

**OEA COLLECTIVE BARGAINING AND MEMBER ADVOCACY
STANDING COMMITTEE
REPORT TO THE SPRING 2024 REPRESENTATIVE ASSEMBLY**

Kristen Russ, Chair

Brenda Abels
Tim Adams
Tina Adams
Todd Allman
Belle Ayala
Nola Brooks
Mark Brugger
Mindy Campbell
Kathy Cardwell
Meaghan Coe
Carl DeCarlo
Mark Gleason

Tracie Helmbrecht
Julie Holderbaum
Tiffany Hutchins
Zachary Jones
Karen Lloyd
Brittany Mravec
Melisa Norton
Matt Pidgeon
Lillian Tolbert
Mollie Wagenknecht
Merele Wilder

The Collective Bargaining and Member Advocacy Committee shall be responsible for recommending to the OEA Board of Directors and other appropriate entities, the creation of OEA strategies that ensure the planning, implementation and assessment of a collective bargaining, contract enforcement and member protection and advocacy program that meets the needs of local affiliates. As specified for 2023-2024, charges include the following specific tasks:

- 1) Identify strategies for local OEA affiliates to take the lead on improved educator safety and student behavior through collective bargaining as well as advocacy beyond the bargaining process. Specifically, identify locals that have had success with bargaining and actions beyond the bargaining table in using collective action to support member needs. The committee will use its findings to make recommendations that may be shared with OEA staff and local leaders on effective advocacy strategies, tools, and resources that reinforce the value of union membership and are consistent with OEA's core belief that all students, regardless of race, ability, gender, income, or family background, deserve the opportunity to receive a quality public education.

The CBMA Committee's deliberations relative to Charge 1 have resulted in the following:

In order to provide members with the necessary resources and strategies needed to advocate for educator safety and improved student behavior through collective bargaining and advocacy beyond the bargaining process (i.e., organizing), the CBMA Committee recommends that OEA explore implementation of the following:

- Explore the possibility of increasing the number of Bargaining Boot Camp training courses to offer additional opportunities for locals to participate and to develop core bargaining skills and strategies, with an added focus on specific contract language items.
- Explore the possibility of creating an additional Organizing Boot Camp program to train local leaders on internal and external organizing strategies to build power and capacity in advocating for issues, including but not limited to, educator safety and student behavior.
- Consider the incorporation of regular trainings and presentations related to improving educator safety and student behavior into the Advocacy and Organizing (AOI) and Summer Leadership Academy.
- Determine the feasibility of updating the four corners of the Contract Language Development Guide to address issues related to educator safety and student behavior.
- Determine the feasibility of offering abbreviated education policy bulletins that include existing contract language that could be shared with members at large to better educate them on important issues and strategies related to improving educator safety and student behavior.
- Explore the possibility of incorporating a contract language spotlight in the *Ohio Schools Magazine* that celebrates the success that an OEA local has had at the bargaining table with an emphasis on the steps taken to achieve that victory.
- Determine the feasibility of incorporating OEA members and other local leaders into member trainings (when appropriate) to share firsthand insight on how member locals were successful in collective bargaining endeavors and organizing activities.

Rationale for Recommendations for Charge #1

Continued and expanded access to OEA's professional staff, its member focused training, and its educational resources play an essential role in empowering OEA locals to take the lead on issues such as improved educator safety and student behavior. By expanding opportunities for members to learn best practices related to education policy, collective bargaining, and internal and external organizing strategies, OEA affiliates will be better equipped to meet the needs of all educators and the students they serve.