Labor Management Meeting

November 14, 2018

Start Time - 3:34PM

Attendees

- Devin Hunter - Union President
- Melody Hansen - Bargaining Officer
- Debra Mayo-Kelley - AFT-Oregon Field Rep
- Saideh Haghighi - Director, Equity and Human Resources
- Kona Lew Williams - Chief Human Resources Officer

Topics Discussed

Student Intervention System Changes
HR gave notice that the current Student Intervention System (SYNC) is discontinuing. Student services is looking for a new program to replace it. The district will look through job descriptions and the contract to replace any reference to a specific program with generic language like “District Adopted De-Escalation and Physical Intervention Program”.

If an employee has a valid certification, it will be good until the expiration date. At that time, the employee will be trained on the new system.

HCU agrees with this change.

Leave of Absence for Educational Classes
HCU brought forward a situation where an employee is working towards a nursing degree so they can apply for a SEA4/LPN position. They would need to take unpaid leave to attend practicum.

HR has already granted one leave for the employee and specified at the time that it was a one-time only request. HR will not approve additional leaves for this employee.

Personal Leave Changes
The new contract has a reduction of the total number of personal leave days. For employees who have already taken two personal leave days, one of those days will be credited back as sick leave. If they requested two days in the future, one of those days will either be converted to unpaid leave or canceled entirely. HR will meet with those employees to ask what they want to do.
Increase in work area at Reedville

HCU brought forward a concern that the recent new construction at Reedville elementary school has increased the amount of work for the custodians to complete each day with any additional hours. The kitchen in particular has increased in size. HCU asked if a square footage analysis has been completed on the new building.

HR referred these concerns to the custodial supervisor who can go out and determine if more hours are warranted.

Adjourn - 4:17PM

Recorded by Devin Hunter