

# Your Union Knows Your Worth – and We'll Fight for it

Together we're stronger. Together we're heard.

Banding together is the best way to ensure that educators are paid what we deserve. **The Oregon Education Association and our locals have spent years fighting for additional state funding for public education and securing increases in salaries and benefits for members.** By adding your voice, we'll be able to accomplish so much more. Together, we'll improve our daily lives so we can give students our best.

## Protecting Educators

Even under the best circumstances, navigating your role as an educator can present challenges. In this moment when our state and our nation are working to develop a "new normal" for public education it is more difficult than ever for educators to feel empowered in their profession. That's why we are dedicated to protecting our members – ensuring that administrators treat you fairly and fighting for safe and fair working conditions. At a time when the line between an educator's personal life and professional life is hazier than ever, it's never been more important for educators to have a powerful voice in the conversation about how our schools operate.

## Fighting for Fair Benefits

Together, we have negotiated and worked with administrators, school boards, and lawmakers from both political parties to:

- ▶ Win and protect **dedicated planning time** for educators
- ▶ **Expand federal public student loan forgiveness** and repayment programs
- ▶ Secure **additional federal and state funding** for district staff recruitment and retention bonuses
- ▶ Bargain language around **insurance benefits and paid sick leave** into your local contract

## Negotiating Contracts that Reflect Your Value

OEA and our local associations help educators reach strong contracts to ensure that your skills and expertise are valued by your employer. Your salary, benefits and working conditions are all negotiated in your contract, which is why it's so important that you have a powerful union that can negotiate from a position of strength.

When we exercise our legally protected right to bargain with the district over wages and benefits, we are able to win stronger contracts because of our support from members like you.



Union workers "are paid 11.2% more and have greater access to health insurance and paid sick leave than their non-union counterparts."

*Economic Policy Institute study*

▶ [oregoned.org/join](https://oregoned.org/join)



# Join OEA Today!

[oregoned.org/join](http://oregoned.org/join)



1) Do your BEST.  
Be Grateful.  
Character COUNTS.  
Honesty - ALWAYS.  
RESPECT.  
COURTEOUS in ALL we do.  
Treat each person as the most important you will meet that day.  
HUMBLE.  
Grace in all you do.  
Always take the next BEST step.

