What Recertification Means for Your Profession and the Kenosha Education Association

What Does Recertification Mean?
The recertification election determines whether or not the KEA is the official bargaining representative for teachers, substitutes, and educational support professionals. Being the bargaining representative means KEA has official standing with the Kenosha Unified School District to negotiate “base wages.” Recertification also demonstrates to the employer that a majority of employees support the union.

How Does KEA Win the Recertification Vote?
The KEA needs 51% of ALL ELIGIBLE VOTERS in each bargaining unit to win the recertification election. This election is unique from others in that if you do not vote, it will be considered a “no” vote.

Do I Have to Be a Member to Vote?
No. Voting does not mean you are agreeing to become a member of the Kenosha Education Association or pay dues. The KEA represents everyone, dues paying or not, in bargaining base wages. The KEA will only represent members in other matters such as discipline or termination. Contact the KEA office if you wish to become a member.

What Happens If the KEA Does Not Recertify?
The KEA will be in place as long as there are members/educators in the district. The KEA will not, however, have the official status of exclusive bargaining representative if it does not recertify. This would mean that the KEA would not be able to negotiate a collective bargaining agreement covering base wages with the district. The district has also previously taken the position that members do not have the right to be represented by KEA staff in disciplinary meetings if the union is not certified. The KEA believes this position is incorrect, but we expect this will be the district’s position again if employees do not vote for the union.

The election will be held between November 4 and November 24. Flip page to view voting instructions and more details about the election.

Get more information about the KEA and find professional resources at our website kea.weac.org
Recertification Vote

Noon, November 4 through Noon, November 24

Vote to recertify by telephone or online. Here’s how to cast your secret ballot:

**Online Voting:** Log onto [http://www.aaaelections.org/WERC](http://www.aaaelections.org/WERC) and follow the instructions. Or, access the site from your smartphone with your QR Code reader:

![QR Code](image)

Tips for online voting: Make sure you VOTE YES for recertification and submit your vote. Then CONFIRM your vote by selecting “yes” again. **Wait until you are informed that your vote has been successfully processed before leaving the site.**

**Phone Voting:** Call the voting line: 1-866-458-9862 (toll free) anytime;

- When prompted, confirm your identity by entering the first 4 letters of your LAST NAME, then the last 4 digits of your Social Security Number. The image to the left shows which letters are associated with the telephone keypad numbers;
- You will then be asked “Do you want to continue to be represented by (the name of your current union) for the purpose of collective bargaining?”
- When prompted, VOTE YES to recertify your union; after voting, STAY ON THE LINE. Do not HANG UP until you receive a “thank you” message. Otherwise your vote is simply not counted and therefore you will need to go back and vote again. The same is true for interrupted calls - you must repeat your call and vote again to be counted.

**Additional Information:**

- Your vote is secret.
- The telephonic system is open 24 hours a day during the voting window. The help desk is available 10 AM to 6 PM Monday through Friday.
- All employees in a bargaining unit vote, not just union members.
- The Union needs to receive yes votes from 51% of all eligible voters to win. Not voting counts the same as a “no” vote. Your colleagues need your support, so please vote YES.

Vote Yes to Recertify
Kenosha Education Association

*If any issues arise please call the KEA at 262-654-2127 or email koeppenk@weac.org*