

~TEA Advocate~

TUMWATER EDUCATION ASSOCIATION

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DEAR COLLEAGUES:

Choice for Teachers and the Freedom Foundation are just two groups that are actively trying to destroy our union and strip educators of their right to collectively bargain. They've been able to access educators' home addresses and are dispatching people to your

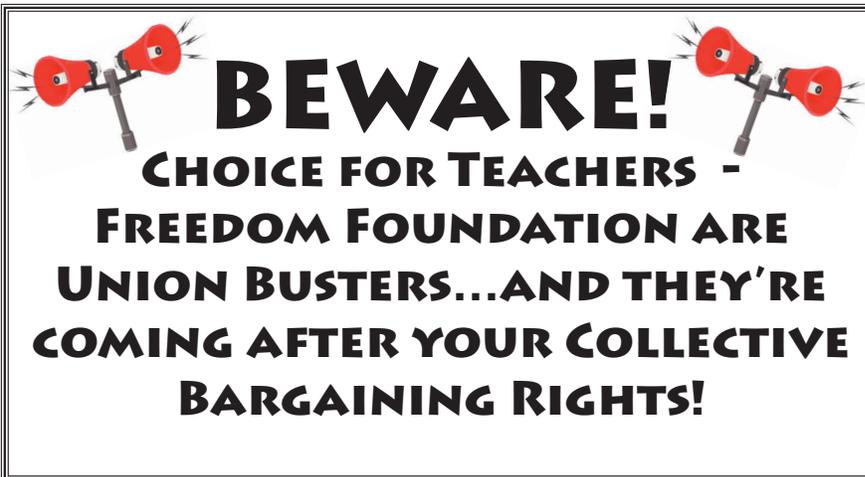
residence in an attempt to get you to drop your union membership. They will lay wait outside your house and approach you in your driveway as you're getting out of your car or even ring your doorbell at 8:00 p.m. on a Saturday night and ask if you would like a rebate on your union dues. I don't believe the young lady who showed up on my doorstep that Saturday evening knew she was suggesting a local association president might consider dropping his union membership. My response to what was indeed a wolf in this sheep's clothing? "I think you came to the wrong door tonight." Needless to say, she got an earful from me as I demanded she leave my property. As a habit I don't often use much profanity, but I may have let a few slip as I chased this she-wolf off my porch.

What Choice for Teachers or the Freedom Foundation will not tell you is what you lose by relinquishing your union membership for what really IS approximately a 9% rebate. This includes:

- NEA Liability Insurance (\$1,500,000 liability insurance protection)
- WEA Legal Defense program

DECEMBER 2017

- Free WEA/NEA/Chinook professional development
- Chinook's Peer Support Program
- Voting privileges in all TEA elections and TEA contracts
- Attorney Referral



Program - two free 30-minute consultations and discounts on personal legal services

- Participation in WEA and NEA Representative Assemblies
- and much, much more. ...

They may portray themselves as pro-worker or pro-education, but the truth is they oppose most of the things we believe in: smaller class sizes, better pay for educators, fully funded public schools and the ability to negotiate with our employers. The Freedom Foundation is part of a national network that wants to weaken unions because we provide the best opportunity to level the economic playing field for all educators.

If you are contacted by anyone urging you to drop your union membership, please contact your building rep or local union president as soon as possible. WEA is tracking these contacts and developing strategies to combat these assaults on our union.

When we are united, our collective voice achieves powerful results for our students and ourselves.

We need to remain unified and strong to build upon our recent successes in local bargains and in Olympia. With a strong, united membership, we have the power to improve and protect our rights and economic security, and to fight for the best interests of our students.

Tim Voie
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2018 WEA-RA AND NEA-RA DELEGATES

Nominations for TEA delegates to the WEA and NEA Representative Assemblies closed at the November 29th Rep Council meeting. Delegates representing the TEA at the WEA-RA in Spokane, April 19-21 are as follows:

- Justin McKaughan (D.O.)
- Brandon Frazier (THS)
- Kathleen Alviar (BHHS and TMS)
- Kevin Wimsett (BHHS)
- Page Voie (EOE)
- Chris Gundersen (BMS)
- Adrienne Johnson (BLE)

Delegates representing the TEA at the NEA-RA in Minneapolis, MN, June 30-July 5 are as follows:

- Justin McKaughan (D.O.)
- Kathleen Alviar (BHHS and TMS)
- Tim Voie (Sec. Options)

Thank you to all those who have volunteered to represent the TEA at the upcoming assemblies. You will be putting in long days, but it is an experience not soon to be forgotten. Here are some thoughts from Justin McKaughan who attended his first NEA-RA last summer in Boston:

“This experience, alongside 8000 NEA members from the US and DOD schools, opened my mind to what we can do as educators to build our local, state, and national union to protect the American institution of public education and fight for our public schools and for the students we educate in the classrooms across this great nation. It’s

hard work but worth it to be on the front lines to democratically promote policy that provides the best public education for our students and the better working conditions for our educators.”

There could possibly be one more delegate position for the NEA-RA in Minneapolis. If anyone is interested, please contact TEA President, Tim Voie.



THE WEATHER OUTSIDE IS FRIGHTFUL ...

With the rumors of increased wind, rain, and snow this winter, it's important to fully understand the intent of contract language that we have relating to inclement weather and reporting to work.

You are expected to report to work on time; however, the District and the Association are concerned that individuals get to work safely. If the cars driving in front of your house are sliding into ditches or trees are falling across the road, common sense says to wait until conditions improve. However, you must arrive at work no later than 30 minutes before students are due to arrive.

If you don't get to work because of inclement weather conditions, you may use emergency leave (after calling in).



BREAKING NEWS: MCCLEARY COURT ORDER *from Washington*

Education Association

The state Supreme Court recently issued its order on the state's progress on meeting McCleary obligation for our students. The short version is: the state has more work to do, especially as it relates to salaries. The state is at least \$1 billion short and salaries must be fully funded by September 1, 2018.

That's part of a 46-page order issued by the Court. Below are some highlights. We will continue to review the order and will keep you posted as to

other key issues.

As you read this, remember that WEA has been the leader in the McCleary case. It was our delegates at a Representative Assembly who directed WEA to organize the NEWS coalition which brought the case. WEA has provided most of the funding and we've been an active member of the coalition. As we enter the home stretch, it's useful to remember that our members have been leading this charge to improve education for every student in our state.

1. The Court found that the Legislature has not complied with McCleary and so it retains jurisdiction of the case, as well as the \$100,000-a-day contempt penalties. Even the state acknowledged that it wouldn't meet the Sept. 1, 2018 deadline, and these actions reflect that reality.
2. The Court has also reaffirmed the role of local control, noting that the state funding is an allocation, not a prescription. Districts retain broad flexibility to use state funds as they deem necessary to meet their specific community needs. While some categorical funds must be spent for specific purposes, such as special education, the Court also noted that districts have discretion in designing those programs to best serve their students.
3. The Court has said the new salary model is acceptable, but that it is underfunded by \$1 billion because the state missed its own self-imposed deadline by a year. Salaries must be fully funded by Sept. 1, 2018 for the state to be in compliance with the McCleary ruling.
4. Not all the news is great. The Court also ruled that the capital budget is not part of the

McCleary decision. Thus, K-3 class size funding is fully in place, but construction costs are not included.



5. The state must provide a

full report back to the Court by April 9 detailing what it has done to meet the paramount duty.

6. As we learn more, we will revisit what this means for the upcoming legislative session, as well as for local bargaining. Please know, there is much more to come.

This is the statement WEA issued to the media.

“We’re glad the Court retained jurisdiction. This ruling proves what we said during the session -- the budget represents progress but doesn’t meet the McCleary mandate to amply fund K-12 public schools by Sept. 1 of next year. The Constitution makes a promise to Washington children -- all of them have the right to an amply funded quality public education. We look forward to working with legislators in January to finally meet that promise.”

DON'T FORGET YOUR BARGAINED LONGEVITY DAY



About six years ago, the TEA bargained a Longevity Day for members with more than 15 years of teaching experience. This amounts to what is basically an extra personal day, however, it cannot be carried over from one year to the next. Members also have the option of cashing out their Longevity Day at the current substitute rate (around \$130) and has to be requested in writing to the Superintendent or his designee by the last work-day of each school year.

I know most people are aware of this, however, a building rep shared with me recently that a member in their building had no idea this benefit was available.

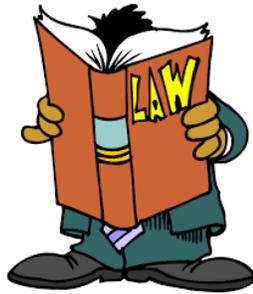
If you have 15 years teaching experience (and it doesn't all have to be with Tumwater or even in Washington), please take advantage of this negotiated benefit. I always tell people to use your longevity day first before accessing personal leave. You can accumulate up to five personal days, but Longevity Days are 'Use it or Lose it,' or cash it out before the end of the year.

Your Longevity Day, like many of your contractual benefits, was negotiated by fellow TEA members who bargained on your behalf. This is just one of the many benefits of being a member of your local Association.

DO YOU NEED AN ATTORNEY?

If you need a lawyer, WEA provides members with attorney services at a discounted hourly rate for personal legal matters that are not employment related. Participating attorneys will provide each member with two 30-minute consultation sessions during each school year period. These two free consultations are taken separately and deal with two different questions.

This benefit allows you to discuss your problem with an attorney to determine whether you need additional legal services. (Some restrictions may apply.) If you need additional services and your problem falls within any of the areas listed below, the attorney's fees are discounted 30%:



- Real Estate Matters
- Wills and Estates
- Domestic Relations
- Consumer Protection
- Traffic Violations (including DUI)

The participating attorneys in our area are Clint Morgan and Rob Hill (360-357-5700). When calling, please identify yourself as a WEA member.

LABOR UNIONS:
THE FOLKS WHO BROUGHT
YOU THE WEEKEND, CHILD
LABOR LAWS, OVERTIME,
MINIMUM WAGE, INJURY
PROTECTION, WORKERS
COMPENSATION INSURANCE,
PENSION SECURITY, RIGHT TO
ORGANIZE, ETC.....

DON'T FORGET, RIGHT TO WORK
LAWS ARE REALLY 'RIGHT TO PAY
NOTHING AND RIGHT TO FIRE
YOU FOR NO REASON AT ALL.

UNION STRONG!!!!



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