

FEBRUARY 17, 2022

REA UPDATES

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Evaluation Support
Group!*

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Unionism in the COVID Era: Power to the People!

REA Siblings,

Your workload this year is a constant concern for REA leaders. We are doing all we can to advocate, organize and bargain for relief but union *leaders* alone can't solve the massive problems you're facing every day. Your visible support for building based labor-management is key; ask reps what you can do! Your participation in listening sessions, joining REA Committees, attending building meetings & accepting our calls to action; we need you if we are to build the power required to win sustainable workload relief.

[PLEASE take this SURVEY](#) to join our Bargaining Support Team efforts!

COVID and the subsequent labor shortage have brought to light injustices for workers in most, if not all, industries and professions. The problems plaguing public schools pre-pandemic have been exacerbated beyond anyone's predictions.

Economic inequality is worse than EVER as the wealth of the .1% is exponentially increasing while the standard of living for the working class continues to decline overall.

The bright side to all of this is a revitalized labor movement across the country. Unions are marching forward with a renewed sense of empowerment through more visible contract negotiations and higher expectations for workers rights. Through strikes, work slow downs and other workplace actions we've seen **DIRECT RESULTS** in meaningful safety improvements, wage increases, workload protections and benefits in every employment sector.

Renton School District has been in negotiations with every labor group pretty much continuously during COVID because of the impacts of the pandemic. But our classified union siblings have also been bargaining open contracts. RESP and RPTA (the other WEA affiliates that represent our ESP or Education Support Professionals) settled contracts recently and won raises among other things. There is an ESP union in Renton SD, however, that has NOT won what their members deserve and they've asked for our help. **See page 2 for what REA members can do in solidarity with our AFT Union Siblings!**

Our own OPEN BARGAIN officially begins March 16. **THANK YOU** to members who attended Listening Sessions and gave us vital input on your workload priorities. We need **EVERY MEMBER** to take the **FULL** bargaining survey going live next week! **WE** are the union. When we **STAND TOGETHER, WE WIN!**

In solidarity,

Julianne K. Dauble



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A Union of Professionals

AFT Renton

Local 6367, AFL-CIO

**AFT LOCAL 6367
REPRESENTS OUR BUS
DRIVERS,
NUTRITION SERVICES,
MECHANICS,
BUILDING MAINTENANCE
(CARPENTERS, PLUMBERS,
ELECTRICIANS & HVAC) &
TRANSPORTATION**



During closure, AFT workers were the only groups to be furloughed and have their hours slashed, which resulted in many of these employees being unable to stay in their positions; we lost many essential service providers in the midst of a shortage.

Now, at a time where there has been no relief from this shortage, the Renton School District is ignoring these workers' union's efforts to get a pay-raise even close to what they have given others simply to keep them at a livable wage.

This refusal to bargain genuinely fair pay means that there is no relief for the shortages in these positions, and we are liable to lose even more people from these jobs.

The Renton School District is putting students and staff at risk by refusing to earnestly bargain for fair pay.

An injury to one is an injury to ALL!

WHAT REA MEMBERS ARE CALLED TO DO IN SOLIDARITY:

Wear **AFT BLUE** on **Fridays** &
RED For ED on **Wednesdays!**

Put up a sign for solidarity in your car (Ask your Building Rep for one!)

School Board Action: Showing up IN PERSON carries weight or
Register to Speak through the Virtual Meeting Option

Write a letter to RSD Leaders ([talking points FOUND HERE](#))

Post on Social Media (make your statement using talking points above)

CHANGE YOUR ZOOM PROFILE PIC OF AFT & REA LOGO LINK HERE

EVALUATION SEASON GOT YOU DOWN?

Evaluations can be stressful in the best of times.

This year evaluation angst is exacerbated due to untenable workload, the stress of returning in-person while Delta and Omicron rage on, so many unfilled positions, the sub shortage, unmet student mental health needs, OUR OWN MENTAL HEALTH STRUGGLES, new curriculum, and the decreased capacity of our evaluators to observe as much as we need them to.

As complaints to REA about evaluations increase, we are offering **EVALUATION SUPPORT GROUP drop-in sessions!**

Join a zoom with your colleagues to get emotional support while you navigate eWalk!

Have your questions answered about:

**Your contractual rights
What is and isn't grievable
Uploading your OWN evidence
Addressing inaccuracies &
Making requests of your evaluator**

Join us from 3:30-4:30

Fridays: Feb 25, March 4, March 11, March 18

[Zoom Link here](#)

Knowledge is POWER! Read up on Evaluation Timelines and other requirements on pages [57-75 of our Contract](#)

REA COMMITTEES NEED YOU!

UPCOMING EVENTS

**WEAR RED 4 Ed
on
WEDNESDAYS**

**WEAR AFT BLUE
on FRIDAYS**

**Put 'I STAND
WITH AFT' Sign
in your car
window!**

- Feb 23 AFT
SOLIDARITY
ACTION: RSD
School Board
Meeting 7 PM

- Feb 25 &
March 4th,
11th, 18th:
Evaluation
Support
Group 3:30-
4:30

- March 7: Rep
Council (all
members
welcome
guests)

**REA's Safety Committee is meeting the
third Tuesday of each month. Building
Safety Leads and any interested
members can join!
Email questions and get the Zoom Link
from:**

**Tom @ tomwalker_atc@msn.com
and Amanda @ moondncr3@aol.com**

**INTERESTED IN SUPPORTING RACIAL & SOCIAL
JUSTICE? EMAIL
ALEX.CASTRO-WILSON@WASHINGTONEA.ORG
TO BE INVITED TO THE NEXT RSJ COMMITTEE
MEETING!**

**Nominations & Elections Needs
Support! Email:
REAnominationselections@gmail.com**

**Social Events Committee
Wants Your Ideas & Energy!
Email: bridgettshawachi@gmail.com**

**Our Political Action Committee is up and
running and ready for YOU to get involved with
legislative issues, school board outreach, and
so much more! Email:
garthball85@gmail.com**

CATCHING UP & REACHING OUT

NEW TO REA? Or need to update your Contact Info?

If you hear of a member not getting our emails, ask them to:

1. check junk/spam & accept us as sender
2. If nothing is there, we don't have a home email on file. Have them email LFleck@washingtonea.org to fix this!

[UPDATE YOUR CONTACT INFORMATION HERE](#)

Here's what we send new members:

- Our [Collective Bargaining Agreement](#) (or CBA or 'contract')
- REA's UPDATED [Memorandum of Understanding](#) (additions to the CBA that we bargained this summer around the impacts of COVID)
- REA, RESP & RPTA's [Safety MOU](#)
- RSD's [School Board Information](#) (they need to hear from you!)
- Past REA Newsletters [are here](#)
- Slides to follow up our [General Membership Meeting](#) with safety guidance, info on committees and lots more
- New Hire [Orientation Presentation](#) with links to join the union & other WEA & NEA resources



EVERY DISTRICT in WA is struggling with COVID impacts. Of course Renton is special in many ways :) Please contact state legislative, executive or union leaders to express your views, here are some [clickable](#) contact points:

- [WEA's Take Action site](#)
- [Email Governor Inslee](#)
- [Contact OSPI](#)
- [RSD SCHOOL BOARD MUST HEAR FROM US!](#)
[Attend a meeting or enter your thoughts on public record here.](#)



REA Staff are here to support us!

Our Field Staff is Lani Nguyen: apnguyen@washingtonea.org

Our Membership Staff is Lori Fleck: lfleck@washingtonea.org

Our UniServ Director is Alan Sutliff: asutliff@washingtonea.org