



A Union of Professionals  
HCU Local 4671

# Local 4671, Hillsboro Classified United

*New faces, new direction*

May/June 2013

## HCU News

### Upcoming Events

#### **Ratification Vote of Tentative Agreements**

Date and Time TBD based off bargaining process.  
Keep an eye on your e-mail for more updates.

### Useful Websites

#### **HCU Website**

<http://hcu4671.org>

#### **AFT Benefits Site**

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

### Exec Board E-Mail

Carol Conner

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VP of Bargaining

*Vacant*

Sandy Kennemer

[Membership@hcu4671.org](mailto:Membership@hcu4671.org)

VP of Political Action

*Vacant*

Bethany Schaffner

[Treasurer@hcu4671.org](mailto:Treasurer@hcu4671.org)

Sue Miller

[Secretary@hcu4671.org](mailto:Secretary@hcu4671.org)

### HCU Officer Election Results

On May 9th, the HCU membership gathered to pick the officers that will lead the Local for the next two years. The candidates will start their term on July 1st, 2013. Please congratulate the following officer elect:

- President - Eric Weyrauch
- 1st VP - Devin Hunter
- 2nd VP - Sue Miller
- VP of Communications - Brian Huffman
- VP of Bargaining - Dean Pfaender
- VP of Membership - Sandy Kennemer
- VP of Political Action – Open
- Treasurer - Bethany Schaffner
- Secretary – Char Schuster

### Constitution and Bylaws results

Before Officer elections, the Constitution Committee presented three amendments and a resolution to the membership. The results of the vote is as follows:

- HK1 – House Keeping – Amended to extend applicable changes to the Bylaws. Adopted as amended
- CA1 – Work Site Leaders – Adopted
- CA2 – Voting Committee – Adopted
- R1 – Vote by mail – Amended to strike language limiting vote by mail to occur only in the summer. Adopted as amended

## Getting to Know Your Contract

Every so often, a section of the HCU Classified/Management agreement (aka "the contract") is explained to help members better understand this important document. This month's section is:

### **Bumping and Order of Layoffs - Article 14, Part C & D (Page 19)**

When the District decides to enact staff reductions, they can't lay people off arbitrarily. Layoffs start with the least senior member of the position classification. For example, if the district decides to reduce a Cook 2 position, the least senior Cook 2 across all schools will receive the layoff notice.

Receiving a layoff notice does not always mean the end of employment with the district. You can transfer (aka bump) to a lower classification position. It's important that you notify the district within five days of receiving your layoff notice. When you bump, the employee with the least seniority in the lower classification receives the layoff notice instead of you. For example, if a Cook 2 position is reduced, they can bump to a Cook 1 position and the least senior Cook 1 receives a layoff notice.

The bumping cart is on Page 50 of the contract. If you want a some help navigating this process, contact the Union Office to get in contact with a Work Site Leader.



Contact the VP of Communications to get this in your email and save a tree!

**Two Pages!**  
**Flip for more News!**



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### Committee membership appointments

With the creation of the Voting committee, we are reminded that there are many committees that members can be a part of. You can express your interest in joining a committee by sending a letter to the HCU office and requesting appointment. The new Executive Board will review the applicants and determine who to appoint. To help them make their choice, please add a short explanation of your motivation for joining and what you hope to accomplish. The committees are:

**Bargaining** – Attend bargaining meetings with the district. Develop bargaining strategy and do research as needed.

**Communications** – Work at the direction of the VP of Communications to improve communication with members. This includes the newsletter, notice boards, and mailers.

**Education and Training** – Work at the direction of the VP of Collective Bargaining to train work site leaders and educate members on how unions work.

**Membership** – Work at the direction of the VP of Membership to develop programs to encourage employees to become members.

**Political Action** – Track political activity in the state and in local government and work to keep members informed.

**Voting** – Draft the voting policies for future elections. These members are responsible for insuring that elections are fair and that the will of the majority is expressed when a vote occurs.

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### Transforming Site Stewards to Work Site Leaders

With the recent amendments, Site Stewards are now called Work Site Leaders, WSLs for short. With the change in name comes a change to how Work Site Leaders work. There is no longer a limit to the number of WSLs at a site, all you need to become a WSL is a desire to help your fellow coworkers. The main job of all WSLs is to be informed. This means understanding the contract, the HCU constitution, reading the newsletter, and reading e-mail announcements from the President. The second part of being a WSL is helping your coworkers answer labor related questions and connecting them with resources when they need representation.

The goal of the change was to give everyone a way to help their coworkers. It doesn't matter what your position is or how many people you see each day, you can become a WSL. All you have to do is notify the Union Office and the VP of Collective Bargaining will get in touch with you for training.

Now the work of a WSL doesn't necessarily end at answering questions. There are a lot of other things that WSLs can do to help out. A highly active WSL is an advocate for their worksite, making sure that their coworkers are informed of union activity and bringing work site concerns to the HCU Executive Board.

We invite everyone to consider becoming a Work Site Leader. We need your help, your coworkers need your help. **If not you, who? If not now, when?**

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### Convention Report

In April, the HCU Executive Board traveled to Sun River to attend the AFT-Oregon Convention. This is where member locals meet to determine the future of AFT-Oregon. They determine this through adopting resolutions every year and voting for officers every two years. This year, HCU submitted a resolution to direct AFT-Oregon to oppose legislation that would make it easier for districts to contract out positions. With the support from our friends in other locals, our resolution was adopted by the convention.

Resolutions act as the agenda for the elected officers of AFT-Oregon. These officers are tasked with translating the resolutions into action plans for state wide efforts. This year, Devin Hunter, was elected to fill one of the ten AFT-Oregon Vice Presidents positions. He will be attending AFT-Oregon Executive council meetings and will work with other locals to promote AFT-Oregon's plan of action.

As members of AFT-Oregon, we have both the right and the responsibility to determine what the organization should be working on. If we want AFT-Oregon to hear our voice, we have to speak up at Convention. So if you have something that you want AFT-Oregon to pursue, the HCU Executive Board is looking for resolution ideas. Contact the Union Office to find out more about the resolution process.