agreed to investigate why New Life and WEDCO are not receiving their invoices, with Alessandra confirming Alessandra Carroll as the contact at WEDCO. Cynthia was asked about progress on the legal search, but she was muted and unable to respond. Andre expressed concern about the financial situation and the need for members to pay their dues.

**Legal Counsel and Budget Delays**

The meeting focused on legal counsel needs, with Cynthia noting that while some attorney recommendations were received, no final decisions were made due to budget constraints related to delayed dues. Andre requested that Jinny verify with her agency about legal representation, and Randy reported that pension meetings would occur later in the month with no new updates. The conversation ended with holiday wishes for Christmas, Hanukkah, Kwanzaa, and Three Kings Day, though Dr. Brown and Dawn were absent for their scheduled DOE and other updates.