



Mr. Christopher Hodnicki, M.Ed.

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"Working together for our kids"

George Tucker
Secretary-Treasurer, Northwest Ohio AFL-CIO
435 South Hawley Street
Toledo, OH 43609

Dear Mr. George Tucker,

On behalf of Teachers' Association of Washington Local Schools (TAWLS), I would like to personally thank you for the opportunity to discuss the possibility of TAWLS joining the Northwest Ohio Chapter of the AFL-CIO. Labor unions and associations that stand together united to protect the rights of members through collective bargaining and leadership are crucial to the success of communities and toward building a strong middle class.

After discussions with TAWLS leadership and members of our Executive Committee, we put the offer to the 453 members of our association. To consider joining another association or union requires continuous discussion and feedback before a position can be taken. TAWLS has learned through the feedback that the possibility of joining AFL-CIO has led to divisive discussions and reactions among our members. As an association that is working to increase and maintain unity, embracing such an issue, regardless of our position, has caused great distress and fracturing of our association.

As responses came in, TAWLS found that joining the AFL-CIO would be detrimental to our association based on the following: our voice as a teachers' association would be drowned out in a much larger union, our association is uniquely different and all of the causes/issues of educators may not be embraced by the AFL-CIO, and that we receive all of the same services from the Ohio Education Association and the National Education Association and cannot justify spending more money for repeat services.

After due consideration and membership feedback, TAWLS, at this time, must decline membership in the AFL-CIO. Fostering unity within our own association to champion the causes/issues dear to us and our students must remain paramount. By joining the AFL-CIO at this time, we feel it would be detrimental to the strength and unity of our membership and may undermine the work that we are achieving in the Washington Local School district.

Finally, thank you for the offer of membership. TAWLS will continue to support the rights of employees to collectively bargain contracts and benefits that serve all stakeholders.

Regards,

Mr. Christopher Hodnicki, M.Ed.
TAWLS President