



ANCHORAGE EDUCATION ASSOCIATION

Connecting Educators • Inspiring Students

Potential Strike Frequently Asked Questions

This page will be continuously updated with answers to your questions. If you have a question not answered below, [please submit there here](#)

Salary and Benefits

1. **Will we be covered by health insurance during a strike?**
 - Yes.
2. **Will we receive “back pay” if we return from a strike, or will the days we were on strike be deducted from our pay?**
 - Your pay will remain the same. Most likely, the days on strike will be added to the calendar so students go to school 170 days required by law, forcing members to work past May 22 into the summer break. The number of days is determined by the time we are out on strike.
3. **Do we have to make up days after the strike at the end of the year? What if I already have travel plans?**
 - Most likely, the days on strike will be added to the calendar so students go to school 170 days required by law, forcing members to work past May 22 into the summer break. The number of days will be determined by how long we are on strike
4. **What happens with non-tenured teachers if we strike?**
 - In the state of Alaska, a strike is a legal job action. Non-tenured staff are protected. However, we would not place them on the front line of the action.
5. **How will a strike impact the AEA employees on the flexible calendar? If work days are added to the calendar, will this adjust any set dates (grade reporting, assessments, graduation, senior grades)?**
 - Part of the contract settlement will include a return to work plan that will address these issues. It will be detailed and clear to all members.
6. **What if we have vacations bought and paid for during the strike?**
 - You not be expected to change your plans.



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Voting

1. Who can vote to strike?

- Every member of the bargaining unit is eligible to vote on the contract - this includes non-members. This is required by Alaska Statute AS 23.40.200 (d)

2. What happens to no-show votes?

- Members or non-members who chose not to vote are recorded as **NO** votes.

3. Is the vote in person?

- No. Per Alaska law it is required the vote be done by secret ballot. If a strike vote occurs, communication about the process, timing, and methodology will come out via building reps

4. When will the strike vote take place?

- We are unable to strike until February 11th. The organizing committee will determine when it is strategically appropriate to take a strike vote.

5. If we do strike, how does the strike end?

- The decision to end a strike will be influenced by a tentative agreement signed by AEA and ASD, or a decision by the AEA Board of Directors to end the strike.

During a Potential Strike

1. What am I supposed to do during a strike?

- During a strike, the AEA organizing team will have planned pickets. **Members are expected to be on the picket line during working hours.** We are holding picket training in January to be prepared and find picket captains who will communicate with members in their zones. If we get closer to a strike, we will clearly communicate what the expectations and plans are for members.

2. Does everyone have to picket each day?

- Yes. We need as many members as possible on the picket line each day. Every educator is still under contract with ASD and will not be allowed to perform other work.



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- Non tenured workers may be asked to facilitate actions that do not require them to be on the front line, if they are uncomfortable. This could look like child care, food deliveries, or material drop off etc. A plan will be developed and communicated.

3. Can I work another job?

- No, every educator is still under contract with ASD and will not be allowed to perform other work.

4. What do other ASD bargaining units do?

- AEA will coordinate with other bargaining units on ways they can support our efforts, but those bargaining units will be reporting to their work sites if directed to do so by ASD.

5. Do we have to picket at our building site?

- The AEA Organizing Committee will create a plan that will include times and locations where members should picket together.

6. How are we communicating with the public to let them know a strike is possible?

- We are starting a more public-facing campaign around the bargain. This will include member stories about how a better contract will support them and their students. We are working with NEA-Alaska staff to ensure the media knows what is going on and will start more education campaigns. We will also engage our partners at Great Alaska Schools, PTSA/PTSOs, Community Councils, and our labor family.

7. Will we wait until after a payday to strike?

- There are a variety of considerations that go into the date to strike. The AEA Board of Directors is looking at all possible time frames and considerations, including paydays, for a day the strike will begin.



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8. Do we have to move our personal belongings from classrooms while we are on strike?

- Possibly. At times, ASD has required AEA educators to remove their personal belongings from their learning environments. Other times, AEA educators have chosen to remove the most valuable belongings as they do not want them to go missing or get damaged while on strike.
- Should the decision be made to strike, members will receive information about how to handle their personal belongings at their school site.

9. Can I be fired or otherwise disciplined by the District for going on strike?

- No. A strike is legal job action so long as we follow the parameters as outlined in the law.

10. Can AEA create a member page (website/bargaining tab) or a list of resources/ideas for those who need support during a possible strike?

- Please go to the Organizing pull-down menu on the [AEA website](#) when looking for information regarding a possible strike. This page will be updated regularly as new information is shared and plans are developed

11. Will there be a work-to-contract period before the actual strike?

- Work to contract, or work to rule, can be a successful pressure point when all AEA educators participate. The AEA Organizing Committee is looking at all possible options and will share this information should this tactic be implemented.

12. Is there a plan for child care?

- Yes, the union will create a plan to assist members with child care.

13. Do high school sports stop during a strike?

- If AEA is on strike all bargaining unit work would cease - therefore there would be no staffing for sporting events.

14. Do students attend school during a strike?

- If there are no teachers it is unlikely the district will hold classes but that is ultimately a district decision.



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15. If we go on strike, and they don't, does their long-term sub pay revert to regular sub pay because of a breach in contract?

- Depends on district decisions. School will most likely be closed and they will not be counted as work days. If school is still in session, they will be expected to work and would not be breaching their contract with the district. If they choose to stay out and support AEA members, they would likely be breaching their contract. If anything were to change in their pay it would need to be notified and changed that date moving forward. The work they did in good faith prior to a change would not be adjusted.

16. I have my maternity leave scheduled for March 23 -May 20. How would a strike impact my long term sub? What should I communicate to them?

- More than likely, the district will need to cancel school for the strike days and therefore the long-term sub would not be expected to work those days. \