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# Newsletter

September 16, 2015

## Welcome back to our new and returning members!

HEA also welcomes our new and returning school board members, classified staff colleagues, and administrators.

It's been a busy summer! Your bargaining team met after the contract year in June AND in August to work out how to use the available budget to move toward the best improvement in compensation for the most members. Because both the HSD and the HEA are concerned that we keep our great teachers, we broadened the scope of our bargaining to include some workload and safety issues. We meet again on September 17, from 4 to 9 at the District Office.

In addition, we helped pass legislation that gives parents and students more rights to opt-out of high stakes testing, and we are moving toward a tremendous change in Oregon's corporate tax structure. By making large and out-of-state corporations pay their fair share in taxes we can invest in the social services and schools that Oregonians deserve.

We are excited to continue this work we all feel passionate about: fighting for the schools and society our students deserve! Our past work together provided a strong foundation for the coming year. We have more actions planned for the year ahead. You don't have to be a building rep to step up to support our endeavors—we are a union, and we rely on our members for our strength.

## Give your building rep a hand—literally and figuratively

Your building rep gives up time not only to come to the monthly Representative Council meetings, but also in listening to members with concerns and sending information and questions to the HEA Executive Board.

This year OEA is asking us to confirm your membership information in a different format, on individual forms that will give you a chance to better understand our goals for this year and up to November of 2016. For those of you who want to be part of creating a better Oregon, this will be a chance to make yourselves known and to find out what you can do.

## And more about leadership:

This year brings the opportunity to elect Hillsboro Education Association Leadership for the next two-year term. All offices, from the vitally important Building Representatives to the Executive Board (including President, Vice President, Secretary and Treasurer) are open. Elections will be held in February. Watch and get to know the great leaders you already have, or step up and make yourself known if you are inclined to any of the offices.



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[www.heaoea.org](http://www.heaoea.org)

## From the Oregon Bureau of Labor and Industries Website: Lunch Break Q & A

### Q. What are the basic requirements for meal periods under Oregon law?

A. Meal periods of not less than 30 minutes must be provided to non-exempt employees who work 6 or more hours in one work period. No meal period is required if the work period is less than 6 hours. Additional meal periods are required to be provided to employees who work 14 hours or more. (See chart at the end of this fact sheet.)

Ordinarily, employees are required to be relieved of all duties during the meal period. Under exceptional circumstances, however, the law allows an employee to perform duties during a meal period. When that happens, the employer must pay the employee for the whole meal period. (HEA note: our contract specifies a stipend for lunch room supervision during the member's lunch period.)

### Q. How is the "work period" determined?

A. Work period is defined as the period between the time an employee begins work and the time the employee ends work, including all rest breaks and any period of one hour or less *not designated as a meal period* during which the employee is relieved of all duties. Meal periods do not count as part of the work period unless the employee continues to perform duties during the meal period.

### Q. Is the meal period required to be taken during a particular time during the worker's shift?

A. Yes; if the work period is at least six hours but less than seven hours, the meal period is to be taken between the second and fifth hour worked. If the work period is more than seven hours, the meal period is to be taken between the third and sixth hour worked.

## Happy Birthday—is your license up to date?

Hillsboro School District Board Policy GCA states that, "Licensed personnel must have a valid and appropriate license on file with the District as of the first day of their assignment and must maintain such certification. Failure to do so will result in the teacher/administrator being placed on unpaid leave until the appropriate license is obtained or until the employee is terminated." If your license expires, you will be placed on leave without pay until you reinstate your license. Allowing your license to lapse may result in disciplinary action up to and including dismissal.

## And more about your licensure:

Register for this workshop, presented by OEA Licensure expert *Teresa Ferrer* regarding the changes likely coming for ALL of us:

"Find out the latest in the development of a brand new licensure redesign for Oregon. Valuable information about all aspects of licensure for K-12 educators and understand completely what your requirements are. Walk away with answers to your specific questions and materials that are comprehensive and user friendly. CPD Certificates will be given."

The workshop is offered Wednesday, **October 7**, 4:30 to 6:30 p.m. at the Washington County (including HEA) offices at 20450 NW Amberwood Dr., Ste. 125, Beaverton 97006. More details and registration are under the "Workshops" tab at [www.heaoea.org](http://www.heaoea.org)



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