



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 your question here](#).

Salary and Benefits

1. **Will we be covered by health insurance during a strike?**
 - a. 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?**
 - a. 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?**
 - a. 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. If you have travel plans that cannot be changed, you may be required to take leave for those days.
4. **What happens with non-tenured teachers if we strike?**
 - a. In the state of Alaska, a strike is a legal job action. All staff, including non-tenured staff are protected. However, we would not place them on the front line of the action. There are many parts of a strike, and non-tenured staff who do not want to be on the front lines can assist with these other tasks.
5. **What is the longest strike for Teachers in Alaska?**

- a. In Alaska, the most recent strike by certificated staff was in 1999 in Ketchikan. It lasted 3 days.

Voting

1. **Who can vote to strike?**
 - a. Every member of the bargaining unit is eligible to vote on the contract - this includes non-members.
2. **What happens to no-show votes?**
 - a. Members or non-members who chose not to vote are recorded as **NO** votes
3. **Is the vote in person?**
 - a. Yes. We do not have a date for an in-person vote scheduled yet.
4. **When will the strike vote take place?**
 - a. We are looking at January, but nothing has been determined. The 90 day countdown starts after an arbitrator has been selected.
5. **If we do strike, how does the strike end?**
 - a. The decision to end a strike will be influenced by a tentative agreement signed by JEA and JSD, or a decision by the JEA Board of Directors to end the strike.

During a Potential Strike

1. **What am I supposed to do during a strike?**
 - a. During a strike, the JEA organizing team will have planned pickets. Members are expected to be on the picket line during working hours.
2. **Does everyone have to picket each day?**
 - a. Yes. We need as many members as possible on the picket line each day.
3. **Can I work another job?**
 - a. No, every educator is still under contract with JSD and will not be allowed to perform other work.
4. **What do other JSD bargaining units do?**
 - a. JEA will continue to coordinate with the JESS on ways they can support our efforts, but they will be reporting to their work sites if directed to do so by JSD, unless they take a job action.
5. **Do we have to picket at our building site?**
 - a. The JEA Organizing Committee will create a plan that will include times and locations where members should picket together. This may be at your work site or at another site depending on the need for visibility.

6. **How are we communicating with the public to let them know a strike is possible?**
 - a. 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, and our labor family.
7. **Will we wait until after a payday to strike?**
 - a. There are a variety of considerations that go into the date to strike. The JEA Board of Directors is looking at all possible time frames and considerations, including paydays, for a day the strike will begin.
8. **Do we have to move our personal belongings from classrooms while we are on strike?**
 - a. Possibly. At times, JSD has required JEA educators to remove their personal belongings from their learning environments. Other times, JEA educators have chosen to remove the most valuable belongings as they do not want them to go missing or get damaged while on strike.
9. **Can I be fired or otherwise disciplined by the District for going on strike?**
 - a. No. A strike is a protected job action. If the District tries to take individual action against educators, the association will fight this.
10. **Will there be a work-to-contract period before the actual strike?**
 - a. Work to contract, or work to rule, can be a successful pressure point when all JEA educators participate. The JEA Organizing Committee is looking at all possible options and will share this information should this tactic be implemented.