

North Thurston EA members,

A special general membership meeting (GMM) was held Thursday, June 9, at the Koval Performing Arts Center. The meeting was called by the NTEA Executive Board at the request of our bargaining team. 233 NTEA members signed in.



NTEA's 2021-22 bargaining goals are:

- Workload reduction.
- Compensation to attract/retain staff.
- Genuine collaboration.

Specific proposed changes to the Collective Bargaining Agreement (CBA) have been shared with North Thurston Public Schools over several months. Negotiations with NTPS have become challenging, however.

- The district seems unwilling to remove anything substantial from advisory, insisting that we are paid for our time there. They seem to be purposely missing the point that it is about preparation time and not about the time in advisory itself.
- Some elementary-school librarians are being asked to maintain a functional and up-to-date library while simultaneously being asked to teach classes all day.
- Some specialized positions within the district seem to be revolving doors, with no one staying more than a year. The district has been unwilling to remove workload or add pay to these positions.
- The district obstructed and delayed the interest-based bargaining (IBB) process by insisting that cost items wait until the very last meeting.

The purpose of the GMM was to have the NTEA membership determine an action step to assist the NTEA Bargaining Team in achieving our 2022 negotiation goals.

A motion was presented by Exec Board member Holly Berchet-Hall. After about an hour of debate, the final motion as amended called on the members in attendance to **"direct the NTEA Executive Board to schedule a General Membership Meeting for August 31, 2022, for the purpose of conducting a vote to authorize a strike, if we have not reached a tentative agreement by August 29."**

The motion was approved by a voice vote of 100% of the members in attendance and a general membership meeting will be scheduled for the afternoon of Wednesday, August 31, 2022. We will let you know as soon as a location is secured. For now, **mark your calendar for a GMM on August 31** after the workday.

Member Voices from the Straw Poll:

- "My workload is not sustainable."

- “The decision to have elementary teachers supervise students 5 minutes after the start of my contract day (20 minutes before the start of the instructional day) has forced me to work later into the evenings and on weekends.”
- “Slowly, over many years, changing advisory into a class with lessons and expectations of student engagement is an example of the “mission creep” that NTPS uses to exploit us. The extra preparation was piled on top of existing preparation and evaluation of student work without compensation or removing some other duties. This is not sustainable.”
- “I have started to look at other careers and have even applied for a few other jobs this past month...Our workload needs to change, or we are going to lose a lot of great staff.”

Please update your mobile phone number with NTEA:

Since bargaining and organizing will continue through the summer (with a planned break during July), we will regularly communicate with NTEA members by email and by text message. If you are not currently receiving NTEA text messages, please update your contact information using this form: [NTEA Mobile Phone/Text Information Update](#)

General Announcements (non-bargaining)

Dues:

Monthly union dues for a full-time certificated employee next year will be \$121.42., which is roughly \$1.67 more a month than last year. Here’s the breakdown by distribution:

Union Level	Monthly deduction	+/- from 2021-22 dues
NEA (National)	\$ 17.00	+ \$2.00 for the year
WEA (State)	\$ 59.08	+\$26.00 for the year
Chinook (Region)	\$ 30.33	+ \$4.00 for the year
NTEA (Local)	\$ 25.00	- \$12.00 for the year
	\$121.42 total/month	Increase of \$20.00

For the second year in a row, NTEA has reduced its dues amount deducted from members’ paychecks.

Morning supervision arbitration:

For the 2021-22 school year, NTPS decided to continue the “safety measure” of morning supervision of students by elementary classroom teachers shortly after the start of teachers’ contract day and well before the start of students’ instructional day. NTEA contends in an ongoing grievance that this decision violates our collective bargaining agreement because teachers lost significant preparation time in the morning. The remedy we sought was compensation for the loss of this preparation time. NTPS refused, so we moved to binding arbitration to settle this dispute.

We need 5 to 10 teachers adversely impacted by the morning supervision issue to share at the July 21st arbitration hearing how they have been impacted this year by the District’s action. If you are an elementary classroom teacher who has been adversely impacted by morning

supervision and are willing to speak at the arbitration, please use the link to sign up: [Morning Supervision Arbitration Participation form](#)

Worker's Compensation for COVID Infections at Work:

[A new state law passed last session](#) says that frontline workers (including teachers) are assumed to have contracted COVID at work. This puts the onus on the employer to prove that the employee didn't catch it at work (employees do not have to prove that they did),

[This means if you catch COVID while school is in session, you are eligible to report it as a work injury and qualify for worker's compensation while you are home sick \(or asymptomatic quarantine\) after testing positive.](#)

In addition, NTEA negotiated that, if you are vaccinated, you are eligible to have the district pay the difference (40%) between Worker's Comp. and your regular pay.

https://www.nthurston.k12.wa.us/.../NTEA_MOU-COVID_2021... (Article VII, Section A).

Obviously, if you know you caught it over a break or outside of work, the district could make a case that you don't qualify for Worker's Comp.

Be sure to include your Admin and HR on any correspondence regarding your leave. It is recommended that a COVID+ employee report to L&I as soon as you test positive.

IMPORTANT: L&I only recognizes test results done by a medical provider or government testing facility, not home test results. They may not recognize rapid test results done at school, either. So, get an official COVID test done from a medical provider or lab before applying for Worker's Compensation benefits.