

Representative Assembly Meeting Notes
January 12, 2022

Present: Elizabeth Thiel, Gwen Sullivan, Rachel Hanes, Mike Bauer, Greg Burrill, Alisha Chavez-Downing, Jacque Dixon, Tina Lamanna, Shannon Foxley, Angela Bonilla, and Beyoung Yu (In attendance: 167 representatives)

Staff: Mu Son Chi, John Berkey and Peter Brogan

Guest: Joanne Shepard

Call to Order at 4:40pm

I. Adoption of agenda with flexibility and minutes from November

II. Eboard Business: Alisha Chavez-Downing went over Eboard Business

III. Treasurer's Report: Tina Lamanna shared that there is a compilation report in progress and taxes.

IV. Announcements: Nominations and Elections

- a. Speeches:** Speeches for Executive Board and Officers, Aileen Tran shared about OEA RA and NEA RA.
- b. Election Rules:** Aileen Tran went over the rules for campaigning.

V. President's Report

- a. School Closures:** Elizabeth Thiel shared the staffing levels in schools, she shared that 290+ PPS Staff have tested positive for COVID, 113+ staff advised to quarantine, and 2,438+ students have begun quarantine or isolation. This is not up to date, and does not account for other factors involving isolating/COVID-19. Elizabeth Thiel shared about the concerns of equity with PPS closing one school at a time.
- b. Survey Results:** Elizabeth Thiel went over the survey results on what the union should work on for the rest of the year. The priorities for groups (PK-5, 6-8, 9-12, SPED, ELL, BIPOC, TSI/CSI) are working on the successor agreement and advocating for a metric to define minimum staffing levels.

VI. Bargaining Updates

- a. Workload Bargain: What Happened, Next Steps:** John Berkey shared about collective action, he shared that there is no right for a collective work stoppage. He shared that engaging in a work stoppage can result in discipline, termination, reporting to TSPC, or not being paid. Questions from representatives about how we respond, and how we protect ourselves as educators in the field. Representatives and Leadership talked about membership wants, union communication, and organizing around COVID safety.
- b. Timeline Successor Agreement:** Steve Lancaster spoke about the COVID Workload MOU, and explained why the bargaining team walked away from the table. He explained that the district proposal already had the right to do what they proposed

such as, hire more data clerks, suspend smart goals, suspend committee meetings, add flex time to school schedules, and January 31st. Steve shared the bargaining timeline, he shared it is a 7 ½ month timeline before any labor action can happen legally. He shared that the successor agreement was supposed to start in January, however, none of that has happened because all time has been spent on COVID-related agreements. He spoke on the importance of building up organizing actions.

VII. Organizing

- a. **Working Toward a Sustainable Work Culture:** Erika Schneider shared about an action about workload boundaries. Erika talked about all the examples of workload boundaries.
- b. **Breakout Rooms:** Breakouts by grade level. Questions about the action from representatives

VIII. Vice President's Report

- a. **Present Dues:** Gwen Sullivan went over the dues calculations. A change of \$202 from 2021-2022 to \$214 for the 2022-2023 school year.

IX. Committee Reports

- a. **Advocacy: Safety Agreements:** Charity shared about contract exceptions.
- b. **Legislative**
 1. **OEA PAC Convention:** Joanne shared about the OEA PAC on February 18th-19th.
 2. **Teacher for a Day:** Tina shared about Teacher for a day.
- c. **Membership: Student Loan Workshop:** Julie Pederson shared about the upcoming webinar on January 13th on student loan forgiveness.
- d. **Racial Equity: Educator of Color Social:** The social will be postponed until further notice due to COVID-19.
- e. **Social Justice and Community Outreach:** Alisha Chavez and Julie Whitaker shared about the Black Lives Matter Week of Action.
- f. **Substitute: Emergency Licensed Subs:** John Berkey shared about Emergency Licensed substitutes and that 200 are in the process of getting hired. If you know of substitutes, they are in the PAT bargaining unit and ask them to join! Alisha Chavez and Jacque Dixon shared about the \$300 cost for an emergency license and if they will be working on a waiver of some sort to help alleviate that cost.

X. New Business

- a. **Executive Board Recommendation on Standing Rules:** Angela presented the Virtual Standing Rules motion.

Next RA: Wednesday, February 16th

Meeting adjourned at 8:05pm