

Dear Colleagues,

Yes....once again, IEA has endorsed candidates for this upcoming election. They have made their recommendations for the senate race, a wide variety of congressional races, and state government elections. The process the organization uses is a solid one. Each candidate is asked to fill out a survey and then they are interviewed by a committee of IEA members. If the candidate has a record of supporting concerns, legislation, issues, close to our heart, they are recommended to the IEA membership. In some cases, they are given money to support their campaign. If the candidate has a proven record of not supporting us in what we do, they are not endorsed. Although some of you may not agree, IEA has endorsed candidates on a bi-partisan basis.

This letter is regarding one of the races. Believe me, it is a rather hard letter to write. IEA has endorsed Governor Quinn to another term. When you think, the Governor pushed legislation through that affected our evaluation process; pushed legislation through that put our pension into a two tier system; and not holding up to his promise that the State would pay what it owes to our retirement system, you wonder what the heck are they thinking!

What happened is quite simple. The Republican Party nominee, Bill Brady, has openly stated that he believes in a 'right to work' state; cut 10% from the Education budget; no equal pay for equal work; and to roll back the minimum wage.

So what does that mean to us?

- Right to Work state will affect our negotiations and contracts.
 - o The salary and benefits we currently have could be incrementally or boldly rolled back.
 - It has been proven that states that are a 'Right to Work' state their average salaries are about \$5,000 less than average salaries in states that have bargaining rights.
 - o Should negotiations not go well and our only alternative is to strike, it will no longer be an option. We will not have the right to strike.
 - o We will no longer be able to bargain on non-compensation items; such as class size, academic freedom, number of duties, paid duties, number of prep periods, etc.
 - o Limiting us on how a contract can be enforced; such as limit the number and scope of grievances that could be filed.
 - o Limiting the duration of a contract; such as mandating annual bargaining once a current agreement expires.
 - o Any changes that take away the rights you have today as a certified staff member means management has more arbitrary authority and we will have less ability to impact our working conditions and compensation.
 - o Associations may not be recognized as the bargaining agent. Basically this means that once our contract expires, the School Board could say we do not recognize the LZEA or any union as the bargaining agent. People will then go bargain their pay/benefits for themselves. Some will get a great raise, others not.
- Cut 10% from Education Budget. This equates to \$1.26 billion. Can you imagine how this will impact Lake Zurich?
- No equal pay for equal work. Basically, this is a huge step going backwards for women's rights. Brady has stated many times that women need to stay home to take care of children. He has voted down bills that pertain to women's rights. He has also stated that in order to cut back on health costs, mammograms should not be covered.
- Roll back minimum wage. Brady is in favor of cutting this back. How much is not known.

On the whole, there really is no candidate that is outstanding. It is boiling down to who will cause the least amount of damage. To lose our rights, the salary structure, the benefits that took so many years to gain, this would be a travesty. Keep that in mind when you place your vote. Please consider voting for Governor Pat Quinn.

Sincerely,

Sandie Edwards, LZPACE Committee Chairperson