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Newsletter

June 15, 2018

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Dear Members,

As the 2017-18 year comes to an end I wanted to take a moment to thank all of you for your countless hours of hard work. Your dedication to your profession and to your students hasn't gone unnoticed. It has been an honor having the opportunity to be your union president this past year and I look forward to having the opportunity to continue to lead HEA next year alongside the amazing team of executive officers and building reps we are so fortunate to have.

You may have heard that the Supreme Court is on the brink of making a decision that could be very harmful to unions. I'd like to take this moment to remind you what your union does for you and all the ways that we take care of you. I'm sure that you have seen in the news recently our fellow brothers and sisters in states such as Arizona and Oklahoma who have been advocating for a living wage. One of our past HEA members recently wrote to me sharing the negative impact of not having a strong union in her new state. From low salary and high monthly premium health insurance to no strong contract, supports or voice at the bargaining table. Fortunately, here in Oregon we have a strong union presence that has helped to build a strong contract and salary.

Salary and Benefits: We have bargained improvements to your contract throughout the years so that we are currently in the top 6 of districts statewide for salaries! HEA was the moving force behind the HRA Moda and Kaiser plans and the HEA pool – both of which allow members to have little to no out of pocket costs and lower deductibles.

Advocacy: We listen to your concerns and advocate for you with the district. This year we had one-on-one conversations with over 75% of you during our Engage Project when we made site visits to all our buildings. We heard you and have taken the issues you shared with us to the district. Many of the most pressing of those concerns are now part of our negotiations. At the state level, we have been active lobbying for class size reduction, legislation around disrupted learning, and more funding for public education.

Representation: Critical to what we do is provide building site representation to support you around everything laid out in our agreed upon contract. Be it small issues and questions that arise, to larger concerns or potential contract violations, we are there to stand by you!

Build Community: This year we organized many fun community events like the annual Team Up For Students 5K and HEA Book Swap or Adopt Booth at the Summer Saturday market. We support members with a new member breakfast and rep connect as well as a Poker Run social for new and student teachers in Washington County. We host a celebration at The Rock for those of you who received your new contract teacher's status and honor the dedication of our retiring at our annual Retirement event at Pumpkin Ridge Golf Course. We have also provided monthly workshops at our OEA office to help your efforts to earn PDUs and to provide information on everything from student loan forgiveness and retirement, to mindfulness and technology in the classroom.

Currently Bargaining the new contract: We will be back at the bargaining table in August and September. Issues on the table include more prep time and more personal days. We are also negotiating for more relevant language related to student discipline issues, a stronger voice in present instruction and PD decisions and more ways to make your evaluation process meaningful to you. We encourage you to come watch the team bargain. You can sit together with the CAT and show solidarity and see what negotiations look like. If you are interested in joining the HEA Contract Action Team (CAT) watch for an invite and more details end of August or beginning of September.

Thank your Bargaining Team~ They have heard your voice and continue to work long hours for you! *Lisa Tanedo (chair), Joe Vermeire, Christine Estep, Mike Dunn, Jessica Ramirez, Elizabeth Nahl, Rachel Herrick, Jill Golay and Sarah Moskoff (HEA/OEA Consultant).*

Contact us:

Feel free to email me at any time at hillsboreoa@oregoned.org

Stay current with union issues by visiting the following websites and join us on Facebook.

Facebook:

<http://heaoea.org>

<https://www.oregoned.org>

We're here to support you and we have your back. It's never been more important to be a member of a union. We are stronger together! Thank you for all you do for your students and enjoy your summer!

In Solidarity,

Jill Golay

HEA President