

**ASSOCIATION OF SALEM KEIZER EDUCATION SUPPORT
PROFESSIONALS**

December 15, 2014
5:30 PM

Representative Assembly Meeting
Notes (4 pages)

OEA Building
2550 Coral Ave NE
Salem, OR 97305

Meeting called to order at: 5:30 pm by Leslie

Welcome members and guests:

Justin Naegle- IAG Certified Financial Planner- Bridges Wealth Management

Karen Connelly – Region 2 VP from OEA, OEA board, she teaches at Roberts.

Welcome new RA attendees: n/a

Excused: Nancy Schrepfer, Debbie Pabon

Sharing / Holiday Cheer: Several members shared experiences and holiday celebrations they have enjoyed.

Approval of the minutes of:

Jay Reed motioned to accept the minutes as read.
Matthew Reed seconded the motion
Motion passed unanimously.

Reports:

President: Leslie

It's been very busy. Supervisors seem to wait until Friday afternoon to give people notice that they want to meet with them. Please be sure to call us and tell others to be sure to call if these situations arise. If they're not a member, we'll get them signed up. We will help them out any way we can.

We're hearing that it's no longer **if** the Right to Work campaign will come to Oregon, it's **when**. We need to be aware and ready to get involved. This Right to Work movement is scary because it will impact how we are able to serve our members. Organizing is the key to vote down Right to Work initiatives.

Uniserv Consultant: Roxann

The first part of the month I was involved in what they call a Blitz, a process to help organize members. We went into buildings and spoke with members. It was in Albany but it will be going around the state.

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I went to a training relating to new laws as they pertain to bargaining, i.e. Affordable Care Act.

People are looking at benefits, remember we're not PERS consultants, we can't advise you either way. In addition, we don't have access to member's payroll information. Even if we call over to Payroll they won't answer our questions because it's confidential. Please let people know to call Payroll directly on their own.

Linda - Public employees pay is public information and they have been published in the past.

Leslie - Even so the District won't give us information on member's pay.

The District will be purchasing new buses in the spring. There was also discussion about a new transportation site.

OEA Board: Doris Jared

Next meeting is in January. It's an open meeting. If you want to attend, let Tony know. He'll need a count for lunch. Please think about donating auction items for the OEA RA in April.

Q: Will the proposed budget be available online?

A: (Karen C.) No. The purpose of the January meeting will be prioritizing what should be in the next year's budget.

OCSP is having a meeting in February 7, and a training from 10-12.

OCSP will be hosting training on How to Write Bylaws. This is open only to ESP members, those that are going to the RA.

Treasurer's Report: Carla

The Executive Board agreed to have a compilation audit and it has been completed. The Executive Board will set up a committee to continue this yearly review process.

Committee Reports:

Bylaws: Mike Kelley –

Mike Kelley completed the first reading of the proposed By Law change, Article 9, section 2, budget.

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Report from October's Advocacy Conference

Kevin Suppes - "Bargaining Communications" - I came away with how important it is to have a Bargaining Communication Team.

Melinda Adams - "Investigative Meeting Process Training" by Eric Miller and Eric Schutz.

In the training we were asked how comfortable we would be going into a meeting with the District or administration. When you go into a meeting, you are not an employee anymore, you're like an attorney. You can stop the meeting, or ask to caucus with the member. We have the authority to act as the member's counsel. If you ever get the chance to take this training you should. It will help you be much more comfortable if you do have to go in to an investigative meeting.

RA Training: - Roxann gave the final installation of Representative Training.

Old Business: none

New Business: - none

Member Communication: (Limit of 3 minutes per speaker) none

Announcements:

ESP of the month: Nancy Johnson from Leslie Middle School nominated by Zorianna Camp.

Happy Birthday Esther Shephard!

Next meeting: January 26, 2015

Meeting adjourned: 7:35 PM

"What can Labor do for itself? The answer is not difficult. Labor can organize, it can unify; it can consolidate its forces. This done, it can demand and command." —*Eugene V. Debs*

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