

STRIKE-FREE Education Pact

Protects Parents...

Protects Teachers...

Protects Taxpayers...

Protects Every Pennsylvania Child's
Right to an Uninterrupted



186,000 Pennsylvania Students and Counting Locked Out of School and Left Behind

● Thirty-seven (37) states prohibit teacher strikes.

● While PA remains #1 in the nation as the “Teacher Strike Capital” of the United States.

STRIKE--impacted children



2002-2003: 34,000

2003-2004: 37,000

2004-2005: 14,000

2005-2006: 44,000

2006-2007: 33,000

2007-2008: 24,000

● PA ranks in the top 20% for teacher salaries. Yet PA averages 12 teacher strikes per year and was home to 60% of all America’s teacher strikes between 2000-2007.

Pennsylvania: Teacher Strike Capital of the United States

Top 10 Salaries	Average teacher salary 2006-2007	Collective Bargaining?	Right to Strike?
1. California	\$63,640	Yes	Yes
2. Connecticut*	\$60,822	Yes	NO
3. New Jersey	\$59,920	Yes	NO
4. Massachusetts	\$58,624	Yes	NO
5. New York	\$58,537	Yes	NO
6. Illinois	\$58,246	Yes	Yes
7. Maryland	\$56,927	Yes	NO
8. Rhode Island	\$55,956	Yes	NO
9. Pennsylvania	\$54,970	Yes	Yes
10. Michigan	\$54,895	Yes	NO

Seven out of the top ten states (70%) for best-paid teachers prohibit strikes.

*Connecticut is the only state using compulsory binding arbitration.

Sources: National Education Association, Pennsylvania School Boards Association.

House Bill 1369 Strike-Free Education Act

Sponsored By Representative Todd Rock (R-Franklin)

Article 3, Section 14 of the Pennsylvania Constitution:

“The General Assembly shall provide for the maintenance and support of a thorough and efficient system of public education to serve the needs of the Commonwealth.”

Protects children & families

- ⇒ Strikes & lockouts are illegal
- ⇒ Financial penalties clearly defined:
 - ✂ \$5,000 individual fine per incident for inciting strike
 - ✂ Teachers lose two days of pay per day of illegal strike
 - ✂ Union loses dues check-off privilege for one year

Protects taxpayers

- ⇒ Strike threats eliminated
- ⇒ Public transparency and accountability (no ‘secret deals’)
- ⇒ No retroactive payments prevents huge tax bills

Protects teachers

- ⇒ Guaranteed mediation, fact-finding, arbitration, mandatory vote, mandatory negotiating and public transparency, to ensure fairness. Teachers opposed to strikes guaranteed ability to work.

Respects Constitution & collective bargaining

- ⇒ Mutual agreement required (no binding arbitration)

Scrutiny Facilitates Contract Settlement

Contract proposals must be made public and if both sides have not agreed to a new contract by June 16, then four negotiating sessions per month is mandated. In addition, both sides shall place their negotiators in front of the public at town-hall meetings, every six weeks, to explain their positions and answer questions. This increased level of public transparency is designed to encourage settlement without artificially forcing it via binding arbitration. Any unreasonable negotiating position would be exposed to public scrutiny.

House Bill 1369 Negotiations Timeline

September 30
Negotiations begin

October 30
Written proposals
(not public)

January 15
Mediation

February 15
Fact-finding
(report public)

April 15
Non-binding arbitration
(both contract proposals
made public)

May 15
Arbitrator recommends
one proposal in entirety
(made public)

June 15
Both sides mandatory vote
(arbitrator proposal)

June 30
'Face the Music'
Public Town Hall Meeting

- No retroactive payments
- Mandatory four negotiations/month
- Public meetings every six weeks
- Mutual final agreement

House Bill 2092 STRIKE-FREE Education Amendment Sponsored By Representative Daryl Metcalfe (R-Butler)

Article 3, Section 14 of the Pennsylvania Constitution:

“The General Assembly shall provide for the maintenance and support of a thorough and efficient system of public education to serve the needs of the Commonwealth.”

Outlaws teacher strikes and other public school employee lockouts by amending Article 3, Section 14 of the Pennsylvania Constitution with the following language:

- “and shall not provide for any lawful strike or lockout of employees of public education.”

Empowers the people of Pennsylvania to permanently eliminate teacher strikes:

- Legislation must pass both chambers of the General Assembly in two consecutive sessions.
- After successful passage, Pennsylvania voters would have the opportunity to decide whether to permanently ban teacher strikes through a ballot referendum.

House Bill 2092 Corrects Erroneous 1993 PA Supreme Court Decision with Plain English

Teacher strikes have been ruled unconstitutional three straight times by Pennsylvania county courts (1978, 1989 and 1990). In 1993, the PA Supreme Court overturned each of these lower court decisions by refusing to consider whether teacher strikes violate Article 3, Section 14 of the PA Constitution. Once approved by the people of Pennsylvania, the plain English language contained in House Bill 2092 would allow the legislature to exercise its respective Constitutional checks and balances authority to declare in no uncertain terms that teacher strikes and all other types of public school employee lockouts are both unconstitutional and illegal.

STRIKE-FREE Education Pact House Bills 1369 & 2092



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