Educators across the state have been shaken out of complacency ...

Power
The strike has also awakened us to the labor struggles of others
We have learned to use our “outside voices” to shout our worth

Unity
Solidarity is more important than ever in our post-Janus landscape

Money
We came out strengthened and unified
Spending time together during the strike was the best team building and professional development

Respect
Strikes in Washington state were about valuing the education profession
... this engagement will continue
Many of you are experiencing the results of an historic event. Your dedication and perseverance to fight for the constitutional rights of students resulted in the McCleary decision and the court-ordered legislative outcome. This fall we are seeing $2 billion from the state flow out to districts to pay educators’ salaries. The hard work bargaining at the table and in some cases walking the line provided contracts members were proud to ratify.

Please take the time to reach out to the classified members in your district to see what you can do to help support them in their bargaining if they have not yet reached an agreement. Standing shoulder to shoulder with our colleagues provides power. I know this from having the honor of seeing so many coming to support certificated members on strike lines.

Our higher education members are also engaged in new bargaining experiences after a decade-long fight to have the same bargaining rights as the PreK-12 and four-year colleges.

It has taken all of us, standing up for each other and standing together to move public education forward.

We aren’t done yet. Together, we are the WEA.

Kim Mead, WEA President
It is nearly impossible to define the breadth of what occurred (and what continues to occur) at bargaining tables in some 295 school districts across the state. There are so many variables making every contract negotiation its own entity. A certainty is one would be hard pressed to find a WEA member who did not receive a raise for the 2018-19 school year. We can celebrate substantial gains. We can share a miniscule number of highlights. We can say that, as of this printing, there are many Education Support Professionals (ESP) contracts still open, and WEA Research experts are still sorting through all the gains made at each individual table which means we do not have a full picture.

With more than two dozen locals authorizing strikes and 15 locals out on strike, it was abundantly clear that community awareness was heightened. In addition to parents, students, local businesses and other community members, educators across the state gleaned support from firefighters, health care workers, boilermakers, longshore workers, electricians and Teamsters. This season’s interactions – from locals receiving substantial gains at the outset to locals continuing to bargain to locals authorizing strikes – fed a momentum and allowed negotiators to use strategies that helped raise the bar across every region of the state.

And just as we encourage members to share their own stories when having one-on-one conversations about the value of membership, everyone who participated – whether baking cookies to bring to negotiators, packing a school board meeting to show solidarity, attending a rally, spending Labor Day “camped out” across the street from a district building, walking several miles each day of a strike or defying a court order to head back into classrooms – everyone has a story to share.

While we can’t pay justice to the thousands of stories, the millions of dollars bargained for salaries or the life-changing gain made for many members, we can share a fraction of the action that gained traction and brought great satisfaction.

• A beginning teacher who begins her work in Edmonds, this year, will have a starting salary of $62,688 while the most veteran teachers in Everett and Shoreline will top off at just over $120,000.

• Thirty miles west of Olympia, Elma ESP members and Elma Office Professionals received average salary increases of right around 18 percent for the upcoming year.

• Also, on the Olympic Peninsula, the highest percentage gain for total pay in the state for a starting educator was 45.1 percent in North Beach, just west of Aberdeen, and the highest percentage gain for total pay for a veteran educator was 28.5 percent in North Kitsap. It will take just 12 years for a new educator to reach the top of his salary schedule in North River. The same goes for Mossyrock, a small town nestled along Highway 12 in Lewis County.

• Tacoma office professionals are receiving a 19 percent increase this year.

• East of the mountains, Spokane Nutrition Services workers are receiving a 27-percent raise while before- and after-school childcare workers there are seeing a 21.7 percent in their pay checks. West Valley Secretaries will see an 18.7 percent jump in their salary.

• Districts are paying the full cost of Washington Paid Medical Leave for members in Winlock EA (just south of Chehalis) Elma ESP, Elma Office Professionals, Rochester ESP and Mukilteo EA.
The state sent $2 billion to districts across Washington to raise salaries this year. Through hard bargaining, locals and districts across the state — large and small, urban and rural, in towns liberal and conservative — recognized the historic chance every district has been given to offer educators a professional wage. Some are still at the bargaining table, and some have not submitted their collective bargaining agreement for verification. We2.0 highlights some of the gains to date.

For more settlements, visit www.WashingtonEA.org/map

*IPD = Implicit Price Deflator
Federal WAy EA (Classified)
Average 16.9% increase in 2018-19; seven years to get to the top on salary schedule

Vashon ESP
16% increase in 2018-19; 4% in 2019-20

Dieringer EA
18.1% average increase in total pay in 2018-19

Bridgeport EA
Members will receive a 21.1% increase in total pay in 2018-19.

Mead EA
Members will receive an 18.4% average increase in total pay this year, those with a master's and 11 years will see a 23.2% increase in total pay

Wellpinit EA
22.2% average increase in total pay in 2018-19; 1.9% in 2019-20

Spokane Nutrition Services
Members gain a 27% increase in 2018-19

Pullman Secretaries
Members will see a 17.6% increase in 2018-19; 2% or IPD* (whichever higher) in 2019-20 and 2020-21

Clarkston EA
18.9% average increase in total pay in 2018-19

Royal EA
18.3% average increase in total pay in 2018-19; 3% or IPD* (whichever greater) in 2019-20 and 2020-21

West Valley (Yakima) Secretaries
18.7% increase in 2018-19

Wahluke EA
Every member will receive a 20.3% increase in total pay in 2018-19; 2.5% or IPD* (whichever higher) in 2019-20 and 2020-21

Elma ESP
Members get a flat $3.35 per hour increase (average 18.6% increase), 5% in 2019-20

Elma Office Professionals
Members will get an 18% increase in 2018-19, 4% and IPD* in 2019-20

North River EA
34% average increase in total pay in 2018-19, members with master's and 11 years gain a 40.8% increase in total pay; it will take members 12 years to get to the top of salary schedule

North Beach EA
Beginning teachers see a 45.1% increase in total pay

Bainbridge Island ESPA
Members receive an 18.2% increase in 2018-19

Bainbridge Island EA
Members will receive a 21.2% average increase in total pay in 2018-19

Shoreline EA
Teachers at the top end of the schedule (master's maximum) will earn $120,234 in 2018-19; 24.2% average increase in total pay in 2018-19; IPD* in 2019-20 and 2020-21

Shoreline ESPA
Members now get 19.7% salary increase in 2018-19

Tacoma Office Professionals
19% increase in 2018-19

Bremerton EA
20.9% average increase in total pay in 2018-19, 2.9% in 2019-20

Central Kitsap ESPA
Members receive a 19% increase in 2018-19; 1% or IPD* (whichever greater) in 2019-20; IPD* in 2020-21

Chelan EA
17.4% average increase in total pay in 2018-19

Puyallup EA
18% increase in 2018-19; 4.6% in 2019-20

Spokane
Members gain a 27% increase in 2018-19

Wahluke EA
Every member will receive a 20.3% increase in total pay in 2018-19; 2.5% or IPD* (whichever higher) in 2019-20 and 2020-21

Bridgeport EA
Members will receive a 21.1% increase in total pay in 2018-19.

Mead EA
Members will receive an 18.4% average increase in total pay this year, those with a master's and 11 years will see a 23.2% increase in total pay

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Spokane Nutrition Services
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North Beach EA
Beginning teachers see a 45.1% increase in total pay
Election 2018: Protect the progress and build on our success in Olympia

A year ago, nearly 600 WEA members doorbelled for Manka Dhingra in the 45th Legislative District on King County’s Eastside.

With that strong support from union educators, Dhingra won her special election and returned control of the Washington Senate to a pro-union, pro-student majority. That made a huge difference in the 2018 legislative session earlier this year.

Lawmakers, including Dhingra, passed a supplemental budget that included an additional $1 billion for educator salaries — the final step necessary to comply with the state Supreme Court’s McCleary order.

And after 10 years of lobbying by WEA members, the Legislature finally approved equal bargaining rights for community and technical college faculty members. Both votes were major victories for union members and public education.

Now WEA members have a chance to protect the progress and build on our success by electing an even stronger pro-student, pro-union majority in the Washington Legislature.

WEA-PAC, WEA’s political action committee, has endorsed nearly 100 candidates for the state Legislature, state Supreme Court and other offices, and NEA has recommended 10 pro-education candidates for Congress. The election is Nov. 6, and ballots will arrive soon.

Key legislative races include electing state House candidates Lisa Callan and Bill Ramos in the Issaquah/Tahoma area.

“Electing WEA-PAC-recommended candidates like Lisa Callan and Bill Ramos is crucial. We need them in the Legislature,” said Gary Arthur, a veteran teacher and president of the Issaquah Education Association. “Their opponents have repeatedly voted against the best interests of our students and our public schools. Together, WEA members can help strengthen the pro-student, pro-union majority in Olympia this election.”

WEA members also will be doorbelling for pro-public education incumbent House Rep. Christina Kilduff in Lakewood/University Place near Tacoma, along with Mari Leavitt, who is challenging an incumbent anti-union House member in that district.

Based on favorable primary election results, two Senate races became priorities. WEA members are supporting Emily Randall for an open Senate seat in the Gig Harbor/Bremerton area, along with Pinky Vargas, who is challenging a state senator near Bellingham.

“I encourage all WEA members to be great role models and vote in the upcoming election,” said Kim Mead, WEA president.

WEA members from Seattle, Northshore, Lake Washington, Tahoma, Snoqualmie Valley, Bellevue, Mercer Island and Issaquah locals met earlier this month to doorbell for Bill Ramos and Lisa Callan in the 5th LD.
Substantial gains made for classified members around the state

Teachers and other certificated educators weren’t the only ones making big strides in bargaining this year.

As examples, Bainbridge Island ESPA won an 18.2 percent wage hike this year, with top pay reaching $51.91 an hour. Wages for Elma ESP jumped $3.35 an hour, a gain of 11.6 percent to 29.1 percent depending on the previous pay schedule. Salaries increased for Mercer Island CPEA by 16.2 percent; for North River ESP, 15; Omak Secretaries, 12.5; Shoreline ESPA, 19.7 with top pay of $41.44 per hour; Spokane Educational Support Specialists’ top pay hit $44.63 an hour, with 10 percent raises for techs, 14.5 percent for laborers, 12.8 percent for paraeducators; and, in Tacoma, Office Professionals saw a 19 percent jump, while Professional-Technical employees won 14 percent and a top wage of $62.22 an hour.

In many locals, those gains were perhaps even more challenging than for certificated staff, since administrators too often treat support employees as an afterthought.

In WEA’s Soundview UniServ Council, near Tacoma, ESP members make up 43 percent of the council’s membership. To make gains there, leaders recognized they would have to change the minds of not just the administrators in Clover Park, Steilacoom and University Place districts, but among our own members as well. Each of the locals turned to good old-fashioned union organizing to bring change. The result was a textbook example of how hope and hard work can be combined to achieve success.

Soundview’s locals began by making workplace conversations the norm, with 10-minute building meetings, and one-on-one conversations between members, building reps and elected leaders. The council shared information on WEA members’ success in increasing state funding, how much would be available in each district, and how little administrators were pledging to spend on wage increases for support staff. The locals and council coordinated multiple events, including training for leaders, after work get-togethers, a Sparks training each June specifically for ESP members, and home visits in July to 90 percent of the council’s 1,000+ ESP members.

The successful strategy replaced fear with hope, and helped shift members’ mindsets from an attitude of helpful assistants to powerful advocates for their own worth as employees and their demand for fair compensation.

The gatherings included a mix of information on likely attacks by anti-union, anti-school funding groups such as the Freedom Foundation, concepts around unionism as a two-way relationship with members needing the union to thrive, and the union needing the united action of its members to make gains. The districts also participated in organizing, indirectly, with continued reminders that administrators would find time to bargain with teachers, but just couldn’t fit support staff into their busy schedules.

Soundview’s locals responded by escalating, including informational pickets attended by hundreds of members, alliances with supportive power brokers including teachers and other labor unions in the community, school board protests and, eventually, members’ calls to their superintendent’s direct line to keep up the pressure.
Q&A: Changes to public school health plans

In the 2017 session, the Legislature passed EHB 2242, creating a School Employees Benefits Board (SEBB) that would administer health care and other benefits to school employees beginning in January 2020.

The first step was for a coalition of labor organizations who represent school employees, to successfully negotiate a tentative agreement with the state of Washington, which occurred last spring and summer. The ratified agreement has been delivered to the Office of Financial Management (OFM).

More work needs to happen before the SEBB becomes reality. OFM must determine if the agreement is financially feasible. If so, it will be included in the Governor’s budget in December. The Legislature must then either approve or reject funding for the agreement. If approved in the state budget, the agreement goes into effect for two years beginning July 1, 2019, with SEBB services commencing Jan. 1, 2020.

What if the Legislature doesn’t fund the SEBB?

School employees would continue accessing health care through independent organizations and vendors as is the case now.

If approved, will health care costs go up or down?

How do costs compare?

We anticipate that costs will go down significantly for the majority of people currently covered by WEA Select. The specific amounts can’t be defined here because there is so much variation by plan, district and individual circumstance. Families can expect to see some of the biggest savings, as those plans’ costs cannot exceed three times what an individual pays. Most part-time employees would also see lower employee premiums.

How do the plans compare? Are the estimated cost savings because the quality of the plan is lower than what we currently have?

The types of plans offered will be similar to the plans currently available through WEA Select and HMO plans offered through school districts. For purposes of negotiating the TA, Plan 2 and Plan 3 were used as examples.

Funding levels would increase the state allocation toward health care significantly. The exact amount won’t be known until the budget is finalized. The current estimate is $1,174 per month per FTE starting in 2020 — a little over $300 more per month than today.

WEA members have been fighting a state takeover of our health plan for years? Why is this OK?

Yes, WEA opposed this and related legislation for years, but this passed as part of the overall McCleary compensation bill. In response, we defined clear objectives for bargaining SEBB health care contributions to improve the lives of our members and their families. Cost, quality of the package, and coverage for part-time staff were key objectives we fought for in bargaining and which the TA meets.

Follow Our Voice at www.washingtonea.org/ourvoice/ for updates on the SEBB during the legislative session.