

AUGUST 16, 2021

REA UPDATES

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We are all leaders

After the chaos and tribulations of last year, this summer has been a needed reprieve for many of us. Coming back in-person is incredibly stressful and scary to some and a relief to others. One thing we do know about this upcoming year is we will need each other's support more than ever before.

Your dues pay my salary and I take this seriously. While the work is different than teaching, it is remarkably similar in how easily it consumes days, nights and weekends. It is the commitment to you, our kids and our community that builds my resolve to tap reservoirs of the energy and creativity that this job requires.

REA is special in that we represent not only teachers but nurses, counselors, librarians, tech specialists, therapists, deans, coaches and more. Beyond our 'certificated' REA local union we must acknowledge our other union siblings who run our schools. Our paraeducators, office managers, custodians, nutrition staff, security guards, bus drivers, grounds keepers and yes, our administrators all have unions and we must stand in solidarity to win safe schools with transparent and democratic decision-making processes at every level.

We cannot ignore the societal problems in front of us. Climate change, racism, economic inequality, mental health needs and all forms of oppression affect us all. We can show our students that we take these problems seriously and must do all we can to address them.

This coming year we will find new ways to come together, both within REA and with all RSD educators. Problems can't be solved in isolation and they can't be fixed by one person in power. We can organize our buildings to create systems that empower you and bring joy to your work. We got this!

FUTURE NEWSLETTERS WILL NOT BE THIS LONG!
Thanks for reading the info during this busy time!

Your thoughts are always welcome.

In solidarity,

Julianne K. Dauble

Renton Education Association

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General Membership Meeting August 26th 4:00-5:30 (on Zoom)

[REGISTER HERE FOR ZOOM LINK](#) -YOU MUST have a valid HOME EMAIL address on file! At the meeting we will:

- Vote on the COVID Impact Bargained Tentative Agreement
- Hear about changes to our Constitution to stabilize REA's democratic processes
- Sign up to get involved with REA through projects & committees

COVID Impact Bargaining & Member SURVEY

[TAKE OUR MEMBER SURVEY TODAY!](#)

Our CBA, (Collective Bargaining Agreement), is the contract that legally binds us and our employer to work conditions. The entire CBA expires August 2022, but because of COVID, we have the right to bargain additional languages to mitigate the effects of the pandemic.

RSD, (Renton School District), RESP, (Renton Education Support Professionals), and RPTA, (Renton Professional Technical Association), our classified bargaining units within WEA, (Washington Education Association), are coming together to assure key elements from last year's COVID Safety MOUs carry forward for this school year.

We can't bargain everything but CAN and WILL bargain for safety in every way possible. Temp scans and attestations will not continue, but we will ALL be masked at school, (per state guidelines). Distancing policies, cleaning protocols, Building Safety Teams, Data Dashboard, contact tracing, K-5 remote teaching workload and more, continue to be negotiated.

Miriam Hogley continues through the summer as our Bargaining Team Chairperson. The REA Bargaining Team includes Sara Jerger, Shari Mann, Bradley Clark, Larry Mosko, Courtney Stepp, and Julianna Dauble. This team has been discussing priorities based on your feedback from last year.

PLEASE TAKE OUR SHORT [MEMBER SURVEY](#) TODAY!



Union Member RIGHTS

If you believe a meeting with an administrator could result in discipline, you have the right to union representation (this is known as your Weingarten Rights).

When you request union representation, management has 3 options:

1. Stop all questioning until the union rep arrives
2. Call off the meeting
3. Ask you to give up your right (you should never do this!)

Your building rep, exec board member, president or Association Staff can all be called upon to support you in any disciplinary meeting. Reach out!
We are here to help!

REA's Constitution has been getting an overhaul!

Only members can ratify changes to this governing document. Come to the GMM to hear more & give input!

Your REA Staff people are here to support us!

Our UniServ Director is Gwendolyn Jimerson and our Field Staffer is Lani Nguyen.

Email them @ gwendolyn.jimerson@washingtonea.org & apnguyen@washingtonea.org



Exec Board Meetings
are all on Mondays with
a remote/zoom option
from 4:15-6:15 (or later)

September 20
October 18
November 15
December 13
January 24, 2022
February 28
March 28
April 25
May 16
June 13



Calendars

Our union meetings are open to members with few exceptions. To attend, email Lani (REA's field staff, email on previous page) to register to attend as a guest.

Representative Council Meetings are all scheduled for Mondays and will BE ALL remote for the first few months of the year (remote or hybrid is TBD for 2022). They run from 4:15 PM-6:15 PM

September 13
October 4
November 1
December 6
January 10, 2022
February 7
March 7
April 11
May 2
June 6

BUILDING REPRESENTATIVES will hold monthly member meetings to update you on our work and get your important feedback for how your work could be improved. Please attend!

Listening Sessions

To grow our power as a union focused on racial and social justice,
we must share our stories and learn what kinds of EQUITY TEAMS we are building in our schools.

Mark your calendar for our first:

Member-Only
Listening Session
on OCTOBER 25th
via Zoom.

Family/Parent Listening Session
December, 2021 (date coming soon!)

These sessions will focus on, among other topics:

- Creating space for meaningful dialogue for how to prevent segregation between remote and in-person learning models;
- How a "return to normal" is maintaining ableist White Supremacy Culture so we may create anti-racist education systems;
- How standardized testing impacts our students; and
- Meaningful mental health supports.

Our website, Rentonea.org is still a work in progress! On it you'll find our yearly calendar, CBA, governing docs, union leadership contact info, PD offerings and more!

Growing Leadership

REA has many ways to empower members to show up and grow our collective power! To email a board member or learn the duties of officers visit our website Rentonea.org

Officers:

President, Julianna K. Dauble
Vice-President, Miriam Hogley
Secretary, Alex Castro-Wilson
Treasurer, Bradley Clark

Board Members:

At-Large Rep, Bridgett Kawachi
Special Services Rep, Maria Herrandez
Ethnic Minority Rep, Umar Abdullah
Elementary Primary Rep, Natasha Sommers
Elementary Intermediate Rep, Tai Kaku
Middle School Rep, Garth Ball
High School Rep, Susan Hoover

Committees & Justice

Each committee dictates its own schedule for meeting and determines its initiatives with support from Rep Council & Exec Board. If you're interested in learning more about any of these, come to the General Membership Meeting and check our website for updates soon about how to sign up!

Racial & Social Justice

ROC (REA Organizing Committee)

Social Events

Local Political Action

Nominations & Elections

Grievances

The Bargaining Team & district-wide Labor-Management teams are Expanding!
Stay tuned for more info!

Rainier Uniserv Council has a ROBUST Equity Team that holds monthly member meet-ups for safe space for Members of Color and breakouts for white allies/accomplices in the anti-racism movement. Check out:
www.recnequityteam.com/



Building Rep SHORTAGE!

Does your building enjoy a full slate of representation?

A union is exactly as strong as its worksites are organized.

If your school lacks a full slate of reps, we need your help recruiting members to be reps!

What do Building Reps do?!?

Reps are elected by members in their building to advocate for better working conditions and share information from union leadership.

Reps attend monthly Rep Council meetings and hold (short!) member meetings & meet regularly with building admin to solve problems based on member needs.

Our bylaws allow for one rep per 12 members in each building.

Interested in being a Rep?
Email

julianna.dauble@washingtonea.org
for next steps!

If you aren't getting regular emails from REA, EMAIL Lori Fleck, our membership support staff to check we have the best email on file for you! lfleck@washingtonea.org



REA joined the Martin Luther King Labor Council last year.

Using their structure members attended interviews to endorse Renton City Council Candidates.



Renton Educators endorsed

Joe Todd

for Renton City Council Position 1.

Check out his [campaign here!](#)

We also endorsed **Carmen Rivera** for Renton City Council Position 2. Check out her [campaign here!](#)



Pro-Education. Pro-Labor.

Political Action

Every part of our job, as educators, is based on a political decision. Salary, evaluation, health insurance, retirement, instructional standards, certification, the WA Legislature makes most decisions about how schools operate and who we elect matters!

Check out all of WEA's endorsed candidates for the November 2nd General Election at [WEA's Political Action website!](#)

Our School Board is the closest to a home layer of democracy we have. PLEASE ATTEND SCHOOL BOARD MEETINGS to hear what decisions are being made and to make public testimony.

SAVE THE DATE:

September 11th @ 10 AM (via zoom)
you can attend Renton SCHOOL BOARD ENDORSEMENT INTERVIEWS conducted by the MLK Labor Council and your WEA PAC leaders. Invite coming soon.

Join WEA's Political Action Team!

WEA-PAC is the Washington Education Association's political action committee. Currently, WEA-PAC membership is at nearly 39,000 members! making WEA-PAC the largest political action committee in the state.

Our mission is to recommend and elect pro-public education, pro-labor candidates to office.

WEA-PAC makes recommendations in races for statewide, legislative, and local candidates.

By joining you'll be invited to endorse candidates for office; your dues support PRO-Education & PRO-Labor candidates!

If you haven't joined, it costs just \$2.25/month!

[Here's the link \(you can't sign up twice:\)](#)

Thanks for reading! Newsletters will NOT be this long in the future!

Please email Julianna with suggestions for newsletter articles/topics you'd like to read or WRITE about yourself!