FAQ – Impasse and a Possible Strike

1. When and Where Would a Strike Take Place?
   a. It is not known yet and depends on the bargaining process. PAT and the District have submitted their final offers and costing and are currently in the 30-day “Cooling Off” period. PAT must provide a 10-day notice to the District prior to striking. This would likely mean that the earliest PAT could strike would be late October. A strike would take place across all locations in the District where bargaining unit members work.

2. Is a Strike necessary?
   a. We hope not. However, the District has not moved significantly on any of our key priorities. We need a transformative agreement that will provide workload relief from excessive caseload and class sizes, planning time that allows us to provide meaningful instruction and feedback, and safe and healthy school environments.

3. Can I get in trouble for striking?
   a. No. You have the right under state law to engage in a lawful strike in concert with your co-workers. You have just as much a right to participate in a lawful strike as you do to wear a PAT t-shirt or attend a union meeting. Retaliating against those participating in a strike would be unlawful.

4. What if I am probationary?
   a. The same protections for participating in a lawful strike apply to both probationary teachers and contract teachers. The District cannot lawfully dismiss you, non-renew a probationary contract, or non-extend a contract teacher contract because you went on strike.

5. Do we have a Strike Fund?
   a. Yes. Members who actively participate in a legal, sanctioned strike receive $120 a day from the OEA Relief Fund during the Strike. Participation does not have to just be picketing; any sanctioned strike activities count. We will be inclusive of member abilities when providing strike activities. OEA also has a hardship fund and NEA has 0% loans should that be necessary. Our community partners are also developing a Solidarity Fund for PAT.

Learn more about our bargaining proposals at pdxteacher.org
6. **What can substitutes do to support permanent teachers?**
   a. Article 8(D)(4) of the current substitute contract states: “However, a substitute on either list may remove himself/herself from further assignment during a period of a lawful work stoppage by regular teachers by notifying the District in writing.” Subs have the right to not take assignments for the duration of any lawful labor action. Subs who actively participate in Strike activities receive the same strike benefits as members, up to $120 a day.

7. **Can the District withhold my healthcare benefits during the strike?**
   a. Because bargaining unit members earn their health insurance for the following month by working through the 15th of the current month, it would be unlawful for the District to withhold payment for health insurance that you have already earned just because you later participate in a strike. However, if the strike is very long, the District can cease making additional monthly payments for your insurance for time you are not working. We would use our hardship fund as needed should the District make that decision. For example: A PAT unit member works from July 16th to August 15th and gets a paycheck on August 31st for that pay period. That August 31st paycheck will have insurance deducted to cover the employee’s September 1st – 31st insurance. If a strike began on September 1st, insurance would continue through the end of September.

8. **Can I use vacation or personal time off during the strike?**
   a. No. Teachers cannot use vacation or personal time off while simultaneously striking. Teachers will have access to the Strike fund and the District can withhold pay for work duties not performed.