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February 7, 2018

# Bargaining Brief

## HEA/HSD Negotiations Began on February 5

The HEA and district bargaining teams had our first joint bargaining session on Monday. We were happy to have our Contract Action Team (CAT) in attendance for the first time, and look forward to their support in the future!

CAT members are an important connection between the HEA bargaining team and each building, helping promote transparency, improve communication and rally support at each site.

As it was the first session, teams began with a warm-up and review of ground rules and norms. Afterward, each team went through a list of contract articles and the corresponding issues that they wanted to discuss and resolve. We based our issue proposals on information we gathered from our conversations we had with members during the Engage Project and the electronic survey results. HEA team's presentation of items focused heavily on workload and safety issues, as well as a myriad of other things. Many of the items we presented are integrally tied to class size and caseload, which we will address in this round of negotiations. And of course, a salary and benefit increase was included as well.

The team extends a big thanks to our CAT and encourages you to seek out your building's team member. There are a few sites who still need CAT representation, and even if your building has one, many hands make light work! There is another CAT training February 22nd, so contact Jill Golay or Lisa Tanedo at the email address below if you are interested in joining the team. Even if you are not a CAT member, anyone is welcome to come watch a bargaining session.

Our next session is on Monday, February 12th from 4:30 to 6:30 at the HEA office, 20450 NW Amberwood Drive, Suite 125, Beaverton. The agenda includes an economic presentation/update from the district CFO, Michelle Morrison and discussion on the following topics:

- Article 1: Recognition (subs)
- Article 2: Management Rights and Responsibilities (subcontracting)
- Article 5: Member Absences (snow days language)
- Article 11: Grievance Procedure (expand rights under Equity grievance)

If any of those things sparks your interest, feel free to come join the audience! If you can't make it, be sure and connect with your building CAT member to keep apprised of ongoing negotiations.

Thank you for your support and attention!

Your Bargaining Team-

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