HCU Executive Board Minutes

February 13, 2019

Call to Order - 5:14PM

Roll Call

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

Guests

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

REGULAR ORDER

I. Approval of minutes
   A. December 12, 2018
      ● Approved as presented
   B. January 9, 2019
      ● Approved as presented
   C. GMM: January 24, 2019
      ● Approved as presented

II. Finance Report
   A. Statement of Activity
      ● No questions
   B. Budget vs Actual
      ● The Advantis Credit Union Account is setup and checks are starting to pull funds from this account.

III. Work Retrospective
   A. Organizing Events
      ● Site Visits: Admin Center, Transportation, Rosedale, Century, Liberty, Evergreen, Hilhi.
Membership Drive
- Teams only went out on four of the days due to lack of volunteers.

B. General Membership Meeting
- Turnout was lower than expected. Many who gave and RSVP didn’t attend.

IV. Business
A. AFT-Oregon Convention Accommodations
- Discussion about accommodations for AFT-Oregon convention and the delegation size. Renting houses are cheaper than single hotel rooms. Devin found two houses that are close to each other.
- 10 Jackpine Lane has 7 rooms with beds in it and a big kitchen area.
- 2 Jackpine Lane has 4 rooms with beds in it.
- Discussion about room sharing. In rooms that have multiple beds, delegates could share the room. This would be encouraged but not required. Final arrangements would be determined by the delegation.
- [Motion:2019-02-13:01] to reserve the two houses presented for the 2019 AFT-Oregon Convention.
  - Made by Tammy, seconded by Debbie. Motion carried.
- Discussion of the number of delegates slots to have this year. We are granted 21 slots due to our size. It is difficult to find that many volunteers to go.
- [Motion:2019-02-13:02] to increase the number of delegation slots for the 2019 AFT-Oregon convention to 21.
  - Made by Debbie, seconded by Anastasia. Motion carried.

B. Full time release officer for 2019-20 school year.
- Devin updated the board on the status of the discussion with Management about 2019-20 school year. Management doesn’t have an official position and a meeting will be scheduled to discuss it.

C. Classified Appreciation Social Catering
- Anastasia gave a report of the social committee.
- The theme will be “Lucky to have you”.
- Venue will be the Glencoe Cafeteria
- Suggestion from the committee is to use Reedville Catering since they did such a good job last time. Committee will be careful to not over order food this time around.
  - Made by Debbie, seconded by Anastasia. Motion carried.

D. PSRP Conference (April 26 - 28)
- Discussion of the upcoming PSRP Conference being hosted by AFT in Las Vegas. Event runs from April 26 to 28th.
- Melody and Devin have gone to event in the past and it’s a great leadership development opportunity for future board meetings.
Debbie and Anastasia expressed interest in attending. Discussion of bringing a third person who is planning on running for the HCU board.

[Motion:2019-02-13:04] to authorize sending up to 3 people to the 2019 PSRP conference.
  ○ Made by Chris, seconded by David.

E. AFT-Oregon Bylaws Amendments

- Constitution Article VI Election and Recall of Officers. This would introduce instant runoff voting for single seat elections. HCU sent a version of this to convention in the past and it was not adopted due to the complications of multi-seat elections. This version used the current method for multi-seat elections.
  
  [Motion:2019-02-13:05] to refer Constitution Article VI Amendment to the 2019 AFT-Oregon Convention as presented.
    ○ Made by Tammy, seconded by Anastasia. Motion carried.

- Bylaws Article II Per Capita. This would change the percapita diversion amount from a set number to a percentage of percapita collected. With a percentage based percapita, it makes calculating this amount difficult. Also introduces rules to adjust the amount placed in the Solidarity fund based off the amount in the Solidarity fund.
  
  [Motion:2019-02-13:06] to refer Bylaws Article II Amendment to the 2019 AFT-Oregon Convention as presented.
    ○ Made by Anastasia, seconded by Chris. Motion carried.

V. Reports

A. President

- There is a higher number than usual active grievances currently being worked on.
- The reclass team is meeting regularly.

B. Grievance Report

- Step 1 – 0
- Step 2 – 2
  ○ Section H Leave qualifications. Employees who are unable to return to work due to illness after OFLA/FMLA leave ends should be placed on this leave.
  ○ Prevailing Wage Claim. Employees who do bond construction work are required by law to be paid prevailing wage. Going through the process to get a legally binding determination.
- Step 3 – 2
  ○ Step Advancement for Temp Staff. We disagree with management’s interpretation of the contract.
  ○ Wrongful Termination. Employee was declared resigned when they didn’t send in a resignation letter.
- Arbitration – 0
Resolved since last meeting – 3
  - Sick Leave Donation for Short Term Disability recipients - Prevailed.
  - No Due Process at Transportation - Resolved after discussion with management.
  - Mishandled Due Process at Brookwood - Prevailed. Management redoing process.

C. Membership Report
- Members - 775
- Non-Members - 586
- Total in bargaining unit - 1361
- Membership percentage - 56.94%
- New employee count - 32
- Member drops received in January - 7

D. New members in January - 10

E. Organizing Report
- Contact Attempts - 541 texts, 30 calls, 41 knocks
- Conversations - 73
- Assessments - 67
- New Employee Packets Sent out - 50 (Current to 1/28/19)
  - Includes temporary employees and an invite to the HCU new employee orientation.
- New Issues Identified
  - Kitchen staff w/hours being cut and unhappy about how managers are handling it. There is no communication about how they expect to do more with less time.

F. Assistance to an AFT-Oregon local
- Debra discussed another local that may need help with an informational picket during contract negotiations. May need volunteers to go out and help with this action. Debra will keep us informed.

G. March for our students
- Discussion of the march on February 18. We are meeting at HEA at 8:00AM that day. Participants are asked to wear red for the rally. 13 HCU members signed up.

Note: Executive Session 6:30 - 7:04PM

VI. Announcements
A. Next Board Meeting: March 13, 2019
B. Upcoming Events
- 2/18 - March for our Students
- 2/20 - Political Action Committee Meeting
- 2/21 - New Employee Orientation
- 3/1 - First Friday
- 3/4 - AFT-Oregon Bylaws Amendments Due
● 3/6 - WSL council Meeting
● 3/8 - Classified Appreciation Social
● 3/16 - WSL Weekend Training
● 3/21 - General Membership Meeting
● 4/3 - AFT-Oregon Resolutions Due
● 4/26-28 - PSRP Conference
● 5/3-5/5 - AFT-Oregon Convention

Expected Adjournment - 7:04PM
Submitted by Tammy Baker-Siemon

Summary of Approved Motions

[Motion:2019-02-13:01] to reserve the two houses presented for the the 2019 AFT-Oregon Convention.

[Motion:2019-02-13:02] to increase the number of delegation slots for the 2019 AFT-Oregon convention to 21.


[Motion:2019-02-13:04] to authorize sending up to 3 people to the 2019 PSRP conference.

[Motion:2019-02-13:05] to refer Constitution Article VI Amendment to the 2019 AFT-Oregon Convention as presented.

[Motion:2019-02-13:06] to refer Bylaws Article II Amendment to the 2019 AFT-Oregon Convention as presented.