

OSEA CHAPTER 34

Regular Union Meeting

4:00 PM DHS

March 6, 2024

- 1. Call to order: 4:00 PM:** Meeting called to order by Kelli McGuire and was seconded by Danielle Landis .
 - 1.1 Officer roll call: Present were Kelli, Danielle Landis and Jennie White; Sue Finnegan was not in attendance

- 2. Minutes of previous meeting**
 - 2.1 Motion to amend treasurer report. A change was needed to the monetary amount It should have read \$ 9932.25
Motion by Crystal Baker to accept second by Casey Quinn: voted and passed by membership

- 3. Treasurer Report**
 - 3.1 Balance Current balance for account is \$10, 062.25 There is a \$ 127.00 check that needs to be deposited.
 - 3.2 Balance of account for last meeting \$ 9932.25
 - 3.3 Jennie White attended a training and will look at making changes to how the money is accounted for; Google spreadsheet to reflect any activity in the account so that members have an idea where the money goes and can have a voice if requested. Motion to pass by Quinn, second by Tammy Solis; voted and passed unanimously by membership

- 4. Member Old Business:**
 - 4.1 Update on grievances filed regarding members being able to use no paid days on no student contact days: The matter was taken before the board and the board voted unanimously to align with the Superintendent. The Superintendent has since instructed all building principals to work with employees on how and when they can use the “no pay” option. There still must be a ‘ mutual agreement’ between the member and the Admin, but there should be no reason why members should not be able to use this as

an option when taking off a no student contact day. Remember, if you exercise this option it will affect your overall final salary at the end of the year. If there are issues with using this option please contact a member of the E-board and they will address it. The grievance has been dropped without prejudice.

4.2 Question about PLO: An employee can tap into PLO for a sick child or family member or overall family illness. The employee will only be paid a percentage of their regular pay. It depends on the amount made per year.

Finishing up with Old business was moved to pass, seconded and voted on by membership.

5 Member New business

5.1 Unemployment: Please remember to begin your unemployment benefit during your time off at Spring break. You must have a one week waiting period and if you file your claim during this week, it will count towards your waiting period. This is a benefit for all employees who do not have a 12 month contract. You can apply for unemployment at the end of our contract; mid June 2024. There were some rumors discussed but they were without merit.

5.2 RIF process: All parties have been notified who need to be notified. There is one person left to decide what they will choose to do. Once this is completed the E-board will begin getting the information to members their status with regards to employment and contract placements. There is only about one week left before everyone will or can be notified.

There were questions regarding seniority and if members can request the list from the district regarding seniority. This is a list that is held by HR and cannot be shared with anyone other than the members themselves.

In regards to the bumping process, you are allowed to bump someone within your same category or someone who is lower than you, you cannot bump someone who is higher than you as the RIF process is not meant to have employees move up in pay. If an employee chooses to bump someone who is in a

lower pay range than they are currently, the district will freeze you at your current wage until the rest of the members in that pay range catch up to you.

5.3 Conference Candidates: It is time to nominate candidates to attend the annual conference. The dates for the conference are June 20, 21 & 22. It is customary to send members from each chapter to the conference. This is an opportunity to learn more about the union, meet other members and learn what other chapters are doing. We ask that if you go, you take good notes and be prepared to share what you have learned at the conference.

5.4 Committees: We need members to join committees. We are down three members since our last meeting. We would like to get 10 new members so we can recover a percentage of our union money back from the state. Remember being involved means being informed.

5.5 Rumors: Ok, so there have been rumors drifting about in almost every school; rumors are like pens; you find them everywhere, some work and some don't. Be careful about what you believe and even more careful about what you spread. When we can't control what is happening around us we find a way to get control; often it is by creating the narrative. You need to trust that your E-board is sharing with you all the information they can and they are doing it as timely as they can. Your E-board takes their representation seriously. We would never intentionally leave members in the dark. When we know something you will know something. During these uncertain times, the best thing you can do is know and follow your workplace expectations. Be kind to one another and give each other the benefit of the doubt. We have no guarantees about the upcoming school year. We are at the mercy of the state's budget, student enrollment and the district's ability to work within a balanced budget; all things not within anyone's control. Motion to approve by Tammy, second by Tonya Silva and voted/ approved by members. Meeting adjourned at 4:55 pm.

Next Meeting: April 3, 2024 4:00 PM DHS Library.

Attendance:

Bryce Jordan

Spencer Jones

Linda Brown

Amber Rowden

Casey Trowbridge

Rachel Gillins

Kristine Blanchard

Cassie Quinn

Monty Weld

Donna Weld

Crystal Baker

Tammy Salois

Tammy S

Annette Anderson

Jill Worley

Tonya Silva

Susan Jones

Steven McFarland

Leanna Dieters

Danielle Landis

Kelli McGuire

Jennie White