

Approved

OSEA CHAPTER #102 WEST LINN-WILSONVILLE
Regular Union Meeting

October 11, 2021

Call to Order

President Jessica Pricer called the regular meeting of the WLWV OSEA Chapter meeting to order at 4:03 p.m. on Monday, October 11, 2021.

Welcome

President Pricer welcomed members, the executive committee and guests.

Members Present: Members signed in via Zoom and Treasurer Hayes verified that a quorum of members was obtained.

Executive Committee Present: President - Jessica Pricer, Vice-President - Mary Hanks, Secretary - Lori Rose, and Treasurer - Jared Hayes.

Guests Present: Melissa Siegel - OSEA Zone II Director
Emily Pfeiffer - OSEA Helper
Shawna Jeskey - OSEA Field Representative

Agenda

Meeting Agenda – The agenda was approved.

Consent Agenda – The Consent Agenda was approved.

New Business

- Leon Mongeau proposed that employees should be compensated if they are vaccinated before the deadline. Also, to have an exemption for employees that aren't in direct contact with students. Shawna said that our legal counsel says that even if you aren't in direct contact with students you are in buildings where students are. Leon motioned that the executive committee go to the district for financial compensation for those who are fully vaccinated and an exception for those employees who don't come into contact with students (like the Portland police). Jessica seconded the motion. The vote was a tie with 5 in favor and 5 opposed. A tie vote is a lost motion. Leon withdrew his motion.

Unfinished Business

- Jared is waiting for a quote for purchasing masks.

Program

OSEA Conference Highlights -

Alaina shared highlights of the OSEA Conference for 2021. You can find information about the conference at www.osea.org/conference.

- Jeff Merklye came to the conference
- Bob Bussel is the Director of Labor and Research
- Zone Directors were appointed

- Employee of the year and other awards were given out
- The treasurer gave a report and it was approved
- Many resolutions were voted on and passed

Budget - Jared Hayes shared the budget on screen.

- Member growth and the buying of food and going into schools to talk to members had a budget of \$6500.
- Proposed a laptop for the treasurer and secretary positions
- Jared will break out the budget items and add more detail.

Budget was sent back to committee

Vaccine Mandate -

Shawna Jeskey discussed the vaccine mandate. Demand to bargain with the district and Shyla and Cathy to discuss the mandate and the effects on people. Concerns around what happens after October 18, 2021 vaccine deadline. The district agreed we can have wiggle room - those that aren't compliant can apply for unpaid LOA.

Leon Mongeau asked the question: did we ask for financial compensation for those who are vaccinated by the deadline? Answer was no.

There are only two exceptions - Medical or religious. Shyla sent emails to employees that haven't responded to the vaccine mandate. If they aren't vaccinated by the deadline, they may not be allowed to work (they will be put on unpaid leave).

Jessica shared the OHA agreement that Shyla previously sent out.

Contract Points of Interest

- **Shawna - Breaks**

- You get a 30 minute break for lunch and a 15 minute break toward the middle portion of your shift (for 5 plus hourly employees).
- Your building manager should be planning your schedule.
- You cannot schedule your breaks back to back (45 minutes).
- We can remind our supervisor about breaks and lunches.
- Your employer can tell you to stay on campus for your break but not your lunch.

- **Mary Hanks - Pay Stubs**

- We have a pay increase in pay with the new contract.
- Always check your pay stub.
- Contact payroll if there are discrepancies.
- If payroll made a mistake and paid you too much, they can't just take it out all at once. You can set up a repayment plan.

- **Jessica Pricer- Sick Leave Bank**

- The 15th of September is the deadline for submitting your form.

- September 15 is a hard deadline. Our paychecks don't reflect the number. It is the average number of days we work.
 - Payroll can only make the adjustment once.
 - You can email your completed form from the BizHub and email it to HR
 - Reminders are sent out in August and then again when 10 month employees come back from break.
- **Shawna Jeskey - Social Media**
 - Remember we are a representative for the WLWV School District in public and online.
 - Our contract says that we shouldn't publicly criticize employees and the district.
 - We shouldn't be critical of coworkers
 - We should be cautious about what we post.
 - We have rights, but we are public employees.
- **Benefits**
 - Our new benefits start on December 1, 2021 then the deductible restarts in January.
- **Reminder from Jessica**
 - We are hourly employees. We are paid for the hours we work.
 - We cannot volunteer in the same capacity that we are employed.
 - When we work beyond the hours we are contracted, we can put the employer in a position to have to compensate us (legally). That can result in disciplinary action against us.

Good of the Order

- Leon - There has been no federal mandate for the vaccine.

Adjournment

There was no further business and, without objection, the meeting was adjourned at 5:21 p.m..