

From Your Executive Board

Your executive team has had a very busy year! We are coming to the end of our first full year as a team and we've learned a lot and continue to grow. This is what's coming soon!

What's New:

1. We have come to a Tentative Bargaining Agreement – please see the next page for details and voting information. Voting ends June 10th 4pm.
2. The Classified-Licensed Group made up of our OTs, PTs, Nurses, Audiologists, and Assistive Technology Specialists has recently split to join the Licensed Bargaining Group NWEA. This move has been part of a lengthy process but one that will ultimately be more equitable for all of us. We wish them well!
3. The Insurance Committee is meeting this Saturday June 8th to determine our Health Insurance plans and incentives for classified staff. Although we will see an increase in our insurance cap for the 2019-2020 school year, we anticipate that will only cover the rising cost of insurance. Our primary goal will be to cover insurance premiums.
4. Our next Chapter Meeting has been rescheduled. We will be meeting on Monday June 17th at 4:45pm Washington Service Center / Atfalati Room (it was rescheduled from Wed June 12th due to conflicts - our apologies). Some of you have asked if we can schedule additional site meetings this year. Unfortunately, we simply do not have the time to accommodate this request. We schedule Chapter meetings quarterly and have an open forum with the hope that people would be compelled to come to us with concerns at those times. Attendance is habitually low. We welcome constructive ideas to improve chapter-meeting attendance versus holding special site meetings. Please keep in mind we are volunteers who work full time, have families and other commitments.

**Do You
Have A
Worksite
Concern?**

**There is
a process
for that!**

**Step 1: Talk
with your
Supervisor!**

**Step 2: Fill
out a
"Working
Conditions
Form" found
on the HR
page of
mynwresd.org**

<http://www.mynwresd.org/human-resources.html>



Please vote on the Tentative 2019-2022 Collective Bargaining Agreement by June 10th at 4pm using the Electronic Voting link sent to your work email. You can also reference the entire CBA attached to that same email.

2019-2022 Contract Ratification Highlights:

Articles 17 Insurance Benefits

1. Year 1 \$40 Insurance Cap increase to \$1298 per FTE
2. Year 2 \$50 Insurance Cap increase to \$1348 per FTE
3. Year 3 Insurance reopener

Article 20 Compensation

1. Year 1 Wages Step and 2% COLA
2. Year 2 Wages Step and 3% COLA* however If revenue increases identified in HB3427-15 are approved, the ESD will add an additional .5% (one-half percent) to the classified Support Services Salary Schedule for a total increase on that salary schedule only of 3.5% (all other schedules will remain at 3% COLA. If HB3427-15 does not pass it will email at 3% COLA for all schedules).
3. Year 3 Wages reopener
4. Longevity Bonus – allowing payouts at two intervals (June and December) instead of just one:
 - For anniversary dates that occur between July 1 and December 31 in a fiscal year, the longevity bonus will be paid out in the December paycheck
 - For anniversary dates that occur between January 1 and June 30, the longevity bonus will be paid out in the June paycheck.

Article 21 Professional Development

Professional Development Fund \$90K split into conference and tuition dollars. \$45,000 designated for conference attendance and \$45,000 for tuition reimbursement. Members may request up to the equivalent of four (4) credit hours at the PSU graduate rate.

Article 11 Grievance Procedure

Added language into the Grievance Procedure granting us a Step Four – ESD Board hearing.

We're Recruiting A Chapter Secretary

If you are interested in the Secretary position or if you would like to nominate someone, please contact Tami Frame at tframe@nwresd.k12.or.us. We are looking for someone with strong attention to details, flexibility for meetings, and an interest in being part of the team. Read a full job description on our website.

OSEA Chapter 101

www.OSEA101.org

Facebook @OSEA101

President

Tami Frame

TFrame@nwresd.k12.or.us

Vice President

Maureen Crawford-Markasky

MCrawford-Markasky@nwresd.k12.or.us

Secretary

We're recruiting - *Your Name Here*

Treasurer

Tammee Meneghin

TMeneghin@nwresd.k12.or.us

WE NEED YOU Get Involved!

- Become a member
- Check your WORK emails for union information
- Vote!
- Show up to union Chapter Meetings and Union Meetings on In-service Day (usually after hours)
- Join a Committee
- Serve as a worksite point of contact or worksite organizer
- Ask us how to help!