



To Becky Pringle and Kim Anderson:

When reviewing our Constitution, we'd like to refer to language that speaks to our accountability.

**Section 1. Accountability.** The Representative Assembly, comprising members of the Association, derives its powers from and shall be responsible to the membership.

On behalf of Franklin Pierce Education Association's Executive Board, we believe that you and other leaders have a responsibility to members to be honest about the knowledge of strike action by NEASO, to be transparent about the wants and needs of NEASO staff, and to be an example of union bargaining for the entire country. We stand in solidarity with NEASO staff in the same way we stood behind WEASO staff in Washington.

They are not on strike in the Philadelphia sun because their grievances are illegitimate. The full story is not being told. Per your words, "NEA's current proposal raises the average salary for a NEASO employee from \$124,004 to \$131,155". Average salary proposals do not tell us who may be at the bottom end of that salary range. The lack of transparency is abhorrent and misleading to the realities of NEASO staff. Salary and benefits are not their only grievances.

NEA leaders are accountable to our members to host a full representative assembly. Part of that responsibility is the transparency to membership and sharing why NEASO believes your labor practices are unfair. Why does NEASO believe there has been wage theft? Why does NEASO believe \$50 million in labor has been outsourced to contractors?

Canceling could have been avoided by upholding union values and not forcing NEASO members to work without a contract to begin with. You all told us to prepare for Zoom options knowing that we would be crossing picket lines on June 21st, 2024.

We spent our member's dues to get here. We spent our time and effort to do this work for them. We prepared legislative items and supported NBIs that now will not be considered by the body, and we deserve an assembly run by trusted staff members so we can honor our accountability to members. As the President of this association, I am the sole fiduciary. Our member's dues have been compromised through this cancellation. Our members trust their local leaders to act on their behalf and that action has been disrupted. Our members and delegates are owed an explanation beyond NEASO not accepting NEA's proposals.

In addition, today we learned that staff have been locked out and their benefits threatened. This action mimics the likes of Amazon, Walmart, Starbucks, and other corporations that are weakening union action in this nation. We can't demand the most from the federal government, states, and school boards, while denying the most to NEASO staff.

We are asking you to honor unionism and be honest with all delegates about NEASO's working conditions then hold yourselves accountable at the bargaining table. Do all the things and honor their labor.

In Solidarity,

TJay Johnson, MS.Ed  
FPEA Executive Board Member