

PSU BLOG

Professional Staff Union of the Ohio Education Association

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"Esau was a traitor to himself: Judas Iscariot was a traitor to his God; Benedict Arnold was a traitor to his country; a strikebreaker is a traitor to his

God, his
country,
his wife,
his
family
and his
class."

-Jack
London

Saturday
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STRIKE VS. RESOLUTION -- WHY DOESN'T OEA "GET IT"?

SATURDAY, AUGUST 29, 2009 AT 11:58AM

In the annals of labor history and labor law, there are a few truisms that have remained the same since employees were allowed to organize.

One, strikes are never about money. They are about power, the quest for it, or the ill-perceived notion that one has it and is therefore licensed to act with impunity. OEA, which seems hell-bent on forcing its Professional Staff Union (PSU) to strike the organization, just doesn't seem to understand that forcing its employees to strike is a short term tactical move that has very long-lasting internal and external implications.

Two, strikes rip apart organizations and relationships. Colleagues who have spent years or even decades working together (professional and managerial) no longer speak. Work groups that were once productive become contentious and stagnant. Trust is gone, and the aftermath of a strike is distrust, anger, and at times, downright hatred.

There has been a lot of talk over the past years in regard to OEA's Organizational Development. Different methods have been utilized (Baldrige, throwing fish, and the infamous Balanced

Scorecard) with varying degrees of success. BUT some things NEVER change, and one is the old adage that is you reap what you sow. If OEA wants to be a leader among National Education Association (NEA) affiliates, then it had better recognize that resolution is better than dispute, cooperation is better than contentiousness, and fair bargaining is better than posturing simply for the sake of posturing.

OEA apparently does not care that it is rife with hypocrisy, adamant in taking positions it tells its local affiliates to fight at all costs, and shortsighted. Perhaps the only interest of OEA's Bargaining Team is to "bring PSU to its knees". Be forewarned, those legs and knees are CARRYING OEA. If the work performed by members of PSU ends, OEA will undoubtedly topple very shortly afterward.

If the OEA management team truly cares about its members and the stability of the organization, it will bargain a fair settlement with its professional employees prior to September 1.

NEWSFLASH -- CONTINUATION OF OPERATION IS IN OEA'S SELF INTEREST. Get serious at the bargaining table. Make "Win-Win" count for something.

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