

# Bargaining Hotline

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Federal Way Education Association

June 22, 2009 - 3rd Issue

## *Surveys*

Our online survey has been extended to Thursday. Everyone was busy last week with “end of the year” stuff and there were a few glitches. If you did not receive the survey in your email:

- FWEA did not receive your home email address
- Your provider thought it was spam
- You have submitted a “do not send” command to the WEA list serve.

In order to make sure that members only submit the survey once, each authentic member email address receives one electronic token with the survey. When you push the submit button, that token is “examined” for authenticity and removed. So even though the survey is still in your email, you may not take the survey again.

## *Summer Communication*

Make sure to bookmark the bargaining website, [www.federalwayea.org/bargain.htm](http://www.federalwayea.org/bargain.htm), and check it often. This will be our only means of communication during summer negotiations.

## *Video Contest*

Who: Any FWEA member.  
What: Tell us why you chose to become an educator.  
Why: We want to put a face on the members of FWEA.

- We believe in the power of education.
- We care about the children with whom we work.
- We want the best education possible and the best educators for our children.
- FWEA members command respect. We will make contract improvements that trust us to use our professional judgment and value us as experts. Attracting and retaining the best educators benefits the children of Federal Way, thus competitive compensation and attractive working conditions are essential.

When: July 21<sup>st</sup> 10:00 - 12:00.  
Where: The Federal Way Education Association  
32020 1st Avenue South, Suite # 108  
Federal Way, WA 98003-5743

Come with your own thoughts or we can help you with the script.

## *Dates of the Bargain*

**JUNE: 22, 23 & 24**

**JULY: 27, 28, 29,  
30 & 31**

**AUGUST: 3, 4, 5, 6, 7,  
24, 26 & 28**

Support baskets welcome! Contact the Association office at 253-838-8571 to arrange a time to drop off your support basket!

## *FAQ's*

### **What is a collective bargaining agreement?**

A collective bargaining agreement is simply an agreement between an employer and a particular group of employees. In the Federal Way School District, representatives from management meet with representatives from our association to negotiate changes in the current agreement between FWPS and certified employees. We may negotiate working conditions and compensation only as it relates to *Training, Responsibility and Incentives (TRI)*. An individual or staff cannot decide to disregard language in the agreement without getting waivers from management and the association.

### **How does bargaining work?**

The negotiation team consists of equal number of people from management and the association. Both management representatives as well as association representatives bring concerns and issues to the table. FWEA's team members bring up the issues and concerns gleaned from our surveys. We go back to our members to get feedback about issues the district brings to the table. The team works on all of the issues until they can come to an agreement that meets the interests of each group. Once the team comes to an agreement on all of the issues, the negotiated changes are taken to the association general membership for approval. If it is approved by the general membership, the new language is taken to the school board for their approval.

## *Support Baskets - let our team know you support them!*

Thank you to the following schools for your enthusiastic support for our wonderful bargaining team. The staff from the following schools have delivered charming support baskets to the office.

Silver Lake Elementary  
Star Lake Elementary  
Saghalie Middle School  
Totem Middle School  
Internet Academy

You still have time to get your cards, banners and baskets in. Call the Association at 253-838-8571 to arrange a time to drop off your basket!