SMEA goes #redfored

This issue, in a tweet:
President's message.
Important dates, employee rights, site rep duties.
#RedForEd #smeateachers
#whenwefightwewin
“Bargaining is not won at the table but through organizing.” I have heard that quote several times over the years but now it rings more true than ever. When we see the victories that educators in Los Angeles, Denver, and recently West Virginia have won it proves the statement true once again. You can have the smartest and most innovative union members at the bargaining table, but without members support they can only accomplish so much.

We have reached a place where our district seems to no longer be committed to providing us with the compensation and working conditions we deserve. Our 30-year salary formula is under attack. Our class size has increased with the district unwilling to engage in a genuine discussion on the topic. Two years, ago the district and SMEA agreed upon language to provide a free Kaiser health benefits plan to all members and that is no longer being honored.

At some point soon, members are going to have to decide what is important to them and what they are willing to fight for. Are we willing to accept what the district is offering us or are we willing to stand up and demand more? Member participation in union activities will be essential to get us the deal we deserve. Things like wearing your union shirt and attending board meetings are only the start. We must be willing to show the district and the community that the educators of San Marcos must be valued. Working to the rule (only working contract hours), leafleting parents, holding signs at school, and other organizing activities will be needed in order for us to be successful. We can do the easy things now in order to try and prevent more difficult activities later.

UNITED WE BARGAIN, DIVIDED WE BEG.

Yours in Solidarity,

Michael DeVries, President
San Marcos Educators Association
Know Your Rights!

If you are called to meet with administration, you have the right to know ahead of time the purpose of the meeting. If it is disciplinary in nature, say:

"IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED OR TERMINATED, OR AFFECT MY PERSONAL WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE BE PRESENT AT THE MEETING. WITHOUT UNION REPRESENTATION, I CHOOSE NOT TO ANSWER QUESTIONS."

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

You can stop a meeting at any time if you have a reasonable belief that the meeting may result in discipline, termination, or change in personal working conditions. Do not answer questions until your union representative arrives.
When we think about the promise of education today, we see the future leaders of our nation and the qualified educators who reach, teach and inspire them. We see classrooms with modern tools that help students prepare to make an impact on the world. We see students getting the support they need to thrive and educators having the support they need to serve. We see progress and hope.

But today we also see budgets being cut, overcrowded classrooms and outdated materials. We see educators working around the clock to make a difference in the lives of their students and standing up to lawmakers to ask for better pay and school funding. We’re raising our voices together for our students, for our schools and for ourselves as educators.

That’s why we’re wearing Red for Ed.

You can help! Tag your photos #RedForEd #smeateachers on social media or send photos of you and your colleagues to smeateachers@gmail.com