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**School Board files unfair labor practice complaint against teacher's union**

FOR IMMEDIATE RELEASE

BROOKINGS -- The Brookings-Harbor School District 17C has filed a complaint with the State of Oregon Employment Relations Board alleging that the Brookings-Harbor Education Association and its parent associations (OEA and NEA) committed unfair labor practices in violation of the Public Employee Collective Bargaining Act, the Oregon law that governs labor relations. The board is filing this complaint in direct response to the Unfair Labor Practice complaint filed against the District by BHEA/OEA/NEA on February 8, 2016.

The complaint is not with the district's teachers, whom the union represents and whom the Board of Directors is deeply appreciative, but rather to the local, regional and state union leadership for past actions during bargaining.

The District's complaint alleges that the union's threatening language, regressive bargaining tactics and violation of a written agreement between the teacher's union leadership and the District violated Oregon's collective bargaining law. The events in the complaint -- all relate to the Board's efforts to comply with state standards for instructional time at the elementary and high school.

The changes to school schedules last fall were made to bring the District up to the minimum state requirements for instructional time and also eliminated a safety and security concern at the elementary school by having the teachers available 15 minutes before the start of the day to welcome and supervise students and their families.

The complaint details a timeline of events from August 12, 2015 to February 8, 2016, starting with the District's proposal to update daily schedules to comply with state mandated minimums, followed by the union's request for expedited bargaining regarding the impact of these changes and two subsequent bargaining sessions on November 11, 2015, and December 10, 2015, which were ultimately unsuccessful as the parties were unable to reach an agreement.

The District believes the filing of its Unfair Labor Practice is unfortunate, but necessary, as the District implemented the schedule changes and entered into negotiations based on a written agreement with the union that the union would not file an Unfair Labor Practice. The union's filing of the Unfair Labor Practice last month was therefore a surprise, and has had the impact of undermining the relationship between the Board and the union. The District is optimistic that a hearing regarding both Unfair Labor Practice complaints will help to clear up the events of last fall and allow parties to move forward in a positive manner.

The School Board and District administration see moving forward as paramount to the success of the District and its students and employees. Most likely, both Unfair Labor Practice complaints will be heard by the Employment Relations Board at the same hearing in Brookings, on May 17 and 18, 2016.

"We value our district staff and want to continue a collaborative and meaningful relationship with them as we move forward educating kids, which is always the first priority," Board of Directors chairman Bruce Raleigh said. "It is important that both the District and the Union find a way to move forward. We need to continue focusing all energies on educating our kids."