HCU Executive Board Minutes

March 13, 2019

Call to Order - 5:14PM

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
- Membership Officer – Debbie Langworthy
- Secretary – Bethany Schaffner
- Treasurer – Tammy Baker-Siemon

Guests

- Debra Mayo-Kelley - AFT-Oregon Field Rep

REGULAR ORDER

I. Approval of minutes
   A. February 13, 2019
      ● Approved as corrected

II. Finance Report
   A. Statement of Activity
      ● No questions
   B. Budget vs Actual
      ● Miscellaneous income reflects dividend received each month from Advantis account.

III. Work Retrospective
   A. Organizing Events
      ● Site Visits: BCES, GHS, IMES, FVES, FAC, BKES, FOES, IHES
   B. Classified Appreciation Social
      ● Event was successful with a good turn out. The food was well received. The location at Glencoe was challenging because of the placement of the cafeteria.
      ● Appreciation cards that were turned should be sent to those that were recognized along with a prize of some sort.
C. Job Reclassification Team
- Devin is working with retired administrator Debbie Ashley on updating all job descriptions.
- There is disagreement between union leadership and district management on the extent of what has to be sent to members for ratification. The parties expect to settle on what parts of the work requires ratification in the coming weeks. Management wants to implement these new positions next year.

IV. Business
A. Budget Update
- Finance Committee met and drafted recommended adjustments the budget to reflect actual expenditures.
  - #5430 Reduce from $5500 to $2500. This is due to the cancellation of installing interior security doors estimated at $3000.
  - #6230-01 Reduce to $0. AFT-Oregon covered the expected expenses for the Labor Day Picnic.
  - #6230-02 Increase from $3000 to $4500. Winter Social was more expensive than expected.
  - #6410 Increase from $1500 to $2450. Reaffirms approval on 9/18/19 to buy Polo shirts for Bargaining team and Exec board.
  - #6430 Increase from $0 to $5400. Reaffirms approval on 12/18/18 & 1/19/19 to buy Labor Calendars and HCU Giveaways.
- [Motion:2019-03-13:01] to accept the recommendations from the Finance Committee to adjust mid-year budget in amounts presented.
  - Motion carried

B. Sweatshirt proposal
- A proposal was presented to obtain HCU branded sweatshirts from a local vendor. These would be used by WSLs and others during door knocking events.
- Sweatshirts will make it easy to identify union representatives in cold weather.
- The sweatshirts will also be available for purchase by members at cost. More research will be done to source additional vendors.

C. School Board Endorsement Process
- The teacher’s union, HEA, has extended an invitation to meet with school board candidates and make joint endorsements. These will be held on 3/18 from 4-6:15 pm. Devin and Anastasia plan to attend.
- [Motion:2019-03-13:02] to authorize officers who attend the school board endorsement interviews to make endorsements for the 2019 HSD School Board race with no monetary contributions.
  - Made by Melody, seconded by John. Motion carried.

D. Convention Gift Baskets
- Melody and Anastasia volunteered to create gift baskets to be donated at the upcoming AFT-OR convention.
● **[Motion:2019-03-13:03]** to authorize the creation of two baskets in the amount of $50 each to be donated to the 2019 AFT-Oregon political action raffle.
  ○ Made by Chris, seconded by Anastashia. Motion carried.

E. Fund transfer authorization

● The account at US Bank is over the FDIC covered limit of $250,000. To keep it under the insured amount money will need to be transferred to the account at Advantis Credit Union.

● **[Motion:2019-03-13:04]** to transfer $75,000 from US Bank to Advantis account.
  ○ Made by Tammy, seconded by Anastashia. Motion carried.

D. AFT-Oregon Agreements

● During executive session (recorded later), there was discussion on the future of the Local Program Organizer Agreement with AFT-Oregon.

● **[Motion:2019-03-13:07]** to direct the President to not renew the Local Program Organizer agreement with AFT-Oregon.
  ○ Made by Tammy, seconded by John. Motion carried.

**Executive Session 6:21-6:29 pm**

V. Sick Leave Donations

A. 030519-01

● **[Motion:2019-03-13:05]** to accept the recommendation from the Sick Leave Donation Committee to approve sick leave request #030519-01 for 10 days.
  ○ Motion carried

B. 031319-01

● **[Motion:2019-03-13:06]** to accept the recommendation from the Sick Leave Donation Committee to approve sick leave request #031319-01 for 30 days, contingent on receiving required information from the benefits office.
  ○ Motion carried

VI. Reports

A. President

● The district is looking at budget shortfall amounts of $8-30 million. A meeting will be scheduled after spring break to meet with Mike Scott. This will be a joint meeting with both HCU and HEA in attendance.

B. Grievance Report

● Step 1 – 1
  ○ Hours designation for driver

● Step 2 – 0

● Step 3 – 2
  ○ Step Advancement for Temp Staff
  ○ Wrongful Termination (waiting for management response)

● Arbitration – 0
• Resolved since last meeting – 2
  ○ Section H Leave qualifications - withdrawn
  ○ Prevailing Wage Claim - withdrawn

C. Membership Report
• Members - 778
• Non-Members - 627
• Total in bargaining unit - 1405
• Membership percentage - 55.37%
• New employee count - 25
• Member drops received in February - 2

D. New members in February - 16

E. Organizing Report
• Contact Attempts - 77 texts, 8 calls
• Conversations - 32
• Assessments - 29
• New Issues Identified
  ○ No issues reported

F. First Book
• An event was held at Patterson Elementary and was well received. Looking for the next location to hold an event.

Executive Session 6:46-7:11 pm

VII. Announcements
A. Next Board Meeting: April 10, 2019
B. Upcoming Events
  • 3/18 - School Board Candidate Interviews
  • 3/20 - Political Action Committee
  • 3/21 - General Membership Meeting
  • 4/3 - WSL Council Meeting
  • 4/3 - AFT-Oregon Resolutions Due
  • 4/5 - First Friday
  • 4/26-28 - PSRP Conference
  • 5/3-5/5 - AFT-Oregon Convention

Adjournment - 7:15PM
Submitted by Bethany Schaffner

Summary of Approved Motions
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