

OEA Strike FAQ #2

December 2018

The School Board's failure to negotiate a fair settlement during mediation pushes us a step closer to striking as a last resort to win a fair contract. Next up is a fact finding hearing with both sides making a presentation to a three-person panel chaired by a State-appointed neutral "fact finder," who will write and release a non-binding report on a recommended settlement. Both parties must consider the Fact Finding report and if there is a basis for a settlement. However, there is no requirement for the parties to meet. Once the report is considered, the impasse process is concluded.

1. HOW MUCH DOES IT COST TO GO ON STRIKE?

*Oakland teachers are the lowest-paid educators in Alameda County and the results are dramatic: Nearly one-quarter of our members leave each year. **Can we afford to accept OUSD's proposal to remain the lowest-paid teachers through at least 2020?***

Teachers will not be paid during a strike. Each day is equivalent to about 0.55% of our annual salary. A short, successful strike that secures a true living wage and real respect for the important work we do with our students will actually put more money in our pockets in the long-term!

2. WILL WE LOSE OUR HEALTHCARE DURING A STRIKE?

No. COBRA, a Federal law, prohibits the District from canceling benefits without 30-days notice. If an attempt is made to cut off benefits, CTA Legal Counsel will take prompt action. No School Board has ever succeeded in cutting off benefits and very few even threaten to do so.

3. HOW WILL I PAY MY BILLS DURING A STRIKE?

For strikes lasting five days or longer, the California Teachers Association will provide interest-free loans via Provident Credit Union. Union members will have 12 months to repay any loan. Applications for this loan will be distributed before any strike occurs.

We have established a million-dollar Member Assistance Fund, overseen by a five-person panel of OEA members. The Fund will provide needs-based hardship grants.

In addition, we are also reaching out to our fellow CTA chapters statewide to make pledges of financial support to Oakland teachers during a strike.

4. WHAT IS THE IMPACT ON MY RETIREMENT?

Educators who are members of the CalSTRS retirement system stand to lose pennies per (strike) day when participating in a strike. The formula to calculate estimated retirement compensation is straightforward and has three components: Service Credit, Highest Compensation & Age.

The Basic Formula

- 1. Years of Service in the CalSTRS system (service credit), multiplied by;*
- 2. Average of the highest three consecutive years of salary (for those with less than 25 years of service) or the highest year salary (for those with 25 years or more of service), multiplied by;*
- 3. Age Factor (varies from 2% to 2.4%)*

For Example:

An educator who is 60 years of age, has worked for 26 years (and has earned 26 years of service credit) and whose highest salary is \$75,000. The formula would look like this:

26 (Years of Service) X 2% (Age Factor) x \$75,000 = \$39,000.00 annual retirement income

If the teacher were on strike for one day, the calculation would look like this:

25.994566 (Years of Service, reduced by one day) x 2% (Age Factor) x \$75,000 = \$38,991.85 annual retirement income

That's \$10 per year. Accepting OUSD's poverty wage proposal would do far more last damaging to your retirement than fighting for a living wage.