

## Our voice is our power

When we restore collective bargaining, school boards must bargain with us.



Under collective bargaining, employees can bargain on all issues related to our pay and working conditions – and those agreements are in a legally enforceable contract.

To succeed in strengthening our schools and our profession:

- Identify the issues that matter most to you.
- Develop solutions together with your co-workers.
- Support your local bargaining team.
- Join Our Union!**



If you aren't a member yet...

**Join us!**

[weac.org/membership](http://weac.org/membership)



**OUR UNION.  
OUR VOICE.**

### We deliver change

#### Achieving Higher Salaries

We work for pay increases and cost of living adjustments.

#### Improving Our Lives

We work with administrators and school boards to improve benefits, increase planning time and more.

#### Providing More Benefits

- Professional learning
- Liability insurance and legal representation
- Resources for student loan forgiveness
- Advocacy for funding to support students
- Equal pay for equal work

### What winning back collective bargaining means for us

Being an educator is one of the hardest jobs in the world. With more members like you, we'll have a stronger united voice so our students get the best education.

**WEAC.ORG/MEMBERSHIP**

# What winning back collective bargaining means for us

Restoring collective bargaining means negotiating an enforceable contract with school boards over our livelihoods, our safety and our profession.

Our students deserve the best education we can provide. For too long, some lawmakers have prevented us from negotiating with our school boards over our working conditions – which, after all, are our students' learning conditions.

But all that may change in 2025. We're gearing up to win enforceable agreements on the issues that matter to our students, to us and to our communities. Here are just some of the things we'll be able to bargain over and put into an enforceable contract:

## Fair Pay <<<<

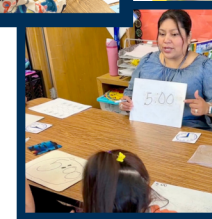
We will advocate for professional salaries that attract and retain high-quality career educators. No educator should need to work more than one job to make ends meet. We can negotiate for compensation models that are equitable, transparent and let us plan for our futures, including a secure retirement, without school boards being able to unilaterally impose on us anymore.

## Reasonable Workloads <<<<

More is asked of us every year. We will stand up for sufficient prep time, appropriate class sizes, limits on mandatory duties and fair compensation when doing more.

## Respect for Our Profession <<<<

Collective bargaining is the path to fair and objective evaluations, protection from unfair discipline, objective criteria for layoffs and transfers and respect for our judgement in students' learning needs.



## Safety for Students & Educators <<<<

Through bargaining, we can advocate for clear procedures to respond to student and staff safety concerns and follow-through from administrators. We also have a voice so there are enough trained paraprofessionals to support students.

## Quality, Affordable Health Care <<<<

We can't leave critical issues that affect our families solely up to school boards. We will bargain over premiums, deductibles and co-pays, as well as which providers to use.