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From Your President... Happy NEW Year! I am grateful to you, our dedicated and active members for participating in the HEA Bargaining Survey. Your collective action and voices have provided us with your priorities that are shaping our negotiations. Our bargaining team is working hard to analyze the data and carefully read every comment that provides valuable insights to the issues that matter most to our members.

To show solidarity, join us by proudly wearing BLUE on bargaining days, and stay informed about negotiation updates and events by staying connected with your building's Contract Action Team (CAT) Organizer. If your building does not have a CAT Organizer, consider this important role to keep your building informed and engaged.

In the spirit of unity and inspiration, let's reflect on the words of Martin Luther King Jr., a champion of the Civil Rights and Labor movements. His legacy, echoing 54 years after his assassination, emphasizes the strength of labor unions in collective voice, action and power. ***"If we are united together, we win!"*** Here's to a year of solidarity and progress!

In Solidarity,

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

Oregon Education Association-Representative Assembly

We are currently accepting nominations of HEA members that would like to attend OEA-RA (April 19-20, 2024). As the 4th largest local in the state, it is vital that we not let one seat go unfilled as we want to represent our members in full force!

Deadline for nominations will be Friday, February 9th. (To complete our nomination interest form, please click [HERE.](#))

Delegates are elected for a two-year term and gather together to debate and vote on governing documents and new business items, which guide the direction of OEA. Delegates are asked to attend a pre-rep assembly meeting (PRAM) on April 3rd, hosted by Washington County UniServ Council, followed by a second Friday evening caucus on April 19th. The majority of business will be done on Saturday, April 20th, however, delegates are encouraged to attend evening hearings which will take place prior to OEA-RA.

Members will not miss school for this event. Lodging and meals will be covered by HEA. This is also a great opportunity to network with educators across the state, learn more about OEA, Equity SPARKS, OEA Foundation, OEA Political Action Committee, and much more! PLUS we have a TON of FUN!

[Employee Assistance Program \(EAP\)](#) As of October 1st, increase from 6 to 8 face-to-face, video, or telephone therapy sessions for relationship and family issues, stress, anxiety, and other common challenges. 24-hr Crisis Help and Online Consultations. 100% confidential. EAP is here to help. Phone: 833-506-0376, Website: members.uprisehealth.com.
Access Code: OEGB

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: [OEA Professional Catalog Winter 2024](#) and upcoming [Short Form Learning](#) Opportunities

OEA PAC Convention: Save the Date! **March 8-9, 2024**. OEA-PAC works to elect pro-education candidates to public office. The 2024 OEA-PAC Convention is back in-person and more exciting than ever! Registration is coming soon.

Contract 101 Important Opportunities and Deadlines

Extended Hours for Assessment and Standards Implementation Art 5, E - *Unit members may access extended contract hours at the curriculum rate to perform tasks such as student assessments, collaboration and integration of new standards and curriculum. Unit members may access up to twelve (12) hours. Unit members will access these hours by completing the designated District form prior to the work being completed and before the end of the school year.*

[Assessment and Standards Application Form](#)

[Assessment and Standards Implementation Timesheet](#)

Grade Prep vs. Semester Prep -

- **February 2nd** - Article 5 Unit members may perform grading responsibilities on the grading day away from the worksite, but unit members must be available for consultation by phone.
- **February 5th** - Please keep in mind this is not an option to work from home. As per our contract language in Article 5.A.6 - In addition, teachers will be given a half-day at the end of the first and second trimesters (or a full day at the end of the first semester for those on the semester Page 9 schedule) for additional teacher preparation at the worksite.

Voluntary Transfer Requests - An email was sent by human resources on Thursday, January 4th notifying members of the transfer process. Please note that for your transfer to be considered, it must be received by HR no later than **March 1, 2023**.

Please see Article 12, Section B ([HEA/HSD Licensed Professional Agreement](#)) for more details. If you have further questions about this process please ask your HEA building representative or supervising administrator.

HEA Office Hours 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](#)

Visit the HEA Website and Join Us! HEA prides itself on our regular and transparent communications. Please visit us at heaoea.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!