HCU General Membership Meeting

March 21, 2019

Call to Order - 5:15PM

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

Work Site Leader Roll Call
- Marilyn Belden - Patterson ES
- Sherrill Frank - Hillsboro HS
- Colleen Hampton - Orenco ES
- Leslie Hatcher - Brown MS
- Brian Huffman - Transportation
- Emese LaValle - Orenco ES
- Monica-Sophie Steig - Orenco ES

REGULAR ORDER

I. Establish Quorum
- Membership Report
  - Members 779
  - Non members 626
- Quorum Count
  - 19 present. Did not meet quorum

II. Approval of minutes
A. January 24, 2019
  - Approved as presented

III. Business
A. Finance Review
  - Finance Committee met and made mid year adjustments to the budget to reflect actual yearly spending instead of projections.
Our end fund balance is large enough to have some that is not protected under the FDIC insurance. The committee recommended, and the board approved, moving some money to a second bank. Advantis Credit Union is holding this money.

Food and venue costs were the bulk of the spending for the Classified Appreciation Dinner that took place in February.

AFT-Oregon Winter School costs were lower than normal due to the event being held in Hillsboro. No hotel rooms were necessary for attendees.

Current operating with a $20,000 loss due to the economic impact of the Janus decision.

B. SWAG Order Form

HCU has a stock of branded gear that is available to members that is handed out at union events. If members can not access union events, it will be available online at the HCU website. Items will be sent via interoffice mail.

Currently working on getting a vendor for sweatshirts. If a member wants one, they will have to pay for the cost of the sweatshirt.

C. Nomination of Board Officers

Officer elections will be held May 16. In order to run, a member must have been a member in good standing for 1 year. Elected officers serve for a 2 year term, attend monthly meetings, oversee the budget, and are responsible to the membership.

Nominees are:
- President- Melody Hansen
- 1st VP- Colleen Hampton
- Bargaining Officer- Debbie Langworthy
- Communication Officer- David Lopez
- Organizing Officer- Christine Chapman
- Political Action- Anastasia Hernandez Vasquez
- Membership Officer- Emese LaVallee
- Secretary- Bethany Schaffner
- Treasurer- Marilyn Belden, Rebecca Cisco

D. Election of Delegates to AFT-Oregon Convention

There are a total of 21 delegate seats available. Elected officers are automatic delegates. The following members were nominated and elected to serve as delegates for the State Convention May 3-5, in SunRiver.
- Brian Huffman
- Debbie Langworthy
- Emese La Vallee
- Colleen Hampton
- Becky Cisco
- Rocky Dixon
- Anastasia Hernandez Vasquez
- Monica-Sophie Steig
IV. Member Directed Topics
A. Substitutes being used as temps
   ● Subs are being told that they can only sub for 60 days.
   ● What is supposed to happen is that these positions are supposed to be
     converted to temporary positions. What we find is that a sub will bounce around
     positions so they don’t stay in one place for 60 days.
   ● It’s a long standing issue that will need to be fixed with changes to the contract.
   ● If you are a permanent employee, taking a temporary job is dangerous.
B. Classified Floater
   ● Discussion about a floater position. It’s a permanent employee that doesn’t have
     a dedicated location and is used to fill needs across the district.
   ● SEA could use floaters, but it’s dependent on Student Services to allocate hours
     to a floater position.
C. Kindergarteners not sent to enclosed classrooms
   ● Discussion about student services deciding to not place kindergarteners in
     special programs who have behavioral issues. The recommendation is to work
     with their principal to address these students.

V. Officer Highlights
A. President
   ● Comprehensive Reclassification Review is happening. Part of the driver is the
     pay equity law which adds new limits to who the district can interview. This has
     caused a lot of qualifications to be removed. The job description is supposed to
     be the lowest level required to hold the position.
   ● The bilingual requirement has been added to the general job expectations for
     those who are bilingual. The bilingual assistant will be consumed into another
     position and the posting will be designated as bilingual required. For those
     students who don’t speak english or spanish, the district has resources to get
     support for other languages.
   ● Health room assistants are being consolidated into admin support. If there is an
     area of responsibility that requires special training, staff that is assigned to that
     area will have to be trained. Our expectation is that those who cover the health
     room will have some time each week in there to maintain their skills.
● Media assistants will remain in the educational assistant family. Media assistants will be different from Special Education Assistants and the new bumping chart will separate them from each other.

● The district’s position is that they can make unilateral changes to job descriptions. The HCU team disagrees and will be meeting with management about this.

● We are expecting significant budget cuts coming for next year.

VI. Committee Highlights

A. Political Action Committee Report

● A delegation of 3 members went down to Salem to testify on HB3075. This bill reverses an upcoming change that would prevent opt-out payments to some employees. The change would reduce the amount going into the insurance pool that would result in higher insurance premiums for everyone. It would also block spouses from combining contributions. There is strong support to pass HB3075 as failing to do so would harm public employees and not contain costs as expected.

B. First Book

● This program is where we give out free books to students. We coordinate with another evening event so parents have a reason to stop by.

● There was an event at Patterson and they are working on Mooberry.

VII. Election Results

A. AFT-Oregon Convention Delegation

● Ballots received: 17

● Votes needed to be elected: 9

  ○ Brian Huffman - 17
  ○ Debbie Langworthy - 17
  ○ Emese La Vallee - 17
  ○ Colleen Hampton - 17
  ○ Becky Cisco - 17
  ○ Rocky Dixon - 17
  ○ Anastasia Hernandez Vasquez - 17
  ○ Monica-Sophie Steig - 16
  ○ Jenny Campbell - 17
  ○ Christine Chapman - 17
  ○ Aiden Huchins - 17
  ○ Tami McInnis - 17
  ○ Scott McInnis - 17
  ○ Sherrill Frank - 17

● All candidates elected
VIII. Announcements

A. Next GMM: May 16, 2019

B. Upcoming Events
   ● April 10, Take it to the Max
   ● April 18, Classified Listening Session
   ● April 24, SPED Listening Session
   ● May 3-6 - AFT-Oregon Convention
   ● May 23, New Employee Orientation
   ● June 1, HCU BBQ
   ● June 30, Current Officer Term Ends
   ● July 1, New Officer Term Starts

Adjournment - 6:37PM

Submitted by Bethany Schaffner