

BEA RA

September 20, 2023



Land Acknowledgement



Bethel
Education Association

Agenda

Review, and move to
approve with flexibility

[Link to agenda](#)



Secretary's Report Discussion Motion



Treasurer's Report



Vice President's Report



President's Report



It's Training Time



***So, I'm a
Building Rep.
Now what?***



As a **Building Rep**, you are:

An **Advocate**

and

An **Organizer**

And the face of BEA to many of our members!



What is a union?



Key Advocacy Concept: Weingarten Rights

Employees have a right to union representation in meetings with administrators in which the employee reasonably believes the conversation might result in disciplinary action.



Bethel

Education Association

“Your relationship with the foreman should be that of equals seeking a solution to a common problem. But don't forget: the stronger the organization behind you, the more powerful your argument.” –
UAW How to Win for the Union Stewards manual, 1943

**Remember, when meeting
with an administrator,
you are on equal ground!**



- As an advocate, you have the duty to represent all individuals impartially.
- Recognize that your personal belief in the soundness of a member's grievance or concern is irrelevant.
- Your job is not to decide what is fair or right. Your job is to vigorously represent a member's cause.

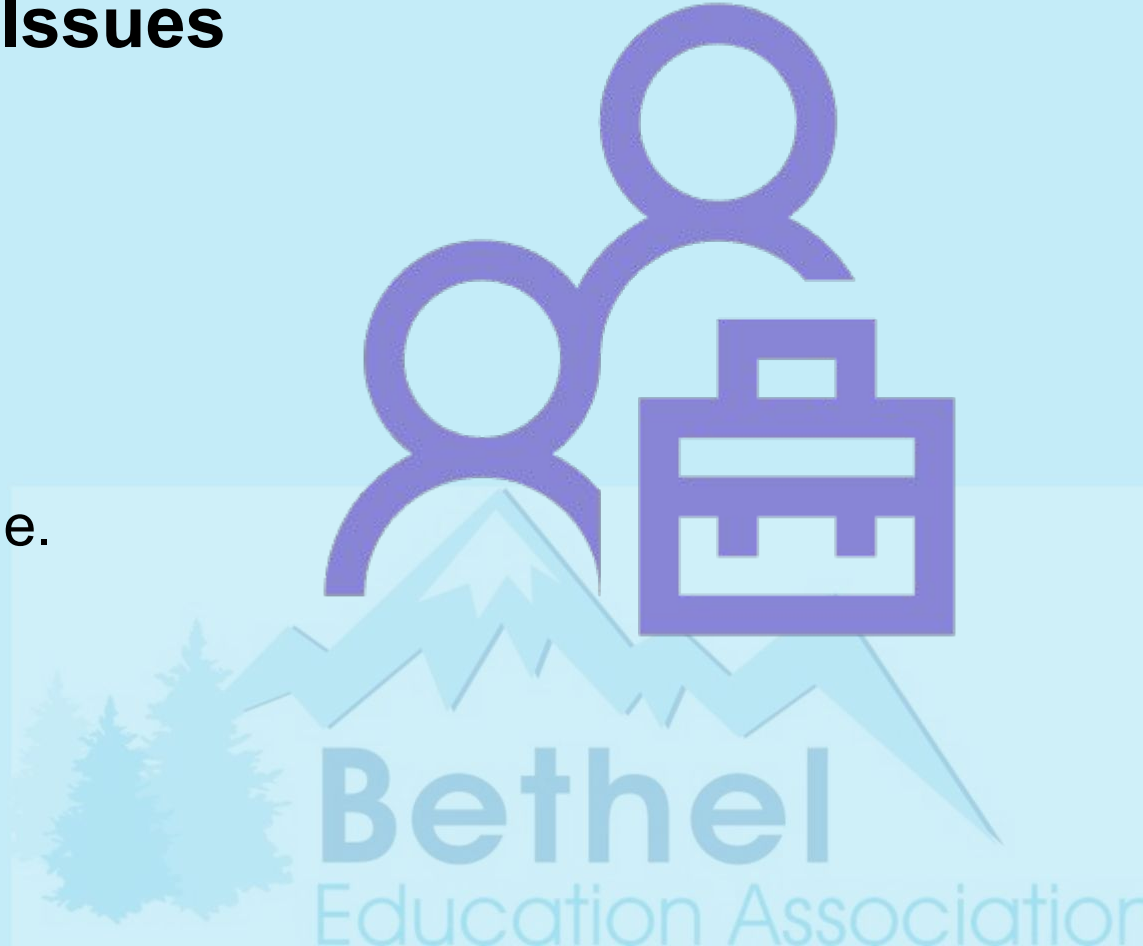
Be an advocate. Not a Judge

*and make only one promise



Common Advocacy Issues

- Employee discipline
- Disagreement or miscommunication with an administrator
- Violation of the contract (i.e. loss of planning time, supplemental hours, etc.)



Two Stages of Advocacy

Informal:

- working out an issue through conversation (**always** the starting point, but may not be the ending point)

Formal:

- Grievances: a claim by member(s) and/or our union that there has been a violation, misinterpretation, or misapplication of a *specific article or section of the CBA*.
- Unfair Labor Practice: A violation of the state laws regulating labor relations between unions and employers. Generally concerns collective bargaining and protected organizing rights.
- Other formal complaint avenues: L&I, HRC, EEOC, OSPI, etc.



**As a Building Rep, you are also an
ORGANIZER!**



Organizing Definitions: a few favorites

- “Organizing is the process of coming together with other people who share your concerns and values to work toward a change in some kind of policy, usually of the government, but also of universities, private companies, and other institutions whose policies affect and shape our lives.” - Alicia Garza
- “A union is not simply getting enough workers to stage a strike. A union is building a group with a spirit and an existence all its own, built around the idea that people must do things by themselves, in order to help themselves.” – Cesar Chavez
- “The process of building relationships around shared issues to create lasting organizations with democratic power to consistently address issues.” – Emergency Workplace Organizing Project



On Organizing...a few tips

- Start with listening (at least 2 to 1)
- Try your best to understand the issues that are most important to that individual
- Always have an ask, but you don't want to come off as pushy.





Research has shown that although people tend to assume that email and an in-person conversation will be equally effective when making a request, face to face conversation are 34X more likely to result in success.*

*M. Roghanizad, Vanessa K. Bohns. 2017. Ask in person: You're less persuasive than you think over email. Journal of Experimental Social Psychology . 69:223-226. (DOI:10.1016/j.jesp.2016.10.002). See also Mahdi Roghanizad, Vanessa K. Bohns. 2022. Should I Ask Over Zoom, Phone, Email or In-Person? Communication Channel and Predicted vs. Actual Compliance. Social Psychological and Personality Science . 13:1163-1172. (DOI:10.1177/19483506211063259)



Distributive Leadership Structure

EXHIBIT 10.

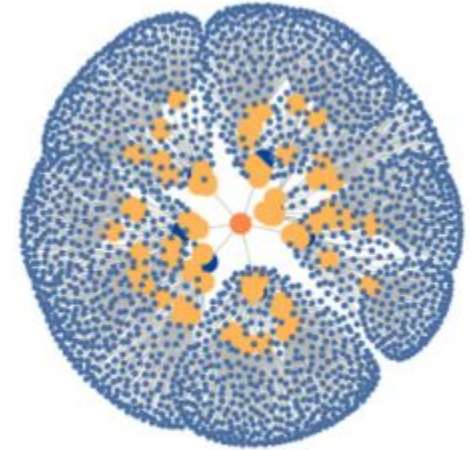
Production Of Leaders In a Network (Figure excerpted from *Prisms of the People: Power and Organizing in the 21st c.* by Hahrie Han, Elizabeth McKenna, and Michelle Oyakawa 2021)



SEPTEMBER 2019



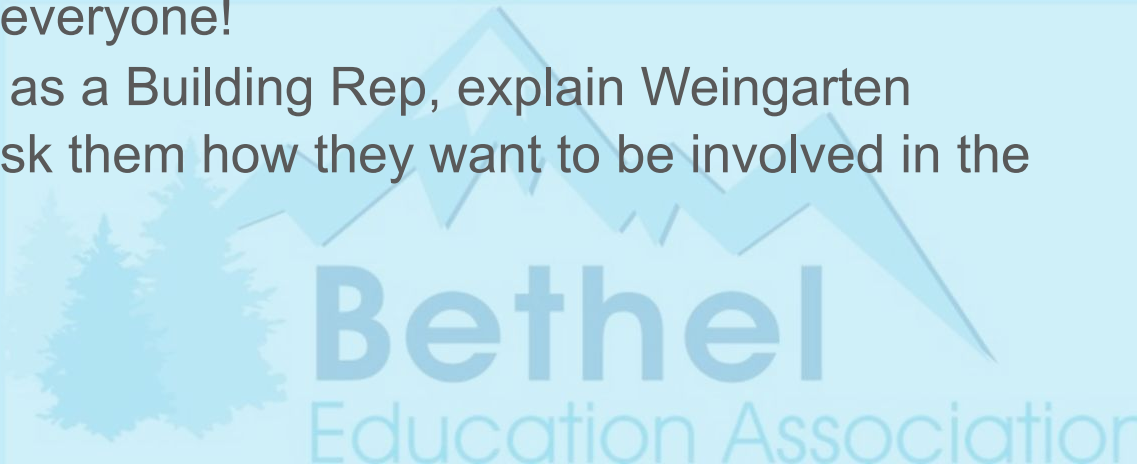
OCTOBER 2019



NOVEMBER 2019

Next Steps

- This was a lot of information – we will continue to provide trainings and support throughout the year! Remember, if you don't know, just ask (your president or executive board).
- In order to start building a stronger union we want you to introduce yourself to every employee in your building who is eligible to join the BEA. Please make a plan to talk to everyone!
- When you introduce yourself as a Building Rep, explain Weingarten rights to your colleague and ask them how they want to be involved in the Bethel Education Association.



Puget Sound Troublemakers School

EVENT DATE:

September 30, 2023



Workshops and panels (tentative): Beating Apathy, Building Leader Committees, Fight the Boss, Fix the Climate!, Power/Participation in Bargaining, Building Power through Grievance Handling, Organizing using Health & Safety, Race and Labor, Turning an Issue into a Campaign, Campaigns Fighting for Racial and Gender Justice, Bringing the Meeting to the Workers, New Organizing and more!

oh snap! it's
GIVEAWAY
TIME!



Old Business





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CALM
IT'S
PRIZE
TIME!**

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New Business

- a. [NEA Member Benefits - slide show](#)
- b. Member Event - October 13, 2023 at Round 1
 - a. ABC Day Is October 7, 2023
 - b. Red for Ed on Wednesdays
 - c. Civility Policy



FOR THE
GOOD
OF THE
ORDER



If you have other items you'd like to discuss, please grab an Exec Board member!



Committee Updates

- Behavior - Traci Overstreet
- Advisory - Lois Noble
- Membership Engagement
- BEST

