News You Can Use

Welcome to the Spring 2017 issue of the OSEA Chapter 101 newsletter!

We’re excited to begin sharing out information, news and events in a new forum. Since this is a new endeavor, we would love to know what you think, what you’d like to see included and how we can best use the newsletter to help you.

Feel free to give us feedback. Please send suggestions and ideas to:
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or
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Dates to Remember:
• April 28—Payday
• May 29—Memorial Day Holiday
• June 30—Fiscal Year End
• August 29—Staff In-service Day, Liberty High School, Hillsboro
Special note: This is on Tuesday

Good to Know;
Our Collective Bargaining agreement includes a lot of great information about our rights and procedures as workers for NWRESD. We'll be highlighting different sections from the agreement in our newsletters. The bargaining agreement goes hand in hand with another great resource, the staff handbook. The handbook can be found on the Human Resources page of mynwresd.org

Contract Article 12.10 Safe Working Conditions

This contract section reads: “The Union and the ESD believe the work environment for bargaining unit members should be free of unreasonable risk to bargaining unit members’ health and safety. The Union and the ESD recognize that safe work areas, safe equipment, safe work habits and practices, and safe operations are a mutual benefit to employee and employer alike and, therefore, are a mutual obligation. The ESD will have a Safety Committee, which will function in accordance with OR-OSHA administrative rules. The ESD and the Association will appoint their own members to the Safety Committee. In addition, the ESD and the Association will establish a Safe Working Conditions Task Force (Task Force) to address any safe working conditions concern brought by members. The Task Force shall include members of the Association and the Management team, and may include others as required to address concerns raised. The Task Force shall convene for the first time in the Fall of 2016 to establish their function and practices in alignment with Board Policy and staff procedures as outlined in the Staff Handbook (where appropriate). Thereafter, “Safe Working Conditions” shall be a standing agenda item topic in the monthly Labor Management meeting, and the Task Force shall be convened on an as-needed basis in response to concerns. The Task Force may also consider regular input to the general Safety Committee.”

If you have any safety concerns please keep in mind the Safety Task Force and the agency’s Safety Committee are here to help.
Contract negotiations happened in 2016 giving us a contract that runs from July 1, 2016 through June 30, 2018. A full copy of the contract can be found on mynwresd.org website on the HR home page.

http://www.mynwresd.org/hr.html

A re-opener for discussions about insurance plans and information for the upcoming contract year happens towards the end of each fiscal year when it’s not a negotiation year.

Contract Article 13.1 Sick Leave

This contract section reads:

A. Full-time employees – In accordance with ORS 332.507, bargaining unit members shall accrue sick leave at the rate of ten days (10) per year or one (1) day for each month worked, whichever is greater. Sick leave time will be credited to each employee at the beginning of the employee’s work year for the ESD.

B. Part-time employees – Part-time employees accrue sick leave on a pro rata basis, according to the percentage of a full-time schedule that the part-time employee is scheduled to work. The sick leave paid for a day of illness for a part-time employee will be based on the number of hours the employee was scheduled to work that day.

C. Utilization - Sick leave shall be available for the employee’s own illness or injury or any other purpose for which sick leave is available under Oregon sick leave law. Under Oregon law, an employee may use up to 40 hours of his or her own accrued sick leave in a fiscal/contract year (July 1 to June 30) to care for an ill family member without applying for or determining eligibility under the Oregon Family Leave Act ("FMLA") or the Family Medical Leave Act ("FMLA"). Sick leave usage for family illness beyond 40 hours may be available pursuant to FMLA/OFLA. The definition of a family member under SB 454 “Sick Time,” is the same as OFL (employee’s spouse; same-gender domestic partner; biological, adoptive, step or foster child; child of a same-gender domestic partner; custodial or non-custodial parent; step parent; parent-in-law; parent of same-gender domestic partner; grandparent or grandchild; a person with whom the employee is or was in a relationship of in loco parentis).

1. If an employee terminates employment with the ESD during the employee’s work year and has utilized more sick leave than accrued, the value of sick leave used in excess of entitlement shall be deducted from the employee’s final paycheck.