

Chapter Plan

Overview

WESDEA-OSEA CHAPTER 95 represents just over 500 workers in Polk, Marion, and Yamhill counties. There are three major worksites in Salem, one in McMinnville, and one in Woodburn. There are also several small school locations where ESD workers are out-stationed to provide a variety of services.

Traditionally Chapter 95 has been a wall-to-wall unit meaning that classified and licensed employees have been considered a single bargaining unit. Since May of 2006 Chapter 95 has experienced an internal crisis that threatens to break apart this traditional unit. Some employees of the bargaining unit believe their concerns, interests, and needs have not been addressed during contract negotiations and in the area of work place representation. As a result, the filing of a petition to separate licensed staff from other bargaining unit members has stopped scheduled contract negotiations and resulted in conflicts within the entire bargaining unit.

Through discussion and information gathering, the WESDEA Chapter 95 Executive Board has been able to identify concerns for bargaining unit classifications. The Chapter leadership has made a total commitment to address these concerns. This commitment is demonstrated in both words and actions in the form of a Chapter Plan that will serve as a living document to be revised and implemented annually.

This Chapter Plan focuses on more structured involvement of all members of the bargaining unit in developing Plans and implementing activities that impact contract negotiations and workplace representation.

Needs and Expansions

Chapter Organization and Structure: WESDEA represents two major classifications, classified and licensed, and within each classification there exists different sub-groups. Representing the special interests of our diverse membership has become a concern in recent months. We have been soliciting input from all departments, and we have received information to consider for bargaining and strengthening the unit.

Changes in WESDEA organization and structure can be achieved through internal processes within the Chapter. In order to address the concerns of all classifications, WESDEA will implement a plan to develop several key Chapter committees that will be activated and tasked with addressing organizational and expansion issues from the bargaining unit.

Contract Negotiations: Two major issues have been raised regarding contract negotiation since affiliation.

1. Members believe the tone and tenor of past bargaining was adversarial and did not represent a level of professional standing that best represented the WESDEA Chapter 95.
2. Some employees believe that the most recent contract negotiations fell short of their expectations. These two concerns will be addressed through this Plan by several processes. The negotiations committee solicited input from employees for both full contract and wage re-opener campaigns.

The Negotiations Committee is made up of members who ask to participate through attending Chapter meetings. Once the committee is formed, they are trained by OSEA representatives. The Negotiations Committee is now soliciting members to participate in the process.

However, the WESDEA Negotiations Committee is developing more structure which allows for a more formal system for employee input. This structure is to involve all classifications and special interests groups so they can have their contract issues addressed in future contract negotiations. The process for surveying the membership and then developing proposals for negotiations will continue to be established by a Negotiations Committee that is inclusive and representative of all WESDEA represented classifications.

OSEA Field Representation: The WESDEA Chapter 95 has the ability to identify the type of field representation that best serves the interests of our members.

The WESDEA Chapter 95, through this Plan is working with our affiliate Union, OSEA, to assure that field representation assigned to our Chapter continues to have the professional background and knowledge required to represent all employees of the WESDEA Chapter 95.

Proposed Expansions

Chapter Plan: By developing and implementing an annual Chapter Plan, WESDEA Chapter 95 provides all bargaining unit members the opportunity for inclusion in setting the organizational direction of our Chapter and establishing annual goals.

Chapter Constitution: The Constitution Committee will provide the opportunity for members to bring forward resolutions that focus on the types of restructuring and organization that meets specific needs. The upcoming committee will be charged with surveying the membership regarding concerns associated with Chapter structure and organization.

Member Satisfaction Survey: In order to understand and address the concerns, interests, and needs of the bargaining unit, the WESDEA Chapter 95 will conduct an annual Member Satisfaction Survey (MSS). The WESDEA Executive Board will establish an Ad-Hoc MSS Committee for the purpose of developing survey content, distribution, collection, reduction and reporting to the executive board who will report to the

bargaining unit. This committee will be inclusive and represent all employees within the bargaining unit.

Bargaining Unit Inclusion: The WESDEA Chapter 95 bargaining unit is similar to other diverse workforces. The Chapter is committed to the inclusion of all employees. A goal of the WESDEA Chapter 95 is to obtain the contributions of the bargaining unit in both comment and participation.

Chapter Communications: Communications throughout the WESDEA Chapter 95 are important in order to keep the bargaining unit informed and provide opportunities and avenues for participation. The WESDEA Chapter 95 is establishing a Communications Committee that has been charged with developing and maintaining a communications network between WESDEA leadership, WESDEA Committees, bargaining unit work sites, and all employees, meaning members as well as fair share participants. The communications network will have the ability to communicate and receive information from all employees.

Chapter EBL: Executive Board Liaisons will provide an avenue for all employees' concerns to be heard and responded to when there is a need to communicate with the established organizational structure. The WESDEA Chapter 95 EBL positions will serve as a bridge between the WESDEA Chapter 95 Executive Board and all employees.

Expected Benefits

This Plan provides employees with the ability to establish the level of representation and resources that reflect the diversity, unique expectations, and needs of all employees.

The Planning process will provide the employees with the opportunities to participate in establishing the direction of our Chapter. In turn, the Plan will provide employees with a clear understanding of Chapter concerns, needs, goals, objectives, activities, responsibilities, resource requirements, time frames, and evaluation steps.

Continuing development of bargaining unit participation in Planning and implementation of the Chapter Plan will provide the level of ownership and relationship essential to building a strong, involved Chapter. The Plan will result in stronger contract negotiations that are representative of all employees.

Scope of Work: The work required to finalize, implement and maintain this Plan will require participation and commitment of the employees. As elected representatives of the bargaining unit the WESDEA Executive Board is responsible to carry out fiduciary and leadership responsibilities of the Chapter. However, it is the membership that will drive the Chapter ability to carry out this plan to the greatest potential.

Chapter Plan work will be carried out through committees and related workgroups. One of the very first work actions will be to initiate the work of the Constitution Committee. The WESDEA Chapter 95 constitution and by-laws provide the avenue for any restructuring and organizational actions.

This Chapter Plan will be supported by the resources of our affiliate Union, Oregon School Employees Association. OSEA will provide the trained professional staff support required to meet the needs of this Plan. OSEA will support training requests by the WESDEA Chapter 95. The types and level of trainings will be determined by our employees. As in the past financial support for this Chapter Plan will be provided by OSEA.

The Negotiations Committee will continue to access employees' needs and provide comprehensive representation in contract negotiations.

Monthly Chapter Activities:

October:

- Chapter Meeting
- OSEA State Board Meeting
- Stand For Children Activities
- Negotiations Committee Meeting
- Constitution Committee Meeting
- WESDEA Conference Resolutions Committee
- Member Survey Committee
- Chapter Plan Information Meetings
- Chapter Newsletter
- Web Page Up-dates
- OSEA Zone 3 Meeting
- Unity Committee Meeting
- New Employee Outreach

November 06

- WESD Board Meeting
- Negotiations Committee Work Session
- Constitution Committee Work Session
- Stand For Children
- WESDEA Conference Resolutions Committee
- Chapter Plan Information Meetings
- Chapter Meeting
- Chapter Newsletter
- Web Page Up-dates
- Member Survey conducted
- Unity Committee Meeting
- New Employee Outreach

December 06

- Chapter Meeting
- WESD Board Meeting
- Negotiations Committee Work Session
- Constitution Committee Work Session

- WESDEA Conference Resolutions Committee
- Chapter Newsletter
- Web Page Up-dates
- Unity Committee Meeting
- New Employee Outreach

January 07

- Chapter Meeting
- WESD Board Meeting
- Negotiations Committee Work Session
- Constitution Committee Work Session
- WESDEA Conference Resolutions Committee
- Chapter Newsletter
- Web Page Up-dates
- Unity Committee Meeting
- New Employee Outreach

February 07

- Chapter Meeting
- WESD Board Meeting
- Negotiations Committee Work Session
- Constitution Committee Work Session
- Chapter Newsletter
- Web Page Up-dates
- WESDEA Conference resolutions due
- Unity Committee Meeting
- New Employee Outreach

March 07

- Chapter Meeting
- WESD Board Meeting
- Chapter Newsletter
- Web Page Up-dates
- Negotiations Committee Work Session
- Nomination of OSEA conference delegates
- Legislative Education Day 3-11-12
- Classified School Employees Week
- New Employee Outreach

April 07

- Chapter Meeting
- WESD Board Meeting
- Chapter Newsletter
- Web Page Up-dates
- Negotiations Committee Work Session

- Election of OSEA conference delegates
- New Employee Outreach

May 07

- Chapter Meeting
- WESD Board Meeting
- Chapter Newsletter
- Web Page Up-dates
- Teacher Appreciation Week
- New Employee Outreach

June 07

- Chapter Meeting?
- WESD Board Meeting
- OSEA Conference
- Chapter Newsletter
- Web Page Up-dates
- New Employee Outreach

July 07

- Chapter Meeting?
- WESD Board Meeting
- Chapter Newsletter
- Web Page Up-dates
- New Employee Outreach

August 07

- Chapter Meeting?
- WESD Board Meeting
- Chapter Newsletter
- Web Page Up-dates
- New Employee Outreach

September 07

- Chapter Meeting
- WESD Board Meeting
- Chapter Newsletter
- Web Page Up-dates
- New Employee Outreach

October 07

- Chapter Meeting
- WESD Board Meeting
- Chapter Newsletter
- Web Page Up-dates
- New Employee Outreach