Labor Management Meeting
April 10, 2019

Start Time - 3:50PM

Attendees

- Devin Hunter - Union President
- Melody Hansen - Bargaining Officer
- Debra Mayo-Kelley - AFT-Oregon Field Rep
- Ada Goldberg - HCU Organizer
- Saideh Haghighi - Director, Equity and Human Resources
- Kona Lew Williams - Chief Human Resources Officer

Topics Discussed

Transportation punch times
HR brought forward a concern that Transportation staff are padding their time cards and are in the middle of reviewing records for all staff. Department management will be meeting with staff to review their punches and identify abuse. The goal is to have the rules for punching in/out be applied consistently to all staff.

HCU asked for, and received, confirmation that management will take tasks not listed on the route sheets into consideration when determining if there is abuse. These include: pre-trip safety checks, bus fueling, travel not listed on the route sheet, and idle time between routes.

Comprehensive Classification Review
[Also present for agenda item: Michelle Morrison - Chief Financial Officer]
The parties discussed the current status of the classification review and the next steps.

- All classified job descriptions have been updated.
- A new bumping chart has been drafted.
- HR will draft a proposal of the changes that require ratification by the School Board and Union Members. Plan to release on April 16th
- The HCU bargaining team will meet on April 22nd to draft a recommendation to the membership.
- HCU members will meet on April 25th to discuss the changes and consider ratification.
- The school board will consider ratification of the changes at their regularly schedule board meeting on April 30th.

If either party decides to not ratify the changes by April 30th, HR will be unable to implement the identified changes for the 2019-20 school year.
There was consensus that the proposed changes do not completely satisfy the agreement made by the bargaining teams that is detailed in Article 32 of the contract. The next step is to determine the appropriate placement on the salary schedule for each position. This will be done by comparing the total compensation package with similar positions in other school districts. The goal is to have the work completed in time to implement changes for the 2020-21 school year.

**Step III Response**
HCU brought forward concerns about how management responded to a recent Step III grievance. There seemed to be confusion since there were two grievances submitted at the same time for the same grievant. HCU explained the reason for submitting two grievances and encouraged management to reach out if they want to combine grievances.

HR recommended that HCU reach out if they receive a grievance response that is unexpected to talk through the reasoning and clear up any misunderstandings.

**Adjourn - 4:45PM**

*Recorded by Devin Hunter*