

HCU General Membership Meeting Minutes

September 21, 2016

Call to Order - 5:16PM

Officer Roll Call

- President – Devin Hunter
- 1st Vice President – Shawn Husted
- 2nd Vice President – Chris Collings
- VP of Collective Bargaining – Dean Pfaender
- VP of Political Action – Vacant
- VP of Communication – Leslie Hatcher
- VP of Membership – Sandy Kennemer
- Secretary – Melody Hansen
- Treasurer – Tammy Baker-Siemon

Work Site Leader Roll Call

- Jane Brunswig - Rosedale
- Beth Gustafson - Poynter
- John Frank - Free Orchards
- Dave Harris - Groner
- Jeff Lewis - Patterson

Guests

- Debra Mayo-Kelly - AFT-Oregon Field Rep
- Ada Goldberg - AFT-Oregon Local Program Organizer

REGULAR ORDER

I. Establish Quorum

- Membership Report
 - Members: 682
 - Agency Fee: 584
 - Bargaining Unit: 1266
- Quorum Count 34
 - Quorum not met

II. Approval of minutes

- Skipped due to lack of quorum
 - A. September 24, 2015
 - B. October 14, 2015
 - C. February 4, 2016

D. May 19, 2016

III. Business

A. Proposed Constitution and Bylaws Amendments (Action)

- Skipped due to lack of quorum

B. HCU Staff Changes

- We no longer have an Office Manager so the office no longer has any set hours of operation.
- We hired a full time organizer to sign up new members and identify future leaders.
- Melody has gone on full time release to provide representation to members and work on organizing.

C. 2016-17 Budget

- Reviewed the new format and gave a brief overview of how union dues are spent.
- Because the full time organizer is a new position, the budget shows the expected cost of the position.
- If a member is interested in getting more details, they can schedule time to come to the HCU office and look over our finances.

D. Site Visits

- Representatives have been out to 5 school this week and have signed up 10 new members.
- The goal is to visit 50 schools before January 1st. We'll continue to visit sites all school year.
- We encourage union members to talk to their co-workers about dropping by and talking to the reps.

E. State of our Union address

- Presentation given by President Devin Hunter.

IV. Officer Highlights

A. President

- Spent summer going to trainings: Leadership development, grievance representation, racial justice.
- Spent time working on updating financial processes now that we don't have an office manager.
- Negotiated with AFT-Oregon to create the local program organizer position.
- Fulfilled duties as Secretary of AFT-Oregon
- Focus over this next year will be to document our procedures and policies so future officers have a guide on how to operate.

B. 1st VP

- Working with custodian groups to work out issues with management. This did not have the impact we wanted.
- Attending meetings as needed.

C. 2nd VP

- Attended monthly NOLC meetings. We recently voted in a new president.
- This group is a collection of portland area unions who come together to work on issues and support each other. They host a number of charity events throughout the year.

D. VP of Collective Bargaining

- Spoke about the process that the HCU board used to put together a set of job descriptions for all the officers so we know what our role is.
- Explained the duties of the VP of collective bargaining:
 - Bargaining - bargain contracts and MOUs and MOAs
 - Chef Stewart - work with and recruit Work Site leaders
- Planning to start work on Article 14 (Layoff and recall). Hopes to get dates scheduled soon.
- We have an average of 2 to 3 representation meetings a week.
- Attends Safety Committee, Labor Management meetings, and the Benefits Advisory Committee.
- There are two active arbitrations:
 - Contract interpretation over full time release
 - Hiring decision resulted in a seniority bypass

E. VP of Political Action

- Devin explained what this position is responsible for. The focus is getting members to vote in elections and to educate members of what is on the ballot.
- We'd like to be able to send classified members down to Salem to testify on educational issues.

F. VP of Communications

- There have been reports that members are being asked to volunteer outside of work hours please be careful how you handle. Saying yes means you are giving up your time, saying no in the wrong way can cause trouble. Remember to let a union representative know if you are being asked to volunteer hours.
- Remember to take your lunches and breaks.
- Explained to role of the communications committee: Produce newsletters, update facebook, post to twitter, maintain the HCU website.
- Asked members to let us know how they want union communications.

G. VP of Membership

- Working on a New Employee Orientation video. We have a script, we just need to start filming.

H. Secretary

- Working as the full time release officer.
- Starting a series of Student Debt Clinics to help members and their families take advantage of federal debt relief programs.
- Starting up the "Work Shouldn't Hurt" group.

I. Treasurer

- New to the position and has been learning the process.
- Spent a lot of time making sure that each site has a bulletin board. We need to keep them up to date so folks have a reason to drop by.

V. Member Directed Topics

A. PERS and Payroll

- Explained how payroll calculates employee wages and splits their pay over 12 checks. What matters is what your wage is on the day you work, not when you get paid.
- Your PERS deduction is handled by payroll and they are better equipped to answer questions. If you retire on June 30th, your ending wage is the rate on your last day of work. If you retire in July, your ending wage is the COLA and step adjusted amount.

VI. Announcements

A. Next GMM: November 30th

B. Upcoming Events

- 10/20 - HCU Board meeting
- 11/17 - HCU Board meeting

Adjournment - 6:36PM

Submitted by Melody Hansen