



Upcoming Events

- April 7, 2016 @ 5:00PM
Coffee Cookies Contract
- April 8 - 10, 2016
AFT-Oregon Convention
- April 13, 2016 @ 5:00PM
Work Site Leader Forum
- May 26, 2016 @ 5:00PM
General Membership Meeting

<http://hcu4671.org/calendar>

Solidarity Now!

How can I help?

- Become a Member!
- Attend a Union Meeting and remind a co-worker
- Be in the know about your Contract and Bylaws
- Volunteer as a Work Site Leader in your worksite
- Join an HCU Committee
- Let the Exec Board know how things are going at your worksite
- Read your HCU Bulletin Board
- Check HCUs Social Media

Financial Package Changes that go into effect for 2015-16

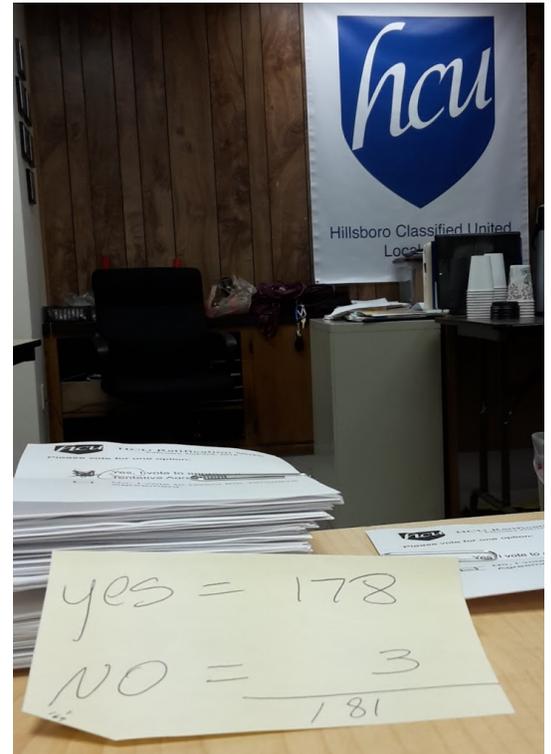
- 3.0% COLA
- \$1,125 Insurance Cap
- \$30,000 AD&D coverage
- 2 personal days

Additional financial increases in following years of contract.

Members Ratify the New Contract

The road to a new contract has been long and full of difficult work. Our Bargaining team took on the monumental effort of overhauling most of the contract in the effort to make it more fair to workers and to improve the clarity of the document. They've reached a tentative agreement in January and members, over two days, voted 98% in favor of ratification.

The most immediate effect is that the cost of living adjustment that started in July 2015 can go into effect. That adjusts everyone's salary and will cause payroll to prepare a retroactive payment to make up for the difference in your new salary. This money will come over two checks. Retroactive pay based off your Regular Pay (Contracted hours) and insurance will come on your February paycheck. Other pay, from things like overtime or extended contract, will appear on your March paycheck.



Even with this change, the Bargaining Team is not done. They still must meet with the district to ensure correctness of the final language based off the approved Tentative Agreement (TA). Since there were so many changes, many of the articles will be re-numbered and the format adjusted. Once that is completed, we'll post the final contract language on our website and send out copies to those who want them.

The bargaining teams will also be meeting to rework Article 14 (Layoff and Recall). They decided to hold this article aside since it is going to take a while to come to an agreement. Once they reach a TA on that language, we'll need to hold another ratification vote. So stay tuned for more details.

You can read the Contract as TAs @ <http://hcu4671.org/category/bargaining/>

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Shawn Husted

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2nd Vice President

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VP of Membership

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VP of Political Action

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Secretary

Melody Hansen

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Treasurer

Tammy Baker-Siemon

Treasurer@hcu4671.org

New HCU Treasurer

As we say goodbye to resigning Treasurer Bethany Schaffner, say hello to Tammy Baker-Siemon. Tammy, a Century HS employee, Work Site Leader and active HCU Member, has been appointed by the Board to fill the remainder of the term. Please take a moment to say thank you to both for volunteering to serve in this important role.

One Voice United

Delegation to AFT-Oregon Convention

At the February 4th General Membership Meeting, the members at that meeting chose four(4) members-at-large to join HCU officers attending AFT-Oregon Convention in April. This is where we set goals for our state affiliate and help determine the direction of our affiliate. Be sure to ask your delegates about Convention

The HCU Delegation for this year is:

- Devin Hunter - President - Lead Delegate
- Shawn Husted - 1st Vice President
- Chris Collings - 2nd Vice President
- Dean Pfaender - VP of Collective Bargaining
- Melody Hansen - Secretary
- Alex Diaz - Member
- Beth Gustafson - Member
- Brenda King - Member
- John Frank - Member

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

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

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

President's Corner

We've been rather busy these last few months. Some of our work is really noticeable, like the new contract, while others are more subtle, like the new work tracking system at the HCU Office. We've been able to get out into the field to recruit new members and Work Site Leaders. This work is critical as we face down coming anti-union attacks. There is still a pending Supreme Court case that has the potential to radically change how unions operate. The death of Justice Scalia will most likely delay a major decision until a new justice can be appointed. We are also expecting anti-worker petitions to make their way onto the November ballot. That is why it is so important that everyone takes the time to make sure they are registered to vote and to cast a ballot in November. Elections have consequences and this year is no different.

Do you like being in the know? The position of **VP of Political Action** is vacant.

If you would like more information on this position please contact

Devin Hunter at president@hcu4671.org.

Website:
<http://hcu4671.org/>

Facebook:
Hillsboro Classified United 4671

Twitter:
@hcuprez
@HCUBargain

Let your fellow members know what's going on with you!

Your HCU Website contains information on many topics.

1. Home
2. About
3. Bargaining
4. Calendar
5. Information
 - a. Governing Documents
 - b. Meeting Minutes
 - c. Sick Leave Donations
 - d. Expense Reporting
 - e. Friends and Affiliates
6. Newsletters
7. Get Involved
8. Contact Us

Solidarity Forever!

What else has been happening?

December

December was focused on some internal changes. The biggest was that we are now processing our per-capita payments internally. AFT-Oregon used to do this for us but after a lot of work with the Payroll department, we are now able to handle it ourselves. While this seems like a minor administrative change, it has allowed us to better verify that everyone is paying the correct amount of union dues.

January

Every year, AFT-Oregon hosts a big training event to build the skills of our local leaders. We had a good number of worksite leaders attend this year and everyone felt that they learned a lot. The sessions focused on improving communication skills, organizing plans, racial equity, and best practices. It's events like these that help develop our leadership core. All training events are open to work site leaders, just let out Chief Steward (Dean Pfaender) know that you are interested and we'll find a way to get you there.

February

The members ratified the contract!

Besides contracts, your Organizing Committee started planning house visit events. Spring is here and the team will be organizing more of these events. So don't be surprised if some friends in union blue come knocking on your door. We're here to talk about issues and help build a better workplace. If you are interested in joining an event, please let any of your officers know.

Report on Union Dues

The process used to report union dues deductions has been finally been streamlined. The new process will allow HCU to quickly spot errors and know exactly how much everyone contributes to the union.

You may have noticed that your dues deductions from January, February, and March paychecks are all different. February paychecks shows the COLA increase, due to the Contract Ratification, as an added line item. Dues for this retro pay was assessed at 2.05%. March dues is the new amount that you should expect to have deducted for the rest of the school year.

These new deduction amounts will have a positive impact on the HCU budget. The Finance Committee is at work updating our projections for fiscal year 2016-17. We encourage you to come to the May general membership meeting to discuss how the HCU Board should use our Union Dues to support members.