



Upcoming Events

Tuesday, December 8
HSD School Board Meeting
Wednesday, December 9
WSL Training Session
Wednesday, December 16
Classified Listening Session
Thursday, December 17
Executive Board Meeting
Dec 19 - Jan 4 Winter Break
<http://hcu4671.org/calendar/>

Solidarity Now!

How can I help?

- Become a Member!
- Attend General Membership meetings and bring a friend
- Be a Work Site Leader or Contract Action Team Member
- Join an HCU Committee
- Share what's great or possibly not so great about your job, site, etc.

New Dues Rate

The new dues structure is a simple percentage of your monthly pay. It is now set to:

2.05%

You can see the new rate on your November paystub. Check iVisions to see how much you now pay to support your union.

We're getting close to a deal. Are you ready for ratification?

Can you believe bargaining has been going on for over a full year now? All that work and we are reaching the end of Bargaining season. Are you ready to vote? Are you a member? One way to find out is to contact us. (Sandy Kennemer at: membership@hcu4671.org)

We must have a filled out membership application to count you as a member. Many folks think they are a member because "union dues" are taken from your paycheck, but those folks are agency-fee payers. They pay their "fair share" to support the contract, but they don't get to vote. Becoming a member is easy, just fill out a membership form and send it to the HCU office. Your dues won't increase because the member rate and the agency-fee rate is the same.

You can easily find a membership form by dropping by your Union Information Board. We've gone to each site to make sure there is one set up and most of them are in the break room. If you're a member who needs to update your information (like non-work email address), you can fill out another form with the new info.

So stay tuned for more bargaining updates.

President's Corner

Devin Hunter President@hcu4671.org

We're off to a great start this year. Every day we are engaging our members to help build a stronger union. Our bargaining team is pushing hard to rework our contract to make it more clear, easier to read, and better at protecting worker's rights. We have new work site leaders volunteering to help out. Things are looking good, but there are storm clouds on the horizon.

There are anti-worker attacks coming take away our right to organize. Big business is trying to kill new revenue measure that would add billions to the K-12 budget. There is an upcoming supreme court case that threatens our ability to collect dues. What's more troubling is that the VP of Political Action position on our board is vacant so we have no one to work on an education plan for our members. We need someone to help educate members on these threats. Contact me if you are interested in volunteering for this position. We make difference, but we need your help to do it.

1st Vice President

Shawn Husted
1stVP@hcu4671.org

We got a lot of great folks wanting to help you out. Help them out by becoming a member. We're stronger when we are together.

2nd Vice President

Chris Collings
2ndVP@hcu4671.org

If you've run out of sick time and need some help with a serious illness, your fellow union members may be able to help you out. Contact me if you want to request a sick leave donation. Here's to everybody having a healthy and happy holiday season!

Solidarity Forever!

VP of Communication

Leslie Hatcher
Communications@hcu4671.org

The HCU Gazette will be published quarterly. Keep your eye on the HCU Bulletin Boards for other communications. Talk to your building WSL and Contract Action Team Members! Consider becoming a WSL or CAT or join the Communication Committee to help keep your fellow workers in the loop!

What else has been happening?

Summer

The HCU Executive Board met to work on our strategic plan. We want to talk to every agency-fee payer about becoming a member this year.

A group of several members attended The NW Leadership Forum in Vancouver, WA (July 30-Aug 2). We learned how to have better conversations with members and how to use union power to effect change in the workplace.

September

Members of the Bargaining & CAT team's hosted Education Blitz's to update members on the Bargaining negotiations. We hope to do more of these once we get closer to ratification.

We had a General Membership meeting where our president, Devin Hunter, talked about our successes and what danger looms on the horizon. We have a lot of work ahead of us, and we need everyone to help out to keep our union strong.

October

Our members approved a change to our dues structure to a flat percentage. This structure is more fair for those who were on the boundary of a tier. It also makes figuring out how much your dues are easy.

We headed into the field to help our friends in other AFT locals to talk to their members. We want to build a strong labor community and stand in solidarity with our fellow unions. We assisted: PSUFA local 3571, PCCFF local 2277 and PCCFCE local 3922.

We restarted our WSL (Work site leader) Forums and Training events. The meetings are usually on the 2nd Wednesday of every month at our local Union Office. There are still many work sites that are in need of WSL's. If you are interested, please contact Dean Pfaender.

November

We headed out into the field again to talk with our agency-fee payers about becoming members of our union. With some volunteers from our fellow unions, we sent out seven teams that knocked on 108 doors in 2 days. We had great conversations with 38 people and signed up 18 new members. WELCOME NEW MEMBERS! A big thanks to PCCFFAP and PSUFA for helping out.

Do you need a membership form? Download a PDF form at:

<http://hcu4671.org/get-involved/>

Print it out, fill in your information, sign the bottom, and send it to the HCU office. Our VP of membership will process it.

VP of Political Action

[vacant]
PA@hcu4671.org

The position of Political Action is vacant. Do you like being in the know? If you would like more information on this position please contact Devin Hunter at president@hcu4671.org.

Secretary

Melody Hansen
Secretary@hcu4671.org

Treasurer

Bethany Schaffner
Treasurer@hcu4671.org

AFT is turning 100 years old

AFT is looking for stories or input from you to share, honoring our past and inspiring our future with members. Do you have one to share?

Do you know how old is our own Local is? Do you what learn about our history?

Check out the "What's a Union" section on our Union Board that Dean Pfaender put together.

VP of Bargaining/Chief Steward

Dean Pfaender Bargaining@hcu4671.org

With the goal of *Clarity and Fairness*, your bargaining team has worked with HSD Execs to rectify confusion and inconsistencies as we rebuild the Contract. Your paycheck should reflect an increase in pay over last year... As a result of a Letter of Extension, insisted upon by your Bargaining Team, everyone eligible received a step increase. If bargaining stays on course a COLA and a Benefits gain may also follow. The holidays make scheduling meetings a challenge and there are still some difficult Contract Articles to be agreed upon but we should be nearing the end. Bargaining dates: Jan 2 and Jan 20 2016

VP of Membership

Sandy Kennemer Membership@hcu4671.org

I would like to encourage everyone to fill out a membership application. Your dues are the same amount whether you are a member or a fair share payer. But as a member you can vote on the contract currently being bargained with HSD right now when it is ready to be ratified by the membership. As a fair share member you cannot vote. You do not qualify for additional Life, AD&D insurance or \$1,000,000 liability insurance. Please call the union office and let's have a conversation.

National News: From the AFT Website

AFT President Randi Weingarten, who is a lawyer, was admitted to the Supreme Court and co-wrote the brief about the Friedrichs v. California Teachers Association case she said, "Working people are struggling to get ahead, and this case will make it worse, especially for our children. When educators come together in a union, they are able to advocate not just for better pay and benefits but for a higher-quality public education for their students. Through their union, educators receive professional development to help them implement reform initiatives vital to helping all students succeed in this 21st-century economy. Through their union, educators participate on health and safety committees to raise concerns, like leaky roofs or asbestos, and devise plans to keep their students healthy. If the court overturns 40 years of precedent, it will be much harder for unions to do this vital work. When working people can speak up together, our children are better off."

Go to: www.aft.org for more info.