



January 12, 2024

Happy New Year REa Union Siblings!

Personally, I've never been a big fan of New Years resolutions since they're limited to once a year (I mean, we can set self-improvement goals anytime, right?!). That said, I AM committing to giving you weekly updates in 2024, if I am at all able to do so!

Here's a rundown of some things I've been focused on this past month followed by **upcoming events** and, as always, specific ways for **you** to make **our** union and broader community more just and equitable!

Besides my daily workflow focused on supporting REa members in need, I've been working with RSD on members' safety and communication concerns (safety is a major focus for building reps this month so please attend your building meetings if you can!) and preparing for spring displacement processes.

I've also been mediating conflicts between staff, revitalizing our upcoming REa Climate Survey, guiding schools seeking contractual waivers, helping solve payroll issues that keep popping up, working on getting high school counselors coverage for long term absences, bringing member voice to the Dual Language program transition process, tracking progress with the new Transitional Kindergarten program to position us for potential bargaining needs, building up the Multilingual (ML) Task Force recommendations for broader input before potential adoption for next year, clarifying stipend processes in the contract on many fronts, and strengthening an upcoming MOU outlining supports for forced classroom moves.

In addition to that it has been satisfying to support our substitutes with training and resources, recruiting potential members to join REa and recruiting existing members to help out with committee work.

On the statewide and political fronts I've been working with WEA on governing documents in preparation for our annual Representative Assembly in April, refining our

lobbying strategies to increase funding for education *this* legislative session, working with educators nationally on pressuring Congress to fund IDEA, and coordinating various campaigns with other labor groups.

This looks like a lot (and it is), so I should add that I am personally doing very well this winter while putting in extreme hours because we have turned a few positive corners recently as we build our power and reputation as the experts of our profession. Specifically we've improved our working relationship with some building administrators, HR and DLT! Add to those successes REA's Executive Board have been supporting building reps in new ways and all of this bodes well for our union in the long term!

I have not been in enough schools and hope to be invited soon to visit your work space to hear from you IN PERSON!

## **Upcoming REA Events and Opportunities**

### **January 17-25<sup>th</sup> Ballots Open for REA Leader Elections!**

Your voting credentials were mailed in December.

Videos of candidate statements coming soon to your personal email.

### **January 24<sup>th</sup> Attend the next School Board Meeting!**

Watch the action for yourself virtually.

Attend IN PERSON and join

REA Leaders who are there to guide you  
if you wish to speak on the public record!

[Learn more here](#)

### **February 2<sup>nd</sup> & 3<sup>rd</sup> The Fifth Annual RECN Conference!!!**

[Register here](#) or scan the QR code →

(Flyer also below)



Build your knowledge, skills and connections to strengthen the movement for racial, social and economic justice in our schools and society!

*Friday evening* will be in person and includes an art build and food.

*Saturday* is all virtual with amazing presenters and interactive sessions.

Don't Miss This!

**February 5<sup>th</sup> Rep Council** See the full REA Meeting Calendar on our website:

[Rentonea.org](http://Rentonea.org)

**February 13<sup>th</sup>** RENTON VOTERS ONLY: Ballots DUE for Measure 23-02 (see more below!)

**Join REA's Safety Committee!**

No pressure to do anything but be part of 2-way communication with us about workplace safety issues. Sign up or request more information [HERE](#)

**Interested in OTHER WAYS to Get Involved in REA?**

Sign up for a committee  
or request more information [HERE](#)

## **Updates from REA's Allies & Co-Conspirators**

MLK Labor Council has highlighted many of this past year's regional labor wins in two ways: Scroll down for the INFOGRAPHIC and click below to watch this video!



**Raise the Wage Renton** (formally titled Initiative 23-02) is gearing up for a battle with corporate lobbyists (some of the money from the 'No on 23-02' campaign is from out of state). Already we are seeing mailers with DISINFORMATION and expect more lies to be spread around town soon. We know their arguments but they just are not rooted in facts and data!

- ✓ We made it to the ballot because of volunteers from all around our region believing **workers deserve more and that we all do better when we all do better!**
- ✓ Union endorsements and financial contributions have certainly paved the way for PEOPLE POWER gathering 17,000 signatures for a special election.
- ✓ Our **formal endorsers** ([listed here](#)) include elected officials such as ALL three of our state **legislators** (Senator Bob Hasegawa, Representatives Steve Bergquist and David Hackney), U.S. **Congressman** Adam Smith, three Renton **City Council** Members (Carmen Rivera, Kim Khan Van and Ryan McIrvine), and **King County Council** Member Girmay Zahilay in addition to other local elected leaders.

**If Renton voters do not pass this measure,  
our minimum wage will fall behind neighboring cities.**

## **Your Involvement WILL MAKE A DIFFERENCE!**

- + Read up on the facts and news coverage at the [website Raisethewagerenton.org](http://www.Raisethewagerenton.org)!
- + Post on social media with just a few clicks-[start HERE](#)
- + Donate [HERE](#) to help us print yard signs and literature-every little bit help\$!

**+VOLUNTEERING IS HOW WE WIN+**

Phonebanks are easy and actually fun (we only call supporters)

Request a yard sign or volunteer to canvas, phonebank or more! Just let Julianna know you're interested or [sign up here](#)

**Keep Scrolling for Flyers & More Graphics!**



# Virtual and FREE! RECN Equity Conference 5.0

February  
2 & 3,  
2024

**Keynote**

... as a teen scholar-activist (Helena) is currently focused on Disability Justice, Anti-bullying, Black Girlhood, and Decolonizing Education."

#DisabilityJustice



**Registration:**

[https://whova.com/portal/registration/reocn\\_202402/](https://whova.com/portal/registration/reocn_202402/)

Energized

Powerful

Optimistic

Determined

**#IAMDOPE**

**#LevelUp**

More info about Helena:  
<https://www.helenalourdes.com/>

<https://www.recnequityteam.com/>

Contact: [LFleck@WashingtonEA.org](mailto:LFleck@WashingtonEA.org)





# 2023 YEAR IN REVIEW

JAN	Seattle Convention Center Addition opens	
	UW Librarians (SEIU 925) ratify their first contract	
FEB	Seattle's voters pass the Social Housing Ballot Measure (I-135)	
	MLK Labor holds our first New Delegate Orientation	
MAR	UNITEHERE 8 workers at Facebook rally for severance & transparency around layoffs	
	MLK Labor organizes nation's largest Starbucks rally on "Founders Day"	
	President's Organizing Initiative awarded \$2 million federal grant	
APR	Seattle Colleges faculty walkout over inadequate funding	
	MLK Labor helps pass \$1B union-built Crises Cares Levy	
	1,500 students attend Career Showcase at the ShoWare Center	
MAY	MLK Labor hosted the first ever "Candidate Palooza"	
	MLK Labor helps kick off the Seattle Housing Levy	
	UW postdocs & researchers have one-day unfair labor practice strike	
JUN	MLK Labor/WSLC bring unions to learn about the Glacier Supreme Court decision	
	Historic Labor attendance at Seattle Pride	
JUL	Groundbreaking Community Workforce Agreement at Tyee High School	
	MLK Labor supports striking SAG-AFTRA members	
	Showbox workers become the first nightclub in the region to unionize with IATSE 15	
AUG	MLK Labor signs a Labor Harmony Agreement at new Seattle Waterfront Park	
	The King County Veterans, Seniors, and Human Services Levy passes	
	UPS workers ratify 5-year contract with historic wage increases	
SEP	Over 600 union members and their family attend our Labor Day Celebration	
	King Co. Metro transit operators win a 18% pay increase	
	City of Seattle Workers hold a massive rally at City Hall	
OCT	MLK Labor Board holds first ever full-day racial justice retreat	
	Labor Council supports WSNA Virginia Mason nurses at contract rally	
	Gov. Inslee announces support for the burgeoning offshore wind industry	
NOV	Meet the Winners event celebrates labor's political work in 2023	
	Labor community joins striking Macy's workers to rally on Black Friday	
DEC	Mayor Harrell signs Building Emissions Performance Standards creating thousands of union jobs	



## THE NUMBERS THAT DEFINED 2023

8

STRIKE SANCTIONS  
PASSED BY THE E-BOARD

\$40K

STRIKE FUNDS RAISED  
BY MLK LABOR

20K

DOORS KNOCKED BY LABOR  
NEIGHBOR VOLUNTEERS

\$BILLIONS

UNION WORK THOUGH COMMUNITY  
WORKFORCE AGREEMENTS

5

JOB FAIRS HELD CONNECTING HUNDREDS OF  
PEOPLE TO GOOD UNION JOBS

10K

WORKERS JOINED A UNION WITH HELP FROM  
THE PRESIDENTS ORGANIZING INITIATIVE

**Vote YES on Initiative 23-02 by February 13th, 2024.**



**Ballots Arrive January  
24th**



**Register to Vote by  
February 5th**