Labor Management Meeting

May 15, 2019

Start Time - 3:46PM

Attendees

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

Topics Discussed

Sick leave donation transfer to unfilled requests
HCU brought forward a request to modify what happens when a sick leave donation is turned in for a request that doesn’t need the time. The preference would be to allow employees to specify that payroll can transfer the donation to any unfilled request.

HR expressed no concerns with this change. HCU will update their templates.

Non-bilingual required positions being expected to perform translations
HCU brought forward a concern that employees are being asked to perform translations when that work is not part of their assigned area of responsibility. Some employees don’t want to perform translations when it wasn’t a part of their hiring.

HR expressed that in most instances, it would not be a requirement. The employee could decline the request if they felt their level of fluency would not allow for an accurate translation. If translation is not a part of their regular assignment, performing translation would normally occur after their regular schedule and they would be paid using extended contract time. Staff are expected to support students and families with all the skills they possess.

Only in emergency situations, where there is no one else available to translate, will an employee be expected to perform translations. If the translation work occurred during an employee’s normal schedule, they would receive no additional pay.

HCU continues to have concerns about this practice and the potential for issues that could arise from transactions performed by low-fluency staff or by those with low confidence in their language skills.
3rd party access to classified staff meetings
HCU brought forward a concern that an anti-union organizer may have been able to get on campus to hand out flyers in a staff meeting. HR explained that principals are already trained to limit who has access to staff meetings and directed HCU to confirm with the building principal that the event occurred. If it did, HR will take appropriate action.

Staff Ethics policy applied to time before employment
HCU brought forward a concern that management took action against an employee for events that occurred before they were employed. HR explained that the investigation started due to a complaint and that situations like these are evaluated on a case by case basis.

Some of the major factors that are considered are:
1. The impact to the educational environment.
2. The existence of a publicly accessible record of the events.
3. The employee discussing the events with others.

HCU pointed out that the board policy does not state that it covers events that occur before the employee is hired. That the event itself was not a violation of district policy.

HR will review the board policy and determine if modifications are necessary.

Full time release officer MOU
The parties discussed the HCU drafted MOU for full time release. When an employee takes full time release, the contract does not specify when the employee may take full time release again. There was an arbitration that resulted in a contract interpretation that an employee is limited by the number of consecutive years.

HR will provide a counter proposal.

Procedure for determining pay when demoting staff due to staff reductions
HCU brought forward a concern that the contract is silent about when an employee moves from a higher paid classification to a lower paid classification. This is a rare occurrence and the instances that Devin knew of had the employee maintain the step number on the new pay scale.

HR will investigate and an MOU may be necessary.

Adjourn - 5:30PM
Recorded by Devin Hunter