

## OSEA CHAPTER 34

Regular Union Meeting

4:00 PM DHS

January 09, 2024

Meeting Minutes

1. **Call to order: 4:01 PM.** The meeting was called to order by Kelli McGuire and was seconded by Sue Finnegan; voted on by membership and accepted.
  - 1.1 Officer roll call: Vice President was not at roll call but arrived a few minutes late to the meeting. At that point all officers were present
2. **Minutes of previous meeting**
  - 2.1 Communication shared via google docs to membership: Previous meeting minutes are available on the drive for all members to view, acceptance of previous meeting minutes were approved and seconded. Minutes voted on and approved.
3. **Treasurer Report:** We have **\$10,335.91** in our account. We did not have any Outgoing checks. Our membership is up to 129! Keep spreading the news!
4. **Member Old business:** All old business is located on the drive for all members to see, there were no questions regarding old business and motion was made to approve old business, seconded by membership, voted on and approved
5. **New Business:**
  - 5.1 **Status of Grievance:** The union filed three grievances with the district regarding violation of Article 10 subsection G. 2: **If an employee requests a non-student contact day off and comes to a mutual agreement with the building administrator or designee, the following options may be used: vacation, personal or non-paid days.** The grievance states that we believe the district is not following the contract as mutually agreed upon. We have had members who have recently requested time off without pay for non contact days and they have had their request denied. The grievance is now

at a level 3 in the grievance process: Please reference article 14 of the CBA for complete explanation and outline of grievance process. We will keep you informed as the union moves forward in the grievance process.

**5.2 Unemployment:** Our members are now eligible for unemployment benefits during the summer. A training is being provided by OSEA on Jan 20, 2024 Please reference **January 10, 2024** email for dates and sign up information.

**5.3 Budget and layoff Status:** The district has been in conversations with the Union regarding the number of layoffs that classified employees can expect, at this time the number of classified staff slated for layoff is 13.5. We are aware that this number is scary and we understand that this is a really hard time for members. It is important that you understand that at this time any numbers are speculations. The District, Union and OSEA are meeting regularly to discuss the budget and other options that may be available for members and district staff. Please know that as we get information we will share with all members. The district does hope to have information to members sooner than later. Please reference Steve Spencer's email sent to all staff January 09, 2024. He outlines clearly where the district is in relation to next steps. We are all in this together and the E board and district are available to each and every member and we encourage you to reach out if you have any questions or concerns.

**5.4 Rumor Control:** President McGuire acknowledges that this is a hard time for members and that the uncertainty we are feeling is anxiety provoking. We need to lean on one another. We cannot and should not speculate what will happen or what positions may be cut. Now is the time to be strong for one another, have grace and help each other. The E-Board is so honored to represent each and every one of you.

Next Meeting: **February 7, 2024 4:00 PM.** Location to be determined.

Meeting attendance January 09, 2024

Susan Jones  
Donna Weld  
Tracy Swartzendruber  
Monty Weld  
Dempsey Weld  
Cassie Taylor  
Casey Trowbridge  
Megan Dunkin  
Tammy Salois  
Rachel Gillins  
Annette Anderson  
Suzanne Talmadge  
Linda Brown  
Malik Kennedy  
Amber Rowden  
Michelle Basey  
Yvette Geissinger  
Cindy Read-Keen  
Kristine Blanchard