



## Upcoming Events

See your HCU Bulletin Board or go to the website calendar

<http://hcu4671.org/calendar>

### November

- 15 HSD School Board Meeting
- 17 HCU Executive Board Meeting
- 30 General Membership Meeting

### December

- 5 HSD Panel discussion on Trauma Informed Care
- 15 HCU Executive Board Meeting

### January

- 9 HSD Listening Session
- 15 HCU Executive Board Meeting

## 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
- Inquire about becoming VP of Political Action
- Join an HCU Committee. The Organizing Committee is recruiting, as well as other committees.
- Share personal and work site successes with the Executive Board
- Read your HCU Bulletin Board
- Check HCU's Social Media: Like Us on Facebook HillsboroCU4671

*Please be sure to put the November General Membership Meeting on your calendar and bring a friend!*

\*.\*.\* Welcome Back to School \*.\*.\* Welcome New Classified Staff \*.\*.\*

## Union Reps head out to sites

With the hiring of our new organizer, Ada Goldberg, HCU now has the capacity to regularly visit schools and check in with classified staff. Along with the HCU Executive Board, Ada is here to educate staff on their union rights, talk about workplace issues, engage members in union events, and encourage everyone to become a member. In the first few months alone, many staff members were surprised to know that they weren't Union Members even though they had money taken out of their paycheck each month. Just a reminder, a membership application must be completed and on file for you to be counted as a Union Member.

You should receive an e-mail a few days before their visit. The reps will normally set up a table in the staff lounge and bring a few giveaways. Please seek them out during your lunch or break. They are a wealth of information and can help you connect with resources to resolve problems. They also love to hear about your successes. Please drop by and just say hello.

## Scholarships from AFT-Oregon open to Union Members

Every year at the AFT-Oregon convention in April, a number of educational scholarships are awarded to union members, or to the children of union members. Each scholarship is worth \$1,500, being used to celebrate HCU members and their families. If you are interested, head over to the AFT-Oregon website (<http://or.aft.org/>) to apply. The due date is January 31, 2017.

- Carl J. Megel Scholarship is open to an AFT-Oregon member's child or grandchild who is graduating from high school and is enrolling in an accredited higher education institution.
- Shirley J. Gold Scholarship is open to an AFT-Oregon members who are pursuing higher education at an accredited higher education institution.
- Albert F. Shanker Scholarship is open to an AFT-Oregon member's child or grandchild who is already attending an accredited higher education institution.

**1st Vice President**

Shawn Husted [1stVP@hcu4671.org](mailto:1stVP@hcu4671.org)

**2nd Vice President**

Chris Collings [2ndVP@hcu4671.org](mailto:2ndVP@hcu4671.org)

Sick Leave Donations

**VP of Bargaining /  
Chief Steward**

Dean Pfaender

[Bargaining@hcu4671.org](mailto:Bargaining@hcu4671.org)

Work Site Leader trainings

**VP of Communications**

Leslie Hatcher

[Communications@hcu4671.org](mailto:Communications@hcu4671.org)

**VP of Membership**

Sandy Kennemer

[Membership@hcu4671.org](mailto:Membership@hcu4671.org)

New Member orientations

**VP of Political Action**

[vacant]

[Politics@hcu4671.org](mailto:Politics@hcu4671.org)

Shares political information

**Secretary**

Melody Hansen

[Secretary@hcu4671.org](mailto:Secretary@hcu4671.org)

Full Time Release Officer

**Treasurer**

Tammy Baker-Siemons

[Treasurer@hcu4671.org](mailto:Treasurer@hcu4671.org)

**Solidarity Forever!**

## What Else has been happening?

### March

HCU and AFT-OR finalized details for hiring an Organizer. A few folks went to the PSRP Conference which focused on racial justice and inclusion. They heard about national labor issues and ways that locals can fight back against anti-worker attacks in their state.

### April

AFT-Oregon convention (see President's report). We improved resolutions and learned about the great work AFT-Oregon has been doing on our behalf.

### May

A group of leaders headed out into the field and had conversations with folks at their homes. While gaining new members, we learned about issues being faced by members. HCU volunteers worked a booth at the 2nd annual **Proud to Be HSD** event with Make-a-Button to show off what you are proud of. It was a lot of fun!

### June

The year ended with a most excellent barbeque. It was a small event, but attendees had so much fun that we plan to do it again in 2017. This is also the last month of our fiscal year so we spent some time closing out the books.

### July

Ada Goldberg was hired as our organizer and she went straight to work to create an organizing plan. Although most of the Executive Board members don't work summers, we still got some work done, like starting our yearly audit.

### August

During the summer all-day work session, the HCU Board discussed strategies for the 2016-17, successes in 15-16, and put the final touches on the budget. Also, the calendar of meetings and events was set and gearing up for the new year.

### September

We had our first general membership meeting of the year. It was great to connect with those who made it. We didn't meet quorum so Constitution and Bylaws proposed amendments are rescheduled for the November meeting. Our organizer, Ada Goldberg, also started going out to visit work sites.

### October

Article 14 is still open with the Bargaining Team. They went back to the table to work on this section. We hope to have this done soon. Once both sides reach a tentative agreement, the members will vote to ratify this one open section.

## Your Contract Minute: Personal Days

Did you know that you now have two(2) personal days? Read the Contract, Article 15 B, to be sure you qualify. You then fill out a Classified Leave Request (HR109). You don't need to list a reason for Personal Leave requests. Things to Remember:

Must be pre-approved by HR,  
must have 5 days sick leave when applying,  
must be a full-shift increment,  
can't be for a work day directly preceding or following a holiday or break period.

## Your Bylaws Minute: Quorum

Constitution Article IX Section 3 - **Quorum is defined as** "the minimum number of voting members who must be present at a properly called meeting in order to conduct business in the name of the group." A quorum should consist of "as large as can be depended upon for being present at all meetings when the weather is not exceptionally bad." Our bylaws set quorum to five percent (5%) of union members and one officer.

### Why do we need a quorum?

Members provide direction to the Executive Board; **vote** for new Officers, Constitution and Bylaws amendments, delegates for conferences; approve minutes of previous meetings, and Ratify Contracts.

While Members can set a lower threshold for quorum in the bylaws, but that would mean very few are needed to make major decisions on your behalf.

Do you know if you are a member? Do you need a membership form?

Download a PDF from: <http://hcu4671.org/get-involved/>

Print it, fill in out, sign it, send it to the HCU office,  
and Sandy Kennemer will process it right away.

## President's Corner

Devin Hunter [President@hcu4671.org](mailto:President@hcu4671.org)

We are in a whole new chapter of our union story. There are great signs of progress. Our membership is growing, we have a solid financial footing, leaders are stepping forward to serve their schools, and we are making a difference in people's lives. This success is built on the hard work of our volunteers. This union does not just magically happen. It takes deliberate effort for us to operate. It takes long hours, making plans and preparing materials. It takes a lot of paper and pens to document information that can be used to save people's livelihoods. While there are a lot of problems in our world, I have faith that our community will build on the work of those who came before us to help make a positive difference in the lives of all classified staff. Enjoy the holiday season because we still have a lot of work to do to write the next chapter of our union.

## AFT-Oregon Convention Report

In April 2016, the affiliate locals of AFT-Oregon gathered to perform their yearly business of the state federation. The bulk of this work was to work through the resolutions that were submitted by locals. There were 13 resolutions in all and here are the highlights:

- Declare an Adjunct Bill or Rights for precarious employees also known as temporary or adjunct employees.
- Support efforts to improve state revenue.
- Promote additional training and protection for school staff.
- Promote school safety and educational opportunities for LGBTQ students.
- Call for a renewed commitment to organizing.

If you are interested in having AFT-Oregon or AFT National take on an issue, talk with your HCU President to get help drafting a resolution.