

January 13, 2020

PEA Members,

We are entering the start of bargaining for the 2019-2020 school year. We appreciate the efforts of all members put into our fight for the 2018-2019 contract negotiations.

Collective bargaining is just that - a collective. Sometimes we seem removed from bargaining/negotiations because we are focused on our classrooms. Each and everyone of us is responsible and can contribute to the success of the bargaining year; therefore, working conditions and our current and future students' learning conditions.

Our individual actions (i.e. showing up to rallies, going to ten-minute meetings, email our school board members, and informing the community) have a huge impact in the strength of bargaining agreement. We will be asking you to show up.

Your response to our call to action will show how strongly you want change. We are 650 members strong!

Sunshined* articles:

- **Article 6: Hours of Employment**
- **Article 12: Employee Benefits**
- **Article 13: Salary**
- **Article 17: Summer School**

*Sunshine: A formal way of letting the public know which articles will be negotiated

In Solidarity,

Your Bargaining Team