

# ~TEA Advocate~

## TUMWATER EDUCATION ASSOCIATION

1619 STATE AVENUE NE, OLYMPIA, WA 98506

PHONE: 360-352-5256 ~ FAX: 360-352-7361 ~ TUMWATEREA.ORG

### DEAR COLLEAGUES – OCTOBER 2019

Has it really been over a year since The TEA settled our 16-day strike and signed a tentative agreement with the Tumwater School District? Yes it has! The signing of our T.A. on September 16<sup>th</sup>, 2018 at 6:53 p.m. ended the longest labor stoppage in Washington State last fall and led to the ratification of a contract that overwhelmingly met the need of students, teachers and families in the Tumwater community.



The focus during the 2018 bargain was attracting and retaining great Tumwater teachers, ensuring safer classrooms for our students and educators, SPED language that honored some of our most vulnerable students, and smaller class sizes. Because of our Union Strong TEA members, we were able to make significant progress in all of these areas. As one TEA member pointed out to me recently, this Collective Bargaining Agreement **IS** what's best for kids.



After a very difficult 2018-19 school year these are some of the memories that have stuck with me: The long days on the picket lines. The passion showed by TEA members who believed in what we were trying to accomplish. The TEA Bargaining Team who put in a couple of 60-hour weeks trying to hammer out a deal that would honor all those affected by our agreement. Rick McGrath picketing solo in front of the District Office while the T-Bird football team was practicing because he vehemently believed in our united cause. Hundreds of TEA members participating in a day of service on September 11<sup>th</sup> to help our community and to honor our Tumwater first responders. Hundreds and hundreds of community members joining us at our actions because they trusted and believed in their Tumwater educators. Tumwater Firefighters joining us from the very beginning because many of their own kids attend Tumwater schools, and they want what is best for the community they serve. Other local and state labor organizations who believe in that strong union creed, AN INJURY TO ONE IS AN INJURY TO ALL! Tumwater classified staff walking lock step with us during those difficult weeks. Neighboring local education associations sending moral and financial support, and some joining us at our rallies. Retired Tumwater educators voicing their support and joining our actions. Juno, the Strike Dog, and her red shirt (thanks, Sara). Oh, I could go on and on and on.

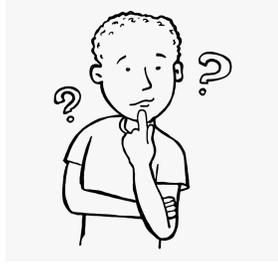
Those were incredibly stressful and anxious weeks we experienced together. As difficult as that time was, I've heard from so many TEA members that the gains we made in compensation AND in contract language have been life-changing for them, their families, and for their students. As your Tumwater Education Association President, it was the most challenging experience of my teaching and union career...and my proudest moment. I hope we can all look back on that experience and realize that we all did something epic for our students, our community, our families, and for our profession.

Tim Voie, President

## TEA PRESIDENT'S SCHEDULE

My work schedule will be as follows: I will be at Secondary Options from 7:30 to 11:00 and at the TEA Office (360-352-5256) from 11:30 to 4:30 daily. I can also be reached on my cell phone at 360-269-0486 or via e-mail at [tvoietea@comcast.net](mailto:tvoietea@comcast.net).

## WHAT IS ARTICLE 2 ANYWAY???



A lot of TEA members hear their Building Reps and Exec Board Members talking about 'taking an issue to Article 2.' While some people know what that means, there are probably many others who have heard about Article 2 but don't know exactly what it is or what it does.

Let's start with the derivation of the name – Article 2. The Collect Bargaining Agreement (CBA) between the TEA and the District is divided into numbered sections called articles. The U.S. Constitution happens organized in the same manner. Most CBAs have groups that meet regularly to deal with labor relations. Labor relations happen to live in Article 2 of our contract.

Former TEA President, Terry VanMeter, always referred to the business of Article 2 as 'contract maintenance.' I think that's a good description of its charge. If you look at Article 2 in our contract you will see the TEA and the TSD both decide the makeup of their respective teams. The shared goal is to build a strong partnership to achieve 'our shared goal of quality education in Tumwater.' As for contract maintenance, 'The Article 2 Group will also have the responsibility of addressing issues with a contractual significance.'

We currently have Article 2 meetings on a monthly basis with the option of having them more frequently if the two sides find it necessary. Representing you on the TEA Article 2 team are the following: Tim Voie, Rhonda Crawford, Sherri White, DJ Brimer, and Page Voie. This is a seasoned group of educators with over 100 years of teaching and union experience. When issues are brought to Article, you can trust this group to represent the TEA and its members with dedication, integrity, and union values.

## GREETINGS TO NEW MEMBERS!

TEA welcomes the following new members to our district:

Caleb Pedersen	Black Hills High School
Hanna Phoenix	Black Lake Elementary School
Justin Overlie	Bush Middle School
Timothy Rogers	Bush Middle School
Jordan Owen	Bush Middle School
Julie Zimmermann	Bush Middle School
Lisa Szydlowski	Bush Middle School
Leslie Doyle	District Office/Special Services
Joelle Grun	District Office/Special Services
Cheryl Smaciarz	East Olympia Elementary School
Laurie Sproul	East Olympia Elementary School
Jennifer Schneider	Littlerock Elementary School
Chanda Luce	Michael T. Simmons Elem. School
Avery Butler	Michael T. Simmons Elem. School
Katy Gallagher	Peter G. Schmidt Elem. School



Hayley Pearce	Peter G. Schmidt Elem. School
Anthony Neff	Secondary Options
Ella Richardson	Tumwater Hill Elementary School
Hayley Fisher	Tumwater Hill Elementary School
Jessica Weik	Tumwater Hill Elementary School
Angela Burke	Tumwater Hill Elementary School
Christopher Jenson	Tumwater Hill Elementary School
Karlie Pasion	Tumwater Middle School
Margaret Mickelson	Tumwater Middle School
Sarah Stone	Tumwater Middle School

## **BUILDING REPRESENTATIVES**

TEA policy provides for one Building Representative for every 10 members or major fraction thereof at each site with a minimum of one building Representative per site. Thus, your site could have from one to six Building Representatives depending on the size of your site.

Building Representatives receive training and a stipend. It is important that your members are represented and that their voice is heard at council meetings where decisions are made that affect you.

## **WEA CHILDREN'S FUND**

Winter weather is upon us and it's time to stay bundled up and warm. Unfortunately, there are some students who don't have the basics to keep themselves warm. Some are in need of clothing, school supplies, or other things we take for granted. If you are a WEA member and know of any child who is doing without, you can help by accessing up to \$75 from the WEA Children's Fund. All requests are confidential. No child should do without.



Prior approval is required for reimbursement. Approved requests will be reimbursed provided receipts are submitted within 30 days of your approval and adhere to the guidelines.

*The goal of the WEA Children's Fund is to help meet the modest and immediate needs of students encountered by WEA members in their daily workplaces. The intent is to ensure that the physical, social and emotional needs of students do not stand in the way of success within the school setting.*

In 2018, the WEA Children's Fund has helped over 1,000 students in Washington schools. It is because of generous donations that this program works. Throughout the year, contributions to WEA Children's Fund make it all possible. During this season of giving, please consider donating the money you already planned to give to charity this year to help out students in your district and in towns across Washington. Make an online tax-deductible gift or send your check to WEA Children's Fund, PO Box 9100, Federal Way WA 98063-9100. (Make your check payable to WEA Children's Fund.)

Also, did you know your United Way contributions could be designated to the WEA Children's Fund? Simply fill in "other" on the form then write in "WEA Children's Fund, 91-1470555."

For more information e-mail [WEAChildrensFund@washingtonea.org](mailto:WEAChildrensFund@washingtonea.org).

## **PEER SUPPORT PROGRAM**

Do you want to improve your professional practices or expand your current content knowledge?



Would you like to receive help and advice from a fellow practitioner on classroom management, special education issues, time management or organizational skills?

Would you like to improve your skills in an area in which you have experienced difficulty?

If so, try WEA Chinook's Peer Support Program.

Request an application from WEA Chinook or the TEA office.

A PEER SUPPORT PROGRAM committee member will interview the applicant to select an appropriate mentor match.

The applicant and mentor will determine how to best proceed based on the applicant's identified needs. Periodic updates will be provided to the committee throughout the process.

All assistance is provided with competence, concern, and confidentiality.

Whether a colleague has suggested you look into the Peer Support Program or you have decided on your own to participate, all it takes is a phone call to get started.

A great opportunity to secure professional success is here for all WEA Chinook members. Give WEA Chinook a call at 360-943-1776 or drop by their office. You can also call the TEA office at 360-352-5256. PEER SUPPORT. Just another example of how your UNION is working for YOU.

## HAS YOUR INFORMATION CHANGED?

Please report any changes to your personal information (mailing address, phone number, email address, etc.) to the Washington Education Association using one of the following methods:

An email message to [member.records@washingtonea.org](mailto:member.records@washingtonea.org).

Go to [www.washingtonea.org/member](http://www.washingtonea.org/member).

Please also notify the TEA Office of any changes via email to [oeantea@comcast.net](mailto:oeantea@comcast.net).

## TEA REPRESENTATIVE COUNCIL

Mark your calendars now for the Representative Council Meetings to be held this year. All meetings will be held from 4:15 pm to 5:45 pm at WEA Chinook. All TEA members are welcome to attend:

October 23  
November 20  
December 18  
January 29

February 26  
March 25  
April 22  
May 27

