

Committee Members:

Chair: Stephen Siegel

Board Liaison: Chris Schweizer

Board Liaison: Laura Latham

Donald Easton

Paul Sheprow

Alexander Wodzinski

Ben Bruhn

Geovanny Tolentino

Staff Liaison: Evan Wickersham

Staff Liaison: Peter Brogan

Staff Liaison: Robert Young

Staff Liaison: Melody Parsons

AAS Services 2025-2026 Highlights

OEA's Collective Bargaining Institute

The Collective Bargaining Institute (CBI) was launched in 2025, with 6 OEA locals being accepted into the first cohort. To be accepted into CBI, a local must commit to open, democratic bargaining and building a member-run contract campaign that uses negotiations to build the power of the local and fight for transformative demands. In exchange for this commitment, participating locals have been provided additional support with organizing, communications, research, and ongoing training and peer-support/collaboration. Here are few updates from the ongoing campaigns:

Central Oregon Community College Classified affiliates and scores a HUGE win!

The COCC classified union, which represents 122 workers at the college, has affiliated with OEA. CACOCC contacted OEA in the winter of 2025 interested in affiliating after having been an independent union for many years. To demonstrate our value, we offered to bargain their contract while we discussed affiliation.

During the 14-month contract campaign, CACOCC was affiliated with 88% of members, voting unanimously to join OEA. The campaign was built around a demand for a living wage for our members in Bend based off the MIT living wage calculator. The members held firm to their wage demands for more than ten months without compromise. They organized escalated actions including a strike authorization vote that boasted 93% participation with 85% voting yes.

The evening before a strike was to begin an agreement was reached.

As a result:

- Members will see a retroactive raise of 6%, a 4% in July and a \$1,350 stipend, and another 4% on July 1, 2027.
- Health insurance premiums will be reduced significantly. Saving members either \$900 (25% of unit), \$1,500 (28% of unit), or \$2,000 (47% of unit) annually.
- Each year of the contract the bottom step of the wage scale will be eliminated. This will significantly raise entry wages.
- And many other victories!



KFACE delivers a life-changing settlement for its members!

With the assistance of an Employee Relations Board Mediator, the Klamath Falls City Schools District and the Klamath Falls Association of Classified Employees (KFACE) reached a tentative agreement on

April 13, 2026, following sometimes contentious and negotiations.

KFACE built a well-organized contract action team that helped rally membership to over 82% during the course of the campaign.

Key wins include a \$3.00 an hour raise back to July 1 of 2025! In the second and third year of the contract, there will be 3% increases across the wage scale. Additionally, a number of the lowest-paid workers had their classifications upgraded on the salary schedule, resulting in 25% raises.

Centennial Education Association secures an incredible contract!

“This agreement is about students first,” said Drew Rosa, 5th-grade teacher in the Centennial School District and President of the Centennial Education Association. “Our educators, parents, and state representatives stood tall because our students deserve smaller class sizes and the individualized attention that comes with them. Every school in Centennial is a Title I school, and our community knows that class size is not just a working condition — it’s a learning

condition. This victory proves what's possible when membership stands united and the community demands better for kids.”

More than 300 Centennial teachers - 92% of all teachers in the District - pledged to strike if necessary after nearly a year of negotiations failed to achieve movement from Centennial School District on dangerously overcrowded classrooms. The CEA moved to a traditional bargaining approach this cycle and built a powerful district wide contract action team.



In the new Centennial School District agreement, kindergarten class loads will be capped at 22 students for kindergarten, 24 students for first grade, 26 students for second grade, 30 students for third and fourth grades, and 32 for fifth grade.

While these two locals are not in the Collective Bargaining Institute, we want to raise up the great work that Bethel and Oregon City educators have done to successfully build a more democratic, member-driven, open model of bargaining. While Bethel educators have averted a strike and ratified a historic new agreement, Oregon City educators are heading into mediation on April 22nd, 2026, and continue to build a credible strike threat. If you are in the metro area or just willing to help, reach out and offer encouragement or support.

Bethel educators secure historic agreement that centers students and fully supports staff!

On December 15, 2025, in their 15th hour of mediation, the fighting members of Bethel EEA (a chapter of the Eugene Education Association) reached a tentative agreement with the Bethel School District. The agreement comes on the heels of Bethel members' persistent, coordinated efforts for a fair contract and deep levels of engagement across the union's ranks throughout negotiations, including a "practice picket" and rally yesterday afternoon outside the District office during mediation.

The new agreement between District leadership and the union demonstrates a shared commitment to improving working conditions for Bethel educators, recognizing the positive impact this will have on students in Bethel schools. Key wins in the new agreement include, but are not limited to:

- Class size and caseload language that provides members with clear avenues for accessing support to meet the diverse needs of all students
- Increases to employer contributions in the face of rising health insurance costs,

amounting to 9% over the term of the agreement

- Increases in dedicated preparation time to ensure Bethel educators can prepare high-quality instruction for Bethel students
- Retention of quality educators through historic Cost of Living Adjustments, representing a 13.5% increase over the term of the contract
- Health and safety language that supports safe learning environments
- The establishment of a one-year probationary period for educators who've reached contract status in another Oregon School District, a historic first in the state

Bethel EEA represents 320 educators working across 11 worksites in the Bethel School District in Eugene.

Oregon City educators continue to fight for safe schools, reasonable class sizes, and fair compensation

“Right now, we are second to last as far as our base salary for both the Portland Metro Area and Clackamas County,” she said. “We are really just asking to be average.”

The union is also calling for limits on class sizes and consistent rules for managing students behaviors across schools.

“Long story short, things have just gotten so much worse since COVID,” high school teacher Stephen Tokarski said. “Students are coming in with so many more behavior challenges and emotional disturbances and issues, and it’s creating an unsafe environment for them and for staff.”

High school science teacher Kate Fisher agrees.

“I don’t have a lot of student behavior where I feel unsafe,” she said. “But I do know some of my elementary colleagues are having things thrown at them, they are having students that are not well regulated and they’re flipping desks.”

She hopes language that helps solve those problems is added to their contracts without having to strike.

“My students were asking me today if there’s a possibility for a strike,” she said, “and I really hope that we won’t strike. But at some point if the district is not willing to reach a compromise with the union, that could be an outcome.”

OEA Partners with LULAC to Train Educators and Community to Protect Students

In the winter of 2025 and spring of 2026, the Advocacy and Affiliate Services department worked closely with President Enrique Farrera, and the League of United Latin American Citizens (LULAC) To hold a series of “Know Your Rights” trainings in across the state of

Oregon. Members and community members sat shoulder to shoulder and learned how to best defend the rights of our students, their families, and their coworkers in the context of immigration enforcement. Trainings were held in North Bend, Portland, Klamath Falls, Bend, Eugene, Clackamas, Medford, Salem, and Beaverton. Across all these events, we had more than 375 registrants.

Conference for Bargaining & Organizing draws over 250 educators statewide to Eugene

Over 250 educators joined OEA for the Conference on Bargaining and Organizing in Eugene. The conference was headlined by Randy Parraz, President of the Organizing Institute for Democracy and author of *Dignity by Fire, Dismantling Arizona's Anti-Immigrant Machine*.

Membership Growth Generally

You can see below the June 2025 to April 2026 trend in membership. The union slightly decreased from a membership of 41,914 to 41,618 between June of 2025 and April of 2026.

K-12 Licensed **decreased** from 33,745 to 32,938 members. A decrease of 807.

K-12 ESP **increased** from 5,085 to 5,170. An increase of 85 members.

K-12 Subs **increased** from 998 to 1,011 members. An increase of 13 members.

CC LIC PT **decreased** from 988 to 948 members. A decrease of 40 members.

CC LIC FT **increased** from 714 to 801 members. An increase of 87 members.

CC ESP **EXPLODED** from 384 to 683 members. An increase of 299 members!

Our statewide density increased from 80.6% across all categories to 81.57%.

While there are certainly locals around the state that need support to improve their recruitment of new members, we believe much of the explanation for this decline is due to a series of layoffs that impacted our members and our OSEA classified union siblings.

REPORT DATE:	4.3.2026	DATA DATE:	4.2.2026		MLP
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MEMBERSHIP TYPE	AC COUNT	PM COUNT	TOTAL COUNT	AC %	PM %
CC LIC FT	801	120	921	86.97%	13.03%
CC LIC PT	948	1,287	2,234	42.44%	57.61%
CC ESP	683	350	1,033	66.12%	33.88%
K-12 LIC	32,938	3,804	36,740	89.65%	10.35%
K-12 ESP	5,170	2,522	7,690	67.23%	32.80%
K-12 SUB	1,011	1,129	2,140	47.24%	52.76%
Grand Total	41,618	9,407	51,020	81.57%	18.44%
REPORT DATE:	06.13.2025	DATA DATE:	06.12.2025		MLP
Type	AC Count	PM Count	Total Count	AC %	PM %
K-12 LIC	33,745	4,604	38,349	87.99%	12.01%
K-12 ESP	5,085	2,508	7,592	66.98%	33.03%
K-12 SUB	998	1,390	2,388	41.79%	58.21%
CC LIC PT	988	1,386	2,374	41.62%	58.38%
CC LIC FT	714	86	800	89.25%	10.75%
CC ESP	384	114	498	77.11%	22.89%

Grand Total	41,914	10,088	52,001	80.60%	19.40%
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CABINET RECOMMENDATIONS FOR OEA Board and 2026 Representative Assembly

The Cabinet recommends that the OEA Board approve the membership chair and NEO grants for the 2025-2026 cycle in the same amount as the previous year. OEA awarded grants to over 75 individual locals across the state. Despite that budgeted funds remain, the cabinet would encourage all locals to consider applying for grants in the 2026-2027 cycle.

Additionally, the cabinet recommends that the Board and RA move forward with strategies to continue to grow our union by organizing unorganized workers into our union, including but not limited to charter school educators, substitutes, Pre-K educators, First Student bus drivers, Community College part-time educators, and others. This strategy will bring new memberships, but more importantly, new energy and vigor to our union and strengthen us for the years ahead.

The cabinet also recommends that the Board and RA support the continued work of the Statewide Organizing Team, which was renamed at the last board meeting, had its charges imposed without collaboration, and was then effectively disbanded. The cabinet cannot stress enough the importance of keeping this work member-led. Over the last year, the Statewide Organizing Team developed teach-in materials to do political education with our members regarding tax policies and the history of underfunding public schools in Oregon. The Statewide Organizing Team facilitated teach-ins for Portland, East Multnomah County, Clackamas, Beaverton, Salem, Albany, Medford, and Klamath. The Statewide Organizing Team also planned an action at the Capitol on Presidents Day that turned out about 75 members, where pink flags were planted to represent the pink slips that 800+ of our members received last year, and then members formed small groups and visited legislators to deliver pink slips to them. Out of these teach-ins and the Presidents Day action, the team built a list of close to 150 members who are interested in further engagement. Other locations have asked for these teach-ins, as there is a hunger to be informed and also genuinely engaged in the fight to fund public education.

Committee Charges and Related Activity:

1. Work with other cabinets.
2. Provide recommendations to the OEA Board of Directors on program adoption or modification on matters related to bargaining and advocacy to ensure alignment with OEA Board strategic priorities.

This year our goal is to work to integrate the strategic intent framework into our bargaining goals and model language. We are also working to integrate the bargaining tools more seamlessly into the community college and ESD districts so they receive similar support to our siblings in K-12 licensed and classified. OEA’s Bargaining Coordinator, Robert Young, has also worked on a tool to analyze a district’s fiscal health that will be of great benefit to each local at the bargaining table. Locals simply need to request this financial analysis from their consultant.

3. Use the OEA Equity Filter to ensure all members are represented through the work of the Center, including different job classifications, diverse racial and ethnic members, and diverse number of years in the profession.

4. Membership

- a. Monitor the Early Outreach programs, including grants awarded to locals.
- b. Monitor membership growth, including reviewing member drop data.
- c. Evaluate and recommend programs for membership growth, especially for locals in need of support.

5. Advocacy

- a. Recommend focus and content for Advocacy & Affiliate Services events.

The cabinet worked extensively on the Conference for Bargaining and Organizing. We wanted to bring in a dynamic and diverse set of presenters who would help to capture the overall mood and objective of the conference, which was to encourage members to build a democratic, militant and strike-ready union. We wanted time for discussion and questions. And we wanted participants to walk away with practical next steps for how to build powerful locals, and we wanted members to leave feeling inspired.

- b. Review evaluations of Advocacy & Affiliate Services trainings and events and make recommendations for improvements. We reviewed the evaluations and identified areas for improvement, such as communication about rooms and registration for CFBO conference. We need a better way to encourage participants to commit to next steps. We need a better process for gathering evaluations .

- c. Submit a nomination to the OEA President for possible recipient of the Dick Barss/Pat Wohlers Member Rights Award and the Robert

G. Crumpton Organizational Excellence Award by January 31.

The committee discussed potential awardees and several members were recommended to the executive committee for consideration.

6. Bargaining

- a. Review bargaining guidance documents, including coordinated bargaining, and analyze effectiveness of distribution.

- b. Review and evaluate crisis and strike assessment materials.

One area we are recognizing that needs work is our support for locals post-strike. Even successful strikes that lead members to feeling an increased sense of empowerment can also be exhausting and result in damaged relationships, frustration and confusion. OEA should explore best practices in debriefing and supporting members after a strike has concluded.

c. Review evaluations of training on bargaining models and make recommendations for improvements.

7. Affiliate Services

a. Review the UniServ Council Review document and make recommendations to improve the process during the Fall Cabinet meeting in odd numbered years.

8. Chair:

a. Communicate and coordinate as needed with other Cabinet chairs and OEA staff.
Completed as needed.

b. Provide copy of all meeting minutes to the President's Office, along with an annual written report submitted by February 8 for the OEA RA handbook and a year-end report to the OEA Board submitted by June 30th

c. Communicate with OEA staff between meetings regarding progress.
Completed and ongoing.

d. Use the OEA Equity Filter to help guide decision-making.
We made efforts to review the filter at each meeting and apply it. We were inconsistent at times and will continue to hold each other accountable to approve our use of the equity filter.

While the following locals are not in the Collective Bargaining Institute, we want to raise up the great work that Bethel, Springfield and Oregon City educators have done. The latter two locals have broken from an older model of Interest-Based Bargaining. Members of these two locals have successfully built a more democratic, member-driven, open model of bargaining that relies on the collective power of members and builds their power alongside parents and community to raise standards to win real improvements in the lives of their members and students.

Below is a more detailed highlight of the campaign in Bethel and Eugene, and what was won.

In addition, we want to highlight the organizing work that continues at the Oregon City Education Association. See their blurb at the end of this section.