

FEDERAL WAY EDUCATION ASSOCIATION

YOU CAN DO POLITICAL ORGANIZING AT SCHOOL

Is it okay to wear a political button at school? What can I post on our Association bulletin board in the faculty lounge? Can we hold a meeting to discuss political issues after school? What about signature gathering? Here is a short guide to help you look at the many ways you can do political organizing at school.

Communicating with members about anything political is a right that should be guaranteed by your collective bargaining agreement. You can normally do it during off-duty times before and after work, and during your duty-free lunch. For certificated employees, on-duty time is determined by their building schedule. Preparation time for certificated employees is **not** duty-free time. For classified employees, on-duty time means working hours. Breaks and duty-free lunch are **not** on-duty times.

DO:

- Do distribute hand-to-hand, during non-work hours, Association newsletters containing articles of a political or legislative nature or other political materials, or post such materials on Association bulletin boards.
- Do ask members to sign up to volunteer time in support of candidate, initiative or levy campaigns, provided you do so during off-duty times.
- Do discuss and distribute political or legislative materials, including initiative petitions, at Association meetings if they are held on off-duty times.
- Do wear campaign buttons, and display bumper stickers or signs in your cars. Those signs and buttons must be removed on election days **ONLY IF** your school is a polling place.
- Do discuss candidates, levies, initiatives or legislative issues during off-duty times.
- Do call your legislator during off-duty hours, but only if you use your own personal cell phone.
- Do email your legislator during off-duty hours, but only use your own personal computer and email address.
- Do discuss candidates, levies, initiatives or legislative issues during off-duty times.
- Do collect employees' home email addresses and send email from home to home email addresses regarding candidate, levy, bond or initiative campaigns, or legislative information.

DO NOT:

- Do not place candidate-related or WEA-PAC materials in a school mailbox. Do not use school email for candidate-related or WEA-PAC communications.
- Do not use school phones or computers to call voters on behalf of a candidate, initiative or levy campaign.
- Do not post political materials on your Association board UNLESS it is located in the faculty lounge.
- Do not use work time or computers to campaign on behalf of a candidate, initiative or levy. Do not invite a candidate to speak to members during on-duty times.
- Do not use school mailboxes or email to distribute legislative information or information regarding levy, bond or initiative campaigns. Political or legislative materials should be hand-delivered to members outside of work time.
- Do not use work computers, email addresses or telephones to contact legislators. Use home computers, personal email addresses and personal telephone to contact legislators.
- Do not use school facilities, such as stationary, paper, postage, telephones, fax/copy machines or school vehicles while working on a political campaign. The school district must allow the use of its rooms for political meetings on the same terms and conditions as for non-political meetings.