

OSEA CHAPTER #102 WEST LINN-WILSONVILLE
Regular Union Meeting
October 17, 2022

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 17, 2022.

Welcome

President Pricer welcomed members, the executive committee and guests.

Members Present: Members signed into 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.

Agenda

Meeting Agenda – The agenda was approved.

Consent Agenda – The Consent was approved.

Program

Financial Report

We did not get computers for the Executive Board. We will vote on the budget via digital ballot.

Open Enrollment:

- Enrollment for the 2022-2023 term is now open. It closes on October 28, 2022.
- Shawna and team met with Brown & Brown (the district health plan advisors). Our insurance renewals went up 14%.
 - The amount of money that health companies take in versus the amount of money paid out to claims (loss ratio) was at about an 80% to 85% payout.
 - We have had a lot of high dollar claims paid out. Our loss ratio was up 150%. We had 15 high claims which were about \$2 million dollars.
 - Does this justify us to look at other plans? The issue is that other plans can see our cost ratio.
 - Brown and Brown think we should take a long term approach. The team meets with them once a year.
 - We anticipate seeing a shift of members changing plans to Kaiser.
 - Brown and Brown do help members walk through which plan may be best for their family.
 - The Brown & Brown representative is Lauri Wooley. You can contact her at lauri.wooley@bbrown.com.
- A question was posed about what happens to the left over benefit select dollars if there are any left. The answer given was that the district keeps that money

Pay Stubs Showing Rate of Pay Update:

- Our pay stubs used to have salary/rate of pay and step range.
- We switched from iVisions to another software. The new company said they can't shoehorn it in.
- Payroll and HR were contacted. They are talking to Tyler (the company that provides the software) and IT to try to find a solution. They would like to put the base pay on the sub or on the website.

- Rebecca Olsen said that in years passed, everyone got a contract. She wants to know how to get that information.
- Jessica walked us through the steps to find the contract on the district website.
 - Go to the district website and hover over Departments
 - Click on Human Resources
 - Click on Bargaining Units on the left hand side
 - Scroll down the page to Classified Staff - OSEA (#102)
 - Click on View Classified Contract (Contract Years:2022-2024)
- Jessica encouraged us to reach out to payroll to find out our rate of pay.
 - Payroll will let us know what step and rate we are at curenly.

MOA's

- Groundskeeping
 - Mary said that they sat down with Pat McGough because he was getting parental complaints that schools weren't looking good. He mentioned that we have been short staffed for the past couple of years.
 - Pat was hoping to get small company contracts (one small company per school) to bid on the jobs. He also wants to encourage workers to come and work for us.
 - We currently have 7 groundskeeping positions in the WLWV school district with 3 of them open.
 - Groundskeepers have been pulled to help custodians due to shortages.
 - The positions that are open are still open. MOA looking at just this school year (2022-2023).
 - Kimberly asked about what age and qualifications that a person would need to be hired. You need to be a high school graduate and it is 8 hours a day.
- There was much back and forth discussion about this issue. It was said that outsourcing could:
 - Weaken the union
 - We are 8 hour a day employees. We shouldn't make it our problem with added stress. It's a district issue.
 - If outside contractors become employees, they may join our union.
 - Can't find workers at our current wage, maybe we should raise our wages.
 - Pat being stressed isn't our problem. It's an employee market.
 - We need to get paid what we are worth. The demands of the job don't meet the pay/wage scale.
 - It's believed that outside companies like fast food pay more, but it was pointed out that those companies don't pay healthcare or PERs.
 - Worried about the temps will be making more than our employees.
 - David Benston commented that he has been coming to these meetings for 8 years and Shawna tells us things we can't do. OSEA - what is their role in this: We aren't getting encouraged to do anything. We aren't doing anything.
 - Shawna - We are as strong as we want to be, We are at 30% membership.
 - David Benston - We aren't going to get members by not moving forward. No hearing. What guarantees do we have that temps are getting paid the same as our workers?
 - Shawna - Staffing agencies for para's are a 6 month waiting period.
 - David Benston - District is getting us steamrolled into saying yes to the MOA.
 - Allyson - Timing is not good. Paras are working so hard and get something thrown at them. Paras work with students and they care about the students. Morale is at the lowest she's seen in 9 years. Lake Oswego has 7.5 hour positions and pays more.
 - Shawna - Knows dues are high. OSEA conference delegates set the dues schedule. The dues are too high for para's pay.
- Para Educator MOA
 - There is concern for the students with disabilities.
 - If we approve this MOA there will be no one hired without training.
- Our job description and taco bell or Kaddy car wash are comparative. We need more money to make it attractive.

- We don't need creative solutions. We need more pay.
- All para's are paid the same. No separation between SpEd and regular para's.
- A silver lining will be that the district will see where we are and our value.
- What type of training will those from the agency receive?

HB4030

- Three training days for paras with this money.
 - It's the principal's responsibility to get paras training.
 - Julie has been a para for 15 years with the district. She has special needs kids this year and she cried the first week. She wasn't trained and struggled with how to handle these kids.
 - When we vote can we change the MOA language?
 - Union agrees for 1 year only. Every current para is brought up to step 9
 - Only one year
 - Staffing will require more money. The district has money for temp agencies.
 - Agencies and other businesses can raise their prices. We cannot.
 - Our thinking is we need more money. If we open up the bargaining unit and raise money for paras and not others that will be an issue.
 - It's supply and demand. Not a lot of Admin Assistants' positions open. Paras have a lot of openings.
 - We need a more objective way to look at jobs compared to other jobs. Responsibility, education, mental and physical challenges.

Side Discussions

- The district is supposed to work on the job descriptions and compensation and pay scale.
- Have we considered hiring an outside company for job descriptions and positions?
 - We haven't worked with the district to find an outside agency to do the comparison.
 - OSEA can do a comparison between school districts. They don't normally do that.
 - We are paying dues for what? Can't someone from OSEA have that information?
 - Shawna- We don't have a job comparison as of now. It is something they can do.
 - We should look at PERs pickup, health coverage, and other benefits when looking at other companies.

Voting

- Voting No won't change anything. Things will stay as they are.
 - The district will do what they have to do. We will have to have a response.
- Voting Yes - The district hires outside help. It weakens us as a union. Lower bargaining power. No guarantee that there's going to be anyone coming in.
 - Contractually WLWV are able to hire outside agencies for up to 90 days, There are avenues that the district can go down to get staffing.
 - If we agree to this, it could be good for our bargaining unit next year.
- Vote our conscience and what is in the best interest of our union.

Adjournment

There was no further business and, without objection, the meeting was adjourned at 6:03 p.m.

Executive Committee

Members: Jessica Pricer (Chair), Mary Hanks, Lori Rose, Jared Hayes

Meetings:

- Three executive committee meetings
- Zero labor-management meetings - HR Director out on leave
- Four district-association meetings re: HR-related processes, new job posting, Oregon Paid Leave
- Three employer-supervisor meetings
- Three employee concern meetings
- One reclassification committee meeting
- One OSEA-WWEA meeting to touch base

Work Completed:

- Progress on multiple projects and issues, no resolution at time of writing
- Questions answered, issues resolved for multiple classified staff members via email, on the phone, in person

Next Steps:

- Schedule classification meetings with Nutrition Services and Information Technology
- Schedule regular labor-management meetings
- Schedule regular site visits to meet with new classified employees

Projects for the 2022-2023 school year:

- Health insurance restructuring
- Review job classifications and descriptions
 - Classification meetings with Nutrition Services and Information Technology

Executive Committee

Members: Jessica Pricer (Chair), Mary Hanks, Lori Rose, Jared Hayes

Meetings:

- Four executive committee meetings, to coordinate end of the year, plan for the new year and coordinate the beginning of the year
- Four labor-management meetings to discuss on-going, upcoming and imminent events, as well as planning for next year along with multiple email/phone conversations to manage the same
- Two OSEA-WWEA meetings to touch base
- Two district-association meetings to discuss beginning of the year
- Three employer-supervisor meetings
- Eight negotiations committee meetings - including OSEA-only meetings and OSEA-WLWV meetings
- One special chapter meeting to communicate details of the negotiated contract
- One retirement celebration event
- One conference delegation meeting
- One sick-leave bank committee meeting

Work Completed:

- Completed the contract negotiations
- Completed the proofreading of the contract and the contract cover

Projects for the 2021-2022 school year:

- ✓ Update Constitution
- Health insurance restructuring
- ✓ Negotiate contract
- Review job classifications and descriptions

- ✓ Classification meetings with paraeducators and secretaries (administrative assistants)

Projects for the 2022-2023 school year:

- Health insurance restructuring
- Review job classifications and descriptions
 - Classification meetings with Nutrition Services and Information Technology