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HEA website: heaoea.org

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From Your President... Welcome back, educators! I hope this letter finds you in good health for the upcoming school year with a feeling of renewal. Speaking of renewal, this year HEA will be negotiating for a new licensed professional agreement with HSD.

HEA is working to complete our bargaining team roster and we are planning to send a survey this Fall to collect member's input on what issues we want to include in our bargaining for our upcoming contract negotiations. **Only members** will have the privilege to provide this information to our bargaining team. If you're not a member and want to provide your valuable input, JOIN US!!!

HEA finished the last school year with 96.1% membership!!! On August 22nd, HEA hosted our annual new hire breakfast followed by our HEA orientation for 106 new hires. We are pleased to announce that a total of 98 new hires are now members of our union!!! We are thrilled to welcome the class of 2023-2024 as our newest HEA members!!!

Together, we have the collective ability to improve education for the better. None of us can do this work on our own. **As a union**, we make a difference for our working conditions, which are our student's learning conditions. Together we can address our workload issues so we can better serve our student's needs. Together we can constantly push for better salaries and a work-life balance so our educators can give their best to our students. Together, the U and I in our **UNION**, we, our members **can make a difference** for our working conditions, workload protections, and wages.

As I continue year two as your HEA President, it is important to me that we work in solidarity with one another to protect our working conditions in order to better serve all of our students. To make this possible, we must share the responsibility of this collective work. Please get to know your building rep(s), your contract, and your executive board (EB) members. Please note the list of contact information on the left side of this page. We want to support you as agreed in our contract. Here's to a great school year and remember, **it's the U and I in Union that makes us STRONG!**

In Solidarity,

Mary Kay Babcock,
HEA President | she/her/ella

Hey! Do you have a minute? Uh Oh~ Do you know your Weingarten Rights?

Weingarten rights are central to your ability to have an advocate in the room if the tone starts to change. The Public Employee Collective Bargaining Act or PECBA became effective in October 1973, the PECBA contains the laws governing employment relations for public employees like you. *"IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED, TERMINATED, OR AFFECT MY PERSONAL WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE BE PRESENT AT THE MEETING. WITHOUT UNION REPRESENTATION, I CHOOSE NOT TO ANSWER ANY QUESTIONS."* - THIS IS MY RIGHT UNDER THE 1975 U.S. SUPREME COURT WEINGARTEN DECISION

Representation Flow Chart

1. Our goal is to problem-solve issues at the building level - Building Rep
2. Check your contract - heaoea.org
3. Building Rep may need to contact At Large Rep who can answer high level questions
4. At Large Rep will contact HEA President if representation is needed at the district level

HEA Office Hours Beginning Thursday, September 7th- Join us on Thursdays from 4:00 - 5:00 p.m., for virtual HEA Office Hours. Get to know your executive board leadership, learn more about your contractual rights, get updates, and find connections. [Zoom Link](#)

OEBB Enrollment Ends September 5th If you haven't signed up for your benefits yet, be sure to do so by Monday, September 5th. HSD Benefits staff will be on site Tuesday 8/29/23 and Wednesday 8/30/23 for in person benefit enrollment support sessions at the dates and times listed on the [HSD Benefits Website](#). HEA has negotiated great benefits for the following HRA plan options which include: Kaiser 2B, Kaiser 3, and MODA 5. Benefits include very low deductibles, max out-of-pocket amounts, and no monthly payroll deduction for full-time employees.

Member Opportunities and Support

[Ready - Set - Grow!](#) These professional development opportunities provide high-quality, consistent, and accessible member-led professional learning. OEA-Grow helps educators improve their professional practice, support student success and excellence, and also builds community with other educators across Oregon. Please take a moment to see what is available, register, and enjoy!

Upcoming Events:

- **August 29th at 4:30 p.m. Conducting Compliant IEP Meetings Under SB 819** - Gain strategies from Oregon Department of Education and Oregon Education Association for holding compliant meetings under SB 819.
- **August 30th Licensure Consultations: Customized 1:1 help** Available time slots are 4:00-4:15 p.m., 4:20-4:35 p.m., 4:40-4:55 p.m., and 5:00-5:15 p.m. PST.
- **September 26th at 4:30 p.m. Navigating Difficult Conversations** Examine ways to successfully navigate difficult conversations with OEA member facilitator, Christina Salter.

Contract 101 Important Opportunities and Deadlines

Article 5.A.7- UNIT MEMBER WORK YEAR/WORK DAY There shall be a minimum of one and one-half (1-1/2) days for all teachers except job share and part-time teachers, whose time will be prorated, at the beginning of the year for virtual and physical classroom preparation and a minimum of one and one-half (1-1/2) days at the end of the school year for closing activities. All online training or policy updates will occur outside of the protected time in Section A.7.

Article 11.A.1.h- SICK LEAVES Unit members entering the system will be credited with sick leave they had accumulated in their prior position in an Oregon district up to a maximum of 600 hours. Such transfer of sick leave will not be effective until the unit member has completed thirty (30) working days in this District (ORS 332.507(4)).

Article 12.D- INVOLUNTARY TRANSFERS BETWEEN BUILDINGS Any unit member involuntarily transferred to a new grade level, school-wide program or area of endorsement may request professional development to be implemented during the first year of the transfer. This will not count against the unit member's tuition allotment as provided in Article 10.

Any unit member transferred to another building due to District need shall be given two (2) days. Days may be paid or with substitute time at the unit member's discretion.

Any unit member involuntarily transferred at the beginning of a school year to a different building as a result of excess staff may, if a position is posted in that originating building within two years of the transfer, contact the Human Resources Department and claim coverage under this section. In that case, the unit member shall receive an interview for the open position.

In the absence of special circumstances, such as the opening of new buildings, reduction in force, or change in programs, no unit member shall be subject to an involuntary change of building/work site more than two (2) times in five (5) years.

[Uprise Health - Employee Assistance Program \(EAP\)](#)

- Confidential Counseling: 6 visits and 4 weeks of online counseling support, per incident, per household member.
- 24-hr Crisis Help and Online Consultations and 100% confidential
- Uprise Health is here to help. Phone: 866-750-1327, Website: [uprisehealth.com/members](#), Access Code: OEBB

Visit the HEA Website and Join Us! HEA prides itself on our regular and transparent communications. Please visit us at [heaoha.org](#) to become a member, access your full contract, learn how to locate extended contract forms, the sick bank leave application, and so much more!