

# OEA Strike FAQ #1

November 2018 - New Member Edition

## **1. WHY ARE WE TALKING ABOUT A STRIKE?**

*The School Board's failure to negotiate a fair settlement during mediation pushes us dangerously close to preparing for a strike as a last resort to win a fair contract. This is outrageous for a school district that receives 130% more money per student than the statewide average.*

*We are negotiating for a Living Wage, Class Size Reduction and Student Supports. We are working to end the Teacher Retention Crisis in Oakland. We want new educators to make a career serving Oakland's students.*

## **2. WHO MAKES THE DECISION TO STRIKE?**

*If OUSD remains unwilling to negotiate a fair agreement, OEA members will be asked to authorize a strike via secret ballot vote. The timing of a strike, if authorized, will be made by our elected OEA leadership.*

## **3. ARE TEACHER STRIKES LEGAL?**

*YES. The California Supreme Court and the Public Employment Relations Board (PERB) have both upheld the legality of official union strikes.*

*Teachers (including probationary and temporary) cannot be fired or disciplined for engaging in a lawful strike. Striking is a "protected action" that cannot be factored into your evaluations or noted in your personnel file. Striking does not affect your ability to clear your credential.*

## **5. WILL WE LOSE MONEY DURING A STRIKE?**

*We will be docked pay for each day we are on strike. CTA will arrange interest-free loans to members in the event that a strike lasts longer than five days. OEA also has a Membership Assistance Fund. Teachers do not lose their healthcare coverage during a strike.*

*Learning and working conditions in Oakland are abysmal. We may have to make a small sacrifice now to ensure lasting change.*