Union Release Requests
HCU brought forward a concern that some union release requests are not being responded to in a timely manner. Those were for requests that require significant travel costs. HR explained that those union release events were for positions were it is difficult to predict if a sub will be available that day.

The parties agreed that it is preferred that management responds to these types of requests sooner so travel plans can be finalized.

Information Provided at a Step 1 Grievance
HR brought forward a concern that HCU’s current practice for submitting step 1 grievances does not identify the specific parts of the contract that are being violated. The difficulty with a step 1 grievance is that it is an informal meeting where an employee doesn’t know for sure if the contract has been violated. Detailing how the action violates the contract would elevate the grievance to step 2.

The parties agreed that simplifying identifying the part of the contract that is suspected to have been violated would be sufficient. HCU will share an updated template with HR so they know what to expect in those submissions.

Experience credit limit for new hires
HCU requested clarification on how the district intends to apply the experience credit language for initial salary placement now that the first two salary steps are being deactivated. HR will only use active steps when applying experience credits. For example, employees hired next year will be able to placed up to the 5th active step which is the current step 7.

Once the steps are deactivated, the steps will be relabeled. In our example, step 7 will be relabeled to step 5.
May 8th walkout
The parties discussed the potential walkout on May 8th. Management has not yet decided how to react. Once a decision has been made, there will be conversation on how this will impact classified employees.

Chartered Bus usage
HCU brought forward a concern that there is not an established protocol for tracking when a chartered bus is used. HR will share what is currently planned for the school year and will notify HCU when a trip not on the shared list occurs.

Adjourn - 4:50PM

*Recorded by Devin Hunter*