

The logo for Hillsboro Classified United Local 4671, featuring the letters 'HCU' in a bold, blue, sans-serif font. The logo is centered above a horizontal blue gradient bar that spans the width of the slide.

Hillsboro Classified United Local 4671
AFT, AFT-Oregon, AFL-CIO

HCU Local 4671 Dues Restructure

Presented by Lila Young, President
and the HCU Executive Council

Why are we proposing a change?

- ❖ Last Summer the HCU Executive Council met and evaluated the strengths, weaknesses, opportunities and threats facing our membership during the next year.
- ❖ We decided that we need to have a strong and vibrant program to have success on the issues that matter to our members.

HCU Goals developed in July 2007

- Preventing further subcontracting of our work.
- Getting a fair contract including holding the line on insurance costs and winning solid wage increases for our members.
- Better recognition from the District that the work we do has an impact on the students.

HCU Goals developed in July 2007 continued

- Involvement in the District's budgetary process to advocate for the needs of classified employees.
- Preventing arbitrary decisions regarding allocation of classified employees hours.
- Protecting bargaining unit work, i.e. temporary hires, migrant ed.
- Recruiting new stewards where we have vacancies.

HCU Goals developed in July 2007 continued

- Increasing our membership rate to 65%.
- Increasing our AFT-Oregon PAF (political action fund) by 50 members.

VICTORIES!

- We have prevailed on some grievances regarding hour reductions for our members.
- We showed solidarity when presenting postcards to the school board asking it to stand up to the OSBA on the health insurance trust.
- Most recently we turned back an attempt to subcontract specific work in transportation to RAZ, a charter bus company.

Accomplishments:

- We've increased our membership base by close to 100 new members.
- We've significantly increased the number of building stewards by at least 10.
- Earlier this month we conducted a stewards training for 8 new stewards.

Statewide and Nationally

On February 4th, members of the Oregon School Employees Association (OSEA) voted to affiliate with our national union, the AFT!

Statewide and Nationally

OSEA's affiliation with our national union gives us a stronger voice:

- With 16,000 new members in Oregon, AFT has become one of the largest unions in the state.
- Under the AFT banner, AFT-Oregon and OSEA can speak with one voice on issues that are important to school classified employees such as quality education services, subcontracting, healthcare and living wages.

However, we face many challenges:

- Contract negotiations with the District are never easy, we must have a strong campaign to win better wages, benefits, and working conditions for our members.
- While the District is not threatening to subcontract any of our work right now, other groups like the Chalk Board Project are trying to lay the ground work for subcontracting around the state, specifically school bus services.

What will it take to be successful?

- *A strong and active membership base.*
- *A local union with resources to take on new challenges.*

The financial condition of HCU:

- ❖ With our goals in mind, we developed a budget last Fall for our local union.
- ❖ We also looked at our income and expenses for the last fiscal year and forecasted our income for the 2007-2008 fiscal year.
- ❖ We came to the conclusion that the income that would be generated from our current dues structure for this fiscal year and the next fiscal year would require cut backs in the services and operations of HCU and will not allow us to take on new projects to protect our members.

The Restructure:

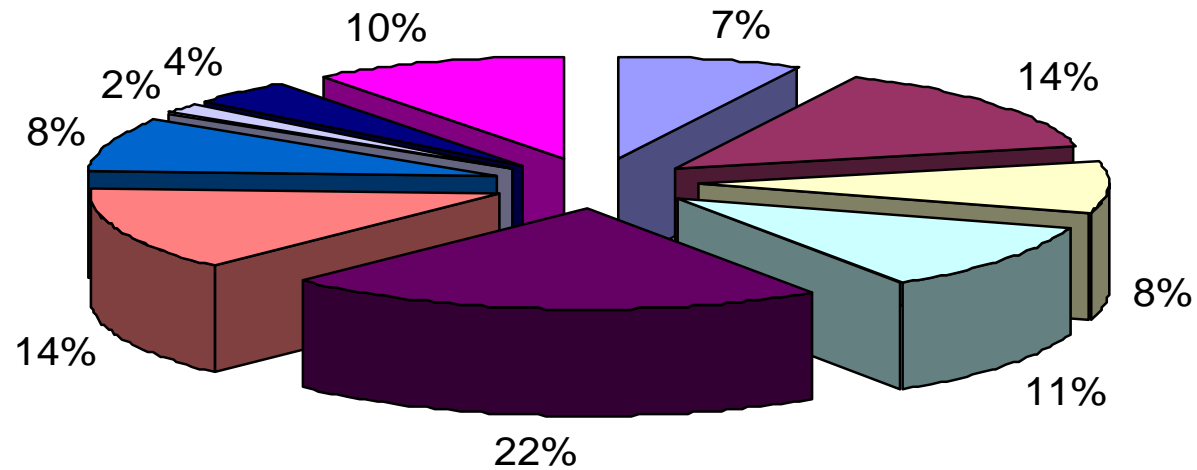
The proposed restructure to our dues is 0.5% of a your straight-time gross pay PLUS the following per capitas and fees:

- 1) AFT, our national union
- 2) AFT-Oregon, our statewide union
- 3) The Oregon AFL-CIO
- 4) The Northwest Oregon Labor Council
- 5) Our liability and accident insurance programs

How did we decide on this recommendation?

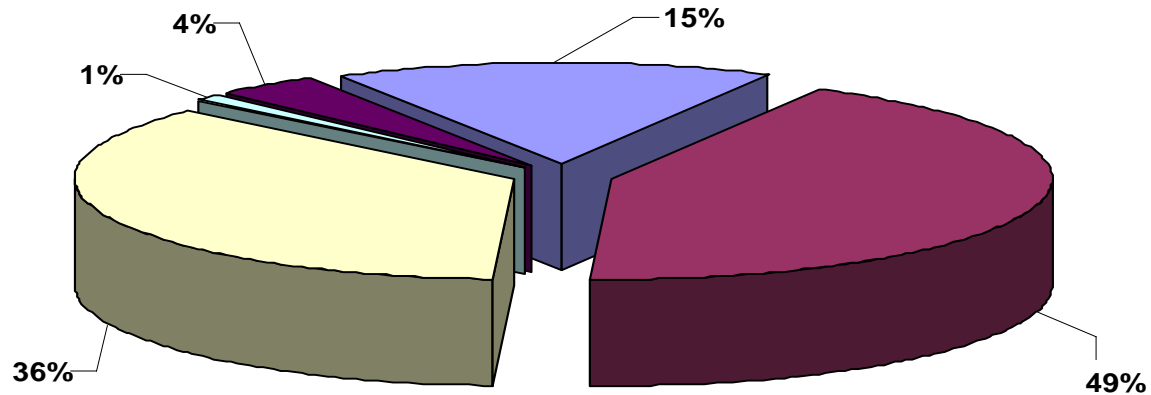
- We determined what our needs were at a local level and then created a formula that we believe is more progressive than the previous dues structure.
- We are required by the Constitution and Bylaws of the AFT to pass any per capita increases to our members. This is required so local unions continue to have enough revenue to operate successfully.

What union dues pay for at the local level:



- Communication to Membership (newletters, postage, website)
- Office Rent & Overhead (utilities, phone, equipment & maintenance)
- Insurance and Professional Fees
- Office Staff (wages and payroll taxes)
- Contract Enforcement & Collective Bargaining
- Education, Training and Leadership Development
- Membership Recruitment and Organizing
- Political Action (school board races)
- Meeting Expenses (Membership, Executive Council, & Committees meetings)
- Conferences and Conventions

Your union dues at work: local, state and national levels



- Hillsboro Classified United Local 4671: Bargaining and contract administration; Office and office staff; Steward and leadership trainings; Internal organizing; Advocacy at the school board; and local union governance.
- AFT-Oregon: Assistance with collective bargaining and arbitrations; Legislative action for workers rights, benefits, working conditions, and funding for schools; Statewide training programs such as Winter School; Organizing assistance; and governance.
- National AFT: Organizing new workers into the AFT; Congressional action for workers rights, working conditions, quality education and healthcare; Research; Member leader trainings; and National union governance.
- Accident & Liability Insurance: Each member is provided with an occupational liability and accident insurance policy.
- Oregon AFL-CIO & Northwest Oregon Labor Council: Legislative action on working family issues including the minimum wage, healthcare reform, workers comp and quality public services; Outreach to community allies to support working family issues.

Recommendation: Vote YES

- The HCU Executive Council makes this recommendation knowing that this is an additional expense for our members.
- However, we believe that cost of not restructuring our dues will be greater in the long run because diminishing income will eventually strangle the resources of our union.

A YES Vote:

- ✓ Changes the dues structure starting in the month of April.
- ✓ Allows us to move forward with the goals and the mission of the union.

A NO Vote:

- ✓ Retains the old dues structure although pass through increases will take affect in April.
- ✓ The HCU Executive Council will reevaluate the union's budget and will likely have to make cuts in services.