

What does SB 256 mean for HCTA members?

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The Certification & Registration Renewal Process

HCTA is granted by the Public Employees Relations Commission (PERC) the right to bargain for teachers and ESPs.

Every Year, HCTA must renew its employee organization registration in order to continue as the bargaining agent.

HB 7055 was passed in 2018, requiring all unions representing instructional personnel to have at least 50% membership or risk losing the right to bargain.

In 2023, SB 256 was passed, providing even steeper requirements for most unions to preserve bargaining rights.



Requirements of SB 256

- No payroll deductions for dues after July 1, 2023
- Bargaining units must have at least 60% as dues-paying members at time of renewal or risk losing the right to bargain.

Let's look at numbers...

Instructional

*Membership prior to 7/1/23:
60.9%
(8,009 members/13,144
potential)*

*Now that payroll deduction
ended, membership is...*

**34.4%
(4,475 members/13,000
potential)**

Support

*Membership prior to 7/1/23:
41.1%
(1,373 members/3,341
potential)*

*Now that payroll deduction
ended, membership is...*

**15.84%
(545 members/3,440 potential)**

Next Registration Renewal: April 24, 2024

What if we don't have 60% when we renew?

1. There are 30 days from the time of the renewal submission to collect signed “showing of interest” cards from at least 30% of each bargaining unit to petition for an election.
2. Should the union collect cards for at least 30% of the bargaining unit and submit them within 30 days, PERC will set up an election in which employees can vote.
3. If 50% +1 of those voting the election choose to retain the union, the union will be recertified.
4. If the election is successful, the union will have one year to renew and if it does not have 60% membership at that time, the process above **REPEATS**.

So what happens if HCTA is decertified?

- NO guaranteed comp time, extra pay for classroom coverage, leaves, planning time, etc.
- NO right to representation in investigatory meetings
- NO grievance procedure to challenge violations of the contract (because there will be no contract)
- District will set wages, benefits, working conditions without input from employees
- No union representatives on the insurance selection committee, calendar committee, etc.
- Membership likely will decrease – which means its power and influence will decrease as well
- We will have to wait at least 1 year to petition for an election to win back the rights to bargain – and if it wins, our union and the District will have to bargain a contract from scratch.



What must we
do to avoid
decertification?



Organize!

Building membership and POWER is the key!

- Complete your eDues enrollment today.
- Get your colleagues, including new hires, to join HCTA NOW!
- Re-engage with all nonmembers and work to recruit them