

OSEA CHAPTER 48 ~ OUR VOICES

OCTOBER 2018

PRESIDENT'S MESSAGE:

It's October! I hope you have had a good start to the school year. I know I've been staying busy!

Some of you may have been contacted by the OSEA state office in Salem, thanking you for your continued support and ensuring that you know who your president is and who to get in touch with if you have any issues, questions, or concerns. Please know that I am ready and willing to assist you!

I have been thinking about why I continue to participate in OSEA membership and activities. My answer isn't straight-forward, but rather more of a journey. In the 15 years that I have been in the workforce, I would say that at least 75% of my jobs have had union affiliation. I'll admit, in many of those I was that person in the back of the room that tuned out any time the union was brought up. I just didn't see why it mattered.

My views on unions began to change as I was injured on the job, in multiple jobs. I had to wonder if employers would provide worker's comp if they weren't required to do so by law. And then, I was working in all grades across the Beaverton School District and saw first-hand the struggles classified employees face every day. A friend suggested I consider representing instructional support staff on the OSEA Beaverton Chapter Executive Board. I had no idea what that meant, so naturally I said "yes!" Since that time I have served on our executive board 3 different times, and now as president.

What I have learned from all of this is that having a voice makes a difference. Unity makes a difference. Knowing my rights makes a difference. Fair wages, health insurance, paid sick leave...or any sick leave, rest periods, working conditions, and a defined work week did not all come about because employers felt like they should provide those things. These things exist because of the work that our union brothers and sisters across the country began in the 19th century, in response to being over-worked, underpaid, and being forced to work in hazardous conditions. I don't want to be in history books as a number who let that work be erased.

Kristen Croft
OSEA Beaverton Ch 48 President

COMING TO A BUILDING NEAR YOU!

Your President - Kristen Croft will be visiting buildings with another member of the executive board, field rep - Kim Bonner and an OSEA organizer the following days.

Tuesdays October 16, October 30, November 6, November 20, December 11 and December 18. If you have any questions this is a great time to chat with our local OSEA leaders.

THERE IS STILL TIME TO REGISTER TO VOTE!

If you're not yet registered to vote or your current voter registration shows an outdated name or address, the next two weeks are very important.

That's because Monday, **Oct. 16, 2018**, is the **last day** you can register to vote in the general election coming up Nov. 6. It's also the last day for address changes, name changes, and other updates. You can [mail your registration](#), drop it off at your [county election office](#), or

[Click here to register online](#)

The process takes just minutes.

Why is OSEA sending this reminder?

All of us who live in and love Oregon have a stake in its future. Individually, each of us does a lot of good for the causes that are important to us. But when we engage collectively in civic life, we can do even more.

Registering to vote says, 'I care enough not to simply let others speak for me on Nov. 6. We believe no force is stronger than the power of human connection to help our community.'

FLU SHOT CLINICS

BSD Regence medical members may receive free flu shots at the BSD flu shot clinics listed below.

They (and their eligible dependents) may also receive free flu shots at a Regence participating pharmacy if the pharmacy electronically bills Regence for the flu shot (e.g. getaflushot.com and Walgreens).

BSD Kaiser members may receive their free flu shot at their Kaiser medical clinic beginning in early October; Kaiser has posted their flu shot clinics on their website: www.kp.org/flu.

BSD Flu Shot Clinics: no pre-registration required, family members welcome, ages 11 to adult - cost: free (Regence Blue Cross members must bring their medical card for the free shot.) There is a \$25 fee for non-Regence Blue Cross vaccinations.

- Mon. Oct. 08 - 3:00 – 5:30 p.m. - Administration Center - Conference Room 3
- Tue. Oct. 09 - 4:00 – 5:30 p.m. - Whitford MS - Media Center
- Tue. Oct. 16 - 4:00 – 5:30 p.m. - Conestoga MS - Media Center
- Wed. Oct. 17 - 3:00 – 5:00 p.m. - Sunset HS - Community Room
- Thurs. Oct. 18 - 3:00 – 5:00 p.m. - Aloha HS - Cafeteria
- Tue. Oct. 23 - 3:00 – 5:00 p.m. - Beaverton HS - Lower Cafeteria (West end)
- Wed. Oct. 24 - 3:00 – 5:00 p.m. - Westview HS - Media Center

Additional dates with priority for Transportation staff:

- Thurs. Oct. 11, 9:15 - 10:45 a.m., TSC (1270 NW 167th Place)
- Thurs. Oct. 18, 9:15 – 10:45 a.m., 5th Street Transportation, 10550 SW 5th St.

For more information, please contact Debbie Johnson, Health Benefits Coordinator, at 503-356-4459.

BENEFITS OF MEMBERSHIP OF OSEA 48/AFT 6732

MONTHLY OSEA MEMBER BENEFIT

We will showcase at least one benefit monthly that can save you and your family money, for being a member of OSEA 48 /AFT 6732.

Check them out below or click on the Benefit Button to view to all.

MEMBER ONLY BENEFITS

Click this button to get to our Members only benefits

Union Strong Wireless

Save
15%

Start Saving >

Union Plus

STATE MEMBER ASSISTANCE FUND

MEMBER ASSISTANCE FUND

The Member Assistance Fund is a program within OSEA that provides emergency assistance to members in need due to death, serious illness, injury or disaster.

To apply, [print the form](#), fill it out, have it signed by a chapter officer and scanned by them to the OSEA State Office.

GET DISCOUNT TICKETS TO BLAZERS GAMES

OSEA members can get discounted tickets for select Portland Trail Blazer games at the Moda Center.

OSEA School Employee Association nights will be held from late October through December.

Visit rosequarter.com/groupnights to get information and order tickets.

Tickets must be purchased at least 30 days before the game.

Use promo code OSEA to get the discounted price.



TRAIL BLAZERS VS



WIZARDS

10.22.2018

TIMBERWOLVES

11.04.2018

CLIPPERS

11.08.2018

CLIPPERS

11.25.2018

NUGGETS

11.30.2018

RAPTORS

12.14.2018

JAZZ

12.21.2018

PELICANS

11.01.2018

BUCKS

11.06.2018

CELTICS

11.11.2018

MAGIC

11.28.2018

SUNS

12.06.2018

GRIZZLIES

12.19.2018

MAVERICKS

12.23.2018

OREGON SCHOOL EMPLOYEE ASSOCIATION NIGHTS

VISIT: rosequarter.com/groupnights

PROMO CODE: **OSEA**

ORDER DEADLINE: **30 DAYS PRIOR TO GAME**



MIKE NORTH | 503.963.3578 | mike.north@trailblazers.com

NOT A MEMBER? CLICK THE BUTTON BELOW TO GET THE MEMBERSHIP APPLICATION

Print, Complete and Send this by inter-department mail to Dianna Hess @ SPED office

OSEA MEMBERSHIP APPLICATION

BEAVERTON SCHOOL DISTRICT CLASSIFIED CONTRACT HIGHLIGHT

OSEA Field Representative Kim Bonner will highlight a section of our contract monthly.

KNOW YOUR RIGHTS

Do you take your break(s) every day that you work? Are you aware of the number and length of breaks you are entitled to, based on the number of hours you work each day? Do you skip your

break(s) because you just have too much work to do or combine them with your lunch or departure time? Your answers to these questions should be yes, yes and no. If they are not, then please read on.

I cannot count the number of members that have told me that they just don't have time to take breaks because they are too busy or that they don't want to leave students unattended. While both of these reasons are noble and speak to the deep ethics of classified employees, they don't justify not receiving your contractual and legal, breaks.

First thing I encourage you to do is talk with your supervisor immediately if you are not scheduled for or are not taking your break(s) and meal period at the scheduled times. If you have any issues or concerns regarding that advice, please contact me at kim@osea.org.

You have language in your contract that spells out the break(s) and meal period that you should receive; based on the number of hours you work each day. I am including it here for your reference and hope that you will continue to become familiar with your rights.

ARTICLE 19 REST AND MEAL PERIODS

A. Under normal circumstances, each hourly employee who works six (6) or more consecutive hours per day shall be entitled to an uninterrupted meal period of at least thirty (30) minutes and not more than one (1) hour.

1. Such meal period shall be as scheduled by the employee's supervisor and be as close to mid-shift as practical.
2. Such meal period shall be without pay and shall not be credited as time worked for any purpose.

B. Hourly Employees are entitled to a paid fifteen (15) minute rest period for every four (4) hour segment or major portion thereof of the employee's paid work period.

1. A "major portion" of four hours means any segment great than two (2) hours.
2. For work periods less than two (2) hours, no rest or meal period will be given.
3. For work periods over two (2) hours but less than six (6) hours, one fifteen (15) minute rest period will be given.
4. For work periods of six (6) hours, one (1) break and one (1) meal period will be given.
5. For work periods over six (6) hours, two fifteen (15) minute rest periods and one (1) meal period will be given.
6. Employees scheduled for split shifts will receive rest and meal periods based on the total amount of hours scheduled for an eight (8) hour work day.

C. Exempt employees are exempt from rest and meal periods as provided for hourly employees.

Number of Rest and Meal Periods required based on length of work period

Length of <u>Paid</u> Work Period	Number of rest periods	Number of Meal Periods
2 hrs or less	0	0
2 hrs, 1 min – 5 hrs, 59 mins	1	0
6 hrs	1	1
6 hrs, 1 min – 10 hrs	2	1

BEAVERTON SCHOOL DISTRICT CLASSIFIED CONTRACT

DISTRICT CALENDARS FOR 18-19 SCHOOL YEAR...

Be sure to save a copy of the [calendar](#) that corresponds with your contracted days. Be aware of 1st and last days of your assignment, non-use PTO days, holidays and non paid/ non work days.

EVENTS FOR OCTOBER

CHAPTER 48 GENERAL MEETING

WHEN

TUESDAY, OCT. 9TH, 5-6PM

WHERE

**17880 SOUTHWEST BLANTON STREET
ALOHA, OR**

MORE INFORMATION

Please join the Executive Board and Field Rep Kim Bonner to discuss what's new, what's needed and what we can do to support each other.

Many Committees have needs of participants such as the OSEA Employee Appreciation Week (March), Legislative Education Day, Scholarship Committee (April), Worksite Rep/Organizer committee and many more.

Suggestions of agenda topics can be sent to Kristen Croft our Chapter President no later than the Friday before a meeting.

All meetings this year will be held on the second Tuesday of the month (no meetings Dec or June) at the Special Education Office Conference Room. Please look for signs to enter at the door near Blanton street.



OSEA/AFT DEBT CLINICS

WHEN

SATURDAY, OCT. 13TH, 10AM

WHERE

**13000 SOUTHWEST 2ND STREET
BEAVERTON, OR**

MORE INFORMATION

OSEA, in collaboration with the American Federation of Teachers (AFT), is proud to offer a free clinic to help families burdened with student debt. This clinic provides information about the landscape of free and underused federal programs that help borrowers lower their monthly payments and, in some cases, even have their debt forgiven.

We will be offering two sessions on Saturday, Oct.13, at the Beaverton High School cafeteria (13000 SW Second St., Beaverton). To attend one of these sessions, [you must register](#) and select either “OSEA Beaverton, OR 9 AM 10/13/2018” or “OSEA Beaverton, OR 1:00 PM 10/13/2018” from the “Student Debt Clinic” drop-down menu. You will also need to type in “Oregon School Employees Association 6732” in the required “Affiliate” field.

These two-hour sessions are open to members and nonmembers alike. **Space is limited, so [please register now](#).**

ZONE 1 MEETING - YOU'RE INVITED!

WHEN

TUESDAY, OCT. 16TH, 5:30-7:30PM

WHERE

**13840 NORTHWEST CORNELL ROAD
PORTLAND, OR**

MORE INFORMATION

Zone 1 Director Dianna Hess invites you to join her at Sunset High School, for an opportunity to find out whats happening within your union and to network with fellow members from throughout the NW corner of Oregon.

Refreshments will be provided.

Please RSVP to the OSEA State Office, 1-800-252-6732 by Oct 12.

OSEA TOWN HALL

WHEN

TUESDAY, OCT. 30TH, 5PM

WHERE

**13840 NORTHWEST CORNELL ROAD
PORTLAND, OR**

MORE INFORMATION

All OSEA members are invited to attend as OSEA President Tim Stoelb and Executive Director Rick Shidaker discuss the state of our union. They will update members on the current state of OSEA including our budget, membership counts, what we are doing to control expenses and ongoing plans for member engagement opportunities this fiscal year.

RSVP by noon 10/29/18 at <http://www.osea.org/rsvp-zone-1> or call Chris McNally at 800-252-6732 or chris@osea.org. Food and drinks will be provided.

CLASSIFIED KUDO'S

WOULD YOU LIKE TO ACKNOWLEDGE SOMEONE YOU WORK WITH?

Please send the information including photos where possible in by the last Wednesday of the month, so we can send out the newsletter the first Friday of every month. We will get it added to the Chapter 48 newsletter as this is dedicated to "Our Voices"

dianna_hess@beaverton.k12.or.us or diannah@osea.org

HEARTS AND CARDS PROGRAM - NANCY KLEPPER

How many of you know what the Hearts and Cards Program is in Chapter 48?

We have a wonderful volunteer who heads up this committee, Nancy Klepper who is the Principal's Secretary at Cooper Mountain. She gets emails or calls from members letting her know that someone at their site is needs a touch of love from their OSEA Community. Thus a card is sent to them with LOVE from all of us!

Anyone can email Nancy and request a card to go out to a member who needs a little love. If we all watch out for each other we are healthier and happier, sharing sorrow can be strengthening as well. If you'd like to help out the Hearts and Cards committee, email Nancy for more information.



WE NEED YOUR HELP...

**We are trying to get ideas of what folks would like for the
Classified Appreciation Week - March 4-8, 2019.**


If you want to be on the committee to help plan this event or just give ideas of what we should look at for an activity, please contact [Kristen Croft](#).



OSEA BEAVERTON CHAPTER 48

 Facebook

 Beaverton

 503-356-3931

 48.osea.aft.org

