HCU General Membership Meeting Minutes
January 24, 2019

Call to Order - 5:20PM

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

Work Site Leader Roll Call
- Colleen Hampton
- Marilyn Belden
- Sherrill Frank
- Brian Huffman
- Emesse Lavalle

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

REGULAR ORDER

I. Establish Quorum
   - Membership Report
     - Members 770
     - Non members 591
     - Total 1361
     - 56.57% membership
     - 101 new members since September
   - Quorum Count
     - 23 present. Did not meet quorum
II. Approval of minutes
   A. September 27, 2018
      ● Approved as presented
   B. November 15, 2018
      ● Approved as presented

III. Business
   A. Finance Review
      ● Dues income is expected to be lower than projected due to a decrease in membership. The budget is over in several areas which was expected. Financial Committee will meet during next 30 days to readjust the annual budget. There was a percaps change at AFT-Oregon, this has little to no impact to HCU.
   B. Paper Contracts
      ● Contracts are finalized and at print shop. Paper copies will be given to members upon request.
   C. Member Organizing
      ● Becky, one of the member organizers, talked about the organizing efforts that have been taking place.
      ● Door knocking is an opportunity to educate non-members outside of the workplace about the benefits of joining a union and to hear issues that are affecting people in their work sites. Outreach will continue through March and additional volunteers are needed.
   D. Work Shouldn't Hurt Survey
      ● A survey was sent out to SEAs about workplace injuries. Data collected will be used to work with the district to create solutions to ongoing safety issues.
      ● Survey results will be shared at an SEA meeting where next steps will be discussed.
      ● All incident reports are currently reviewed by the risk manager at the district office. Actions can only be taken if people report injuries.
   E. March for our Students
      ● Sara, a rep from the teacher’s union (HEA), presented information on an upcoming rally that will be held in Salem on February 18th.
      ● Multiple groups support fully funding education include: the super majority in both legislative bodies, a pro-education governor, business interests, and School Board Associations.
      ● Fully funding education will increase allocation by 12% or $2-3 billion above current allocation amounts.
      ● HEA will be providing transportation to this event; leaving their office at 9am. The rally runs from 10am - 12pm. The goal is to get 2,500 people to show up in Salem.
F. AFT-Oregon Convention
   ● This bi-yearly convention is where the priorities of AFT-Oregon are set.
   ● This year will be in SunRiver May 3-5th. This is a great leadership development opportunity.
   ● Delegate elections are March 21st.
   ● HCU can submit resolutions to bring forward to the convention body for consideration.

IV. Member Directed Topics
A. Transfer Request
   ● If a transfer request is submitted and approved, the employe can decline the transfer. They just have to notify HR before the deadline (usually the last day of school).

B. Personal Leave Request
   ● Personal leave can be requested on any day of the year, there are no “black out” days.
   ● If the position requires a sub, the employee will usually be required to have a sub before getting approved for a personal day.

V. Officer Highlights
A. President
   ● Has been submitting a lot of grievances recently.
   ● Reminded folks to not use sick time if a leave without pay request is denied. The district has been declaring the job abandoned in some cases and terminating the employee. If you are sick on that day, get a doctor’s note.

B. Collective Bargaining Officer
   ● A second First Book event is being planned for April at Witch Hazel. Melody is looking for 4-5 classified volunteers to help with this and future events.

VI. Announcements
A. Next GMM: March 21, 2019
   ● Convention delegate elections and officer nominations will take place at this event.

B. Upcoming Events
   ● Feb 6 - WSL Council Meeting
   ● Feb 8 - First Friday w/ HEA
   ● Feb 18 - March for our students
   ● Feb 20 - Political Action Committee
   ● Feb 21 - New Employee Orientation
   ● Mar 1 - First Friday w/ HEA
   ● Mar 6 - WSL Council Meeting
   ● Mar 8 - Classified Appreciation Social
   ● Mar 16 - WSL Weekend Training
- Mar 20 - Political Action Committee
- May 3-6 - AFT-Oregon Convention
- May 16 - GMM (Officer Election)

Adjournment - 6:44PM

Submitted by Bethany Schaffner