

REBEKAH TOBIN WHITTAKER

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EDUCATION

M.A. in Education: Curriculum and Teaching, University of Oregon
B.A. in Ethnic Studies, University of Oregon

CERTIFICATIONS

Current Oregon Teaching License 2015 - 2024
English to Speakers of Other Languages (ESOL) Endorsement

EMPLOYMENT

4J School District (2018 - current)
Classroom Teacher, 4th Grade
Chavez Elementary, Adams Elementary

Springfield School District (2015 - 2018)
Classroom Teacher, 4th Grade
Riverbend Elementary, WALTERVILLE Elementary

Service Employees International Union (SEIU) Local 503 (2004 – 2013)
*Statewide Field Coordinator & Supervisor, Care Provider Division (2009 – 2013)
Internal Organizer, Care Provider Division (2007 – 2009)
External Organizer, NLRB and Alliance campaigns (2004 – 2007)

**Statewide Field Coordinator & Supervisor roles and responsibilities included:*

Hiring, training, and supervising a team of 6 statewide internal organizers.

Designing and instructing comprehensive trainings and workshops for organizers, member leaders, and unrepresented workers.

Point person on statewide child care and nursing home programs within the Care Provider Division, which at the time represented 5000 child care providers and 2000 nursing home workers. These sectors included workers who were among the lowest wage earners in Oregon, as well as a significant number of immigrants from Mexico, Somalia, and Eastern Europe.

I coordinated officer and steward elections and issue-based organizing campaigns, handled grievances, documented unfair labor practices, worked in solidarity with AFSCME to maximize leverage in bargaining,

and developed successful labor management committee meetings at 41 nursing home facilities.

Political organizing including preparing testimony on the statewide and national level, in-district lobbying, town halls, electoral campaigns, canvassing, phone banking, and member outreach.

I accompanied union leaders to Salem and Washington, DC to advocate for funding the Employment Related Day Care Program (ERDC) with the goal of improved access to quality child care for Oregon's working families.

Community and alliance organizing including coalition work and outreach to the public and stakeholder groups.

I represented Local 503 as a stakeholder with early learning and children's advocacy groups and fostered a collaborative and productive relationship through coalition work with nonprofit organizations, other unions, and DHS in our efforts to advocate for statewide Early Learning resources.

Bargaining: Chief Negotiator for the following contracts:

2013 – 2015 Child Care Provider Collective Bargaining Agreement
(Employer: State of Oregon)

2013 – 2015 Statewide Nursing Home Collective Bargaining Agreement
(Employer: Avamere)

2013 – 2015 Statewide Nursing Home Collective Bargaining Agreement
(Employer: Prestige)

2011-2013 Child Care Provider Collective Bargaining Agreement
(Employer: State of Oregon)

2010 – 2013 Initial and Successor Collective Bargaining Agreements
(Employers included Avamere, Prestige, Pinnacle, Evergreen / Empress, Extendicare, and Farmington)

2009 – 2011 Statewide Nursing Home Collective Bargaining Agreements
(Employer: Avamere)

2009 – 2011 Nursing Home Collective Bargaining Agreement
(Employer: Extendicare/Meadow Park)

As Chief Negotiator, my responsibilities included proposal development and negotiation, bargaining team trainings, facilitating bargaining sessions, supervising field staff, field communication and campaign messaging, bargaining actions, contract ratification, and coordination with research and legal teams regarding ULPS, grievances, and arbitrations specific to campaign needs.

AFL-CIO, Organizing Institute SEIU Local 250, Oakland, CA (2004)
Organizer-In-Training, WAVE Program

RANK AND FILE EXPERIENCE

Building Representative at Chavez Elementary (2019 - 2022)
Eugene Education Association

Building Representative at Waltherville Elementary (2016 - 2017)
Springfield Education Association

Bargaining Team Member representing SEIU co-workers (2007)
Communication Workers of America, Local 7901

RESEARCH AND GRANT WRITING

Springfield School District

Awarded a \$2000 grant for my proposal to rewrite existing Oregon Trail Curriculum to:

- 1) Be more inclusive of the impact on Indigenous persons in the Northwest.
- 2) Train 4th grade teachers in the district on how to implement the updated curriculum.

State of Oregon

Assisted in grant writing and project coordination for Oregon's Healthy Kids Program. Led statewide outreach efforts on behalf of SEIU, Local 503 to raise awareness and enroll families with uninsured children.

SPEAKING AND PRESENTING

Guest Speaker

The Distance Learning Playbook Unpacked Podcast, Episode 11: "Getting Student Cameras On!"

Lane Instruction Network, Eugene, Oregon
November 12, 2020

Co-Presenter with Dr. Tary Tobin, PHD

"Improving Outcomes for All: The Tiered Fidelity Inventory-Restorative Practice Companion"

Northwest PBIS Network Annual Conference, Portland, Oregon

February 24th, 2017

Facilitator

"Relearning 'The Oregon Trail' to include the impact on Indigenous People"

Professional Development training for fourth grade teachers.

Springfield School District, 2016-17

COMMITTEES

AVID (Advancement via Individual Determination) Committee (2021-22)

4J School District, representing Chavez Elementary

School Leadership Committee (2021 - 2022)

Chavez Elementary

Equity Committee (2021 - 2022)

Chavez Elementary

PBIS (Positive Behavioral Interventions and Supports) Committee (2016 - 2020)

Walterville School, Adams School, Chavez School

Governor's Child Care Commission, representing SEIU, Local 503 (2012 - 2013)

REFERENCES

Abby Solomon, Former Supervisor at SEIU, Local 503

Current Position: Chief Executive Officer. SEIU 775 Benefits Group

Phone: (503) 724-2536 Email: abigail.solomon@gmail.com

Bill Uehlein, Former Supervisor at SEIU, Local 503

Phone: (503) 760-6732 Email: bill.uehlein@gmail.com

Tina Leaton, Colleague

Current Position: Teacher and Eugene Education Association Elected Officer

Phone: (541) 790-8700 Email: stleaton@msn.com

Brian Rudiger, Former Colleague at SEIU, Local 503

Current Position: Executive Director, RISE Partnership

Phone: (503) 388-2442 Email: Brudiger@gmail.com

Dave Hulbert, Former Supervisor

Current Position: Principal at Maple Elementary

Email: dave.hulbert@springfield.k12.or.us