



A Union of Professionals
HCU Local 4671

Local 4671, Hillsboro Classified United

What will you work to improve this year?

January 2013

HCU News

Upcoming Events

General Membership Meeting

January 24, 2013
HHS Library
5:30 PM

Weingarten rights

Just a quick reminder that you have the right to ask for representation when you meet with your supervisor. If you are unsure if you need representation, talk to your Work Site Leader or contact the Union Office.

We need your help

If you are interested in helping make your work site a better place to work, we invite you to become a Work Site Leader. These volunteers act as first responders when labor related issues occur. If you are interested, contact Erik Weyarch.

Bargaining survey being sent through e-mail.

Before bargaining starts, the bargaining committee asks for input from the members. This is the best opportunity for members to give their opinion on what the team should work towards. The link was already sent by Carol Conner so check your e-mail. The more input the team gets, the better choices they can make.

Useful Websites

HCU Website

<http://hcu4671.org>

AFT Benefits Site

<http://www.aft.org/benefits>

Exec Board E-Mail

Carol Conner
President@hcu4671.org

Linden Becker
1stVP@hcu4671.org

Eric Weyrauch
2ndVP@hcu4671.org

Devin Hunter
Communications@hcu4671.org

Ynona Johnson
Bargaining@hcu4671.org

Sandy Kennemer
Membership@hcu4671.org

Political Action -
Vacant

Chris Collings
Treasurer@hcu4671.org

Sue Miller
Secretary@hcu4671.org

Getting to Know Your Contract

Each month, we explain a section of the HCU Classified/Management agreement (aka "the contract") to help our members better understand this important document. This month's section is:

Compensatory time - Article 15.A.2 (page 22)

Compensatory Time, "Comp time" for short, is where your supervisor can offer time off instead of paying for overtime. This must be arranged and approved by your supervisor before you work those hours. Comp time is awarded at the overtime rate (Article 15.A.2 sentence 1) and there are some important guidelines to keep in mind when you accept comp time:

- 1) You can only receive comp time after you work 40 hours in a week. If you work less than 40 hours a week, you should be paid for every hour worked.
- 2) Your time off must be scheduled before the end of the month following your overtime. For example, if you accrue comp time in May, it must be used by the end of June.
- 3) The date and time that you use your comp time must be jointly scheduled by the employee and the supervisor.

In order to prevent misunderstandings, a written log detailing your comp time must be kept by your supervisor (Article 15.A.2 sentence 5). Before you accrue or use comp time, both you and your supervisor must sign this log.

If you have questions about comp time, talk to your supervisor about it. Employees are only required to work during the hours scheduled. If you feel that a task would require staying outside of your normal work hours, make sure to talk to your supervisor about it so they can decide if they want you to work overtime to complete it.



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