

November 15, 2017
Ten Minute Building Meeting – HEA

	Topic / Issue	Details
	<p>3 Great Reasons to Read Your HEA Contract</p>	<p>Your HEA negotiated contract has many benefits for your every day on the job. Doing a “once through” read is very enlightening and we highly suggest you do that. Here’s just three great reasons why:</p> <ul style="list-style-type: none"> ➤ Your contract spells out your rights for paid leaves like sick leave, parental leave and bereavement leave. (Article 8, pp. 17-23) ➤ Your contract describes how much protected prep and work time you have during the year (Article 4, pp. 7-9) ➤ Your contract describes your right to participate in annual feedback on your building’s student discipline plan (Article 17, pp. 40-41)
	<p>Speaking of the contract –</p> <p>HEA will be negotiating on your behalf starting in January</p>	<p>Your HEA Negotiations Team will be negotiating on your behalf beginning January 29, 2018. All negotiations sessions will be open to members and are being scheduled after school on various Mondays through May.</p> <p>In preparation for negotiations we are doing the following:</p> <ul style="list-style-type: none"> ➤ Training Negotiations Team - happened on Nov 2, 2017 and ongoing; ➤ Recruiting for CAT – Contract Action Team – process for all members to participate in negotiations; ➤ Preparing an electronic survey for all members to take in December; ➤ Team is doing a systematic analysis of contract, is gathering all grievance and problem areas of contract and will use that combined with survey data to determine initial proposals; ➤ Bargaining Chair, HEA president and OEA staff person will meet with district leadership in December to discuss process, timing and set draft ground rules.
	<p>We need you!</p> <p>Consider being a CAT member</p>	<p>Contract Action Team (CAT) members will receive a brief training on January 4 from 4:30-6 pm at the HEA office. Refreshments served.</p> <p>CAT members can attend as many or few bargaining sessions as they are able. The job entails taking information from open negotiations back to the building, as well as occasionally supporting the Negotiation Team’s work through collecting of data or organizing a small action. Go to www.heaoea.org for more info or call Jill Golay at (503) 645-6776.</p>
	<p>Elections</p> <p>Open Positions for HEA, OEA and NEA seats</p>	<p>If you’re interested in running for any of the following positions, log onto www.heaoea.org for more info, deadlines, position descriptions and necessary forms. Or call the HEA office at (503) 645-6776 and ask for Jill Golay.</p> <ul style="list-style-type: none"> • HEA officers (Prez, VP, Treasurer, Secretary) and building rep positions • OEA-RA delegate • OEA Region1 VP • NEA Director • NEA-RA delegate