Call to Order - 6:00PM

Roll Call
- President – Devin Hunter
- 1st Vice President – John Frank
- Collective Bargaining Officer – Melody Hansen
- Organizing Officer - Vacant
- Political Action Officer – Chris Collings excused
- Communication Officer – David Lopez
- Membership Officer – Debbie Langworthy
- Secretary – Bethany Schaffner
- Treasurer – Tammy Baker-Siemon

Guests
- Debra Mayo-Kelley - AFT-Oregon Field Rep
- Ada Goldberg - AFT-Oregon Local Program Organizer
- Anastasia Hernandez Vasquez - Century High School

REGULAR ORDER

I. Approval of minutes
   A. September 12, 2018
      ● Approved as corrected

II. Finance Report
   A. Statement of Activity
      ● No Questions
   B. Budget vs Actual
      ● No Questions

III. Work Retrospective
   A. AFT-Oregon Special Convention
      ● 5 people went to represent HCU. Proposal #4 was passed with HCU being the only no vote. This was the percentage based system.
      ● The projection is that HCU will have a percap reduction of $2,000-3,000 each year.
   B. Organizing Events
      ● Labor Day Picnic, HCU Blitz, NEO, WSL Training, Special Bargaining Meetings, Bargaining Observation, GMM
Ada presented an organizing report outlining the work that has happened during the month of September. Additional Sites Visited: PAES, FVES

IV. Business

A. Appointment of Vacant Positions
   - Organizing Officer position has a vacancy.
   - [Motion:18-10-10:01] to appoint Anastasia Hernandez Vasquez to the Organizing Officer position.
     ○ Made by Melody, seconded by Debbie. Motion carried.

B. Expense Approval for Bargaining Observation on Oct 16th
   - With an unexpectedly large turnout of members at the next bargaining session it is requested that HCU provide food for those that attend. Devin and David will cook. The amount needed is within presidential approval guidelines.

C. Member Withdrawal Reimbursement Request
   - A request was submitted to refund union dues that were taken out of September paycheck as part of a membership withdrawal. There was some confusion getting the proper paperwork and it came in a day after payday.
   - [Motion:18-10-10:02] to approve the request by Rita Grant for September union dues reimbursement.
     ○ Made by Debbie, seconded by John. Motion carried.

D. Reporting Policy
   - An update to the reporting policy will include an organizing reports section. This will be used to track conversations and any asks that take place.
   - [Motion:18-10-10:03] to adopt the Reporting Policy as amended.
     ○ Made by Melody, seconded by Tammy. Motion carried.

E. Donation Request
   - A long time employee of the district has been battling cancer and a go fund me has been established to help during this time.
   - [Motion:18-10-10:04] to donate $200.00 to BC Cancer Fund.
     ○ Made by John, seconded by Debbie. Motion carried.

Executive Session 7:16-7:22 PM

V. Sick Leave Donations

A. 101018-01
   - [Motion:18-10-10:05] to adopt the recommendation of the Sick Leave Donation Committee to approve request # 101018-01 for 30 days contingent on receipt of the personal statement.
     ○ Motion carried
VI. Reports
A. President
   ● Working on organizing membership files, removing past employees.
   ● Meeting with payroll to resolve issues with new hires needing to be flagged with non member status.
   ● Safety committee found issues with district energy saving efforts having a negative impact on the work place conditions of custodial staff.
B. Grievance Report
   ● Step 1 – 0
   ● Step 2 – 1
   ● Step 3 – 0
   ● Arbitration – 0
   ● Resolved since last meeting – 0
C. Membership Report
   ● Members - 792
   ● Non-Members - 508
   ● Total in bargaining unit - 1300
   ● Membership percentage - 60.92%
   ● New employee count - 43
D. New members in September - 52
E. Organizing Report
   ● Contact Attempts
     ○ Calls - 213 plus Blitz outreach (untracked)
     ○ Texts - 811
     ○ Knocks - 81
   ● Conversations - 360
   ● Assessments - 256
F. Treasurer
   ● Financial Committee will create P-card form for future use
G. Collective Bargaining Officer
   ● Benefits Advisory Committee is planning an upcoming Wellness Conference.

VII. Announcements
A. Next Board Meeting: Nov 14, 2018
B. Upcoming Events
   ● 10/16 - Bargaining Session
   ● 10/17 - Labor Management
   ● 10/18 - Classified Listening Session
   ● 10/29 - New Leader Meet and Greet
   ● 11/2 - First Friday
   ● 11/3 - AFT-Oregon President’s Conference
   ● 11/7 - WSL Council Meeting
Summary of Approved Motions

- [Motion:18-10-10:01] to appoint Anastasia Hernandez Vasquez to the Organizing Officer position.
- [Motion:18-10-10:02] to approve the request by Rita Grant for September union dues reimbursement.
- [Motion:18-10-10:03] to adopt the Reporting Policy as amended.
- [Motion:18-10-10:04] to donate $200.00 to BC Cancer Fund.
- [Motion:18-10-10:05] to adopt the recommendation of the Sick Leave Donation Committee to approve request # 101018-01 for 30 days contingent on receipt of the personal statement.