

CONTACT

The pride, commitment, tradition and advocacy to lead, promote, defend and secure the rights of its members.

August 2006

Chuck Agerstrand, President

NSO-Representative Assembly: Inform, Debate, Vote!

Agerstrand calls on union members to live up to their reputation

NSO President Chuck Agerstrand called for a strong national union in his opening remarks during the 2006 NSO Representative Assembly, June 9. "What happens in your state, effects all NSO members," said Agerstrand.

Agerstrand cited NSO's reputation for being the mover and shaker in union advocacy circles as an important component for supporting a strong national union. "I am continually impressed with the caliber of our members," said Agerstrand. "But to succeed we must live up to our reputation."

Recognizing NSO's uniqueness as a union within a union, keynote speaker Jeff Blodgett challenged delegates to lead by example by spreading their accumulative skills and knowledge not only to one another but to the education employees we serve. "It's a big job," said Blodgett. "You have to be a heavy lifter, but if not you, who else?"

Vice President for Defense Marius Ambrose and Vice President for Programs Lynn Adler presented updates in their respective areas.

According to Adler, 28 different state affiliates benefited from some type of assistance from NSO this past year.

Over 70 NSO current and retired members volunteered their time to the effort. "It is our great fortune to belong to a union in which so many people voluntarily give their time and talent to benefit us all," said Adler. "I want to thank all those individuals who so graciously answered the call to assist, train or facilitate."



Agerstrand and Oxfeld Advocacy Award recipient John Reilly

NSO Treasurer Evelyn Smith presented the budget which was approved by the delegation.

Regional directors presented reports outlining various union activities. Delegates received hard copies of all reports.

"NSO Regional Directors work hard throughout the year," said Agerstrand. "Whether its through CBC's, standing committees or assisting locals directly their work is essential for the well being of our union."

Emil Oxfeld Advocacy Award

Former NSO Region 1 Director John Reilly (MA) was the recipient of the 2006 Emil Oxfeld Advocacy Award. Named after the legendary labor attorney, the award is presented annually in recognition for outstanding service to NSO and its members.

In 1984, Reilly was suspicious of a new affiliation of state staff unions he had heard about but after attending that year's RA at the invitation of then NSO President John Warms, he changed his mind and not only convinced his own colleagues to join NSO but staff members from Rhode Island and Vermont as well.

Just three years later he was elected to the NSO Executive Committee as a regional director and served in that capacity until his retirement in 2002. In retirement he still is active in advocating for NSO members.

"NSO is the epitome of what a labor union should be," said Reilly. "I am overwhelmed that the Executive Committee chose me to receive this award. We're the best union in the world and this is the highest award a union member could receive."

NSO Elections

The National Staff Organization held its annual elections at the NSO Representative Assembly held this past June. Nominations were open for the following positions: President, Vice President for Defense, Vice



Collins, Griffin Henson and Melton

**2006 National CBC
November 10 - 11
Site TBD**

See Elections/pg. 2

Elections, cont.

President for Program, Secretary, Treasurer and Directors in Region 2, 4, 5 and 6.

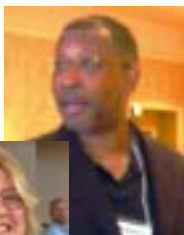
NSO Election Committee Members Tyrone Melton (SC), Branita Griffin Henson (NEASO) and Dan Collins (MD) oversaw the elections which developed into one of the more interesting races in recent years.

Incumbents, Chuck Agerstrand (MI), President, Marius Ambrose (MD), VP for Defense, Lynn Adler (IL), VP for Programs, Mary Henson (MI), Secretary, Butch Santicola (PA), Region 2 Director and John Stephens (CA), Region 4 Director all ran unopposed and will continue to serve in their respective positions.

Ron Goldenstein (NE) will replace Treasurer Evelyn Smith (IL) who chose not to seek another term. Michael Coleman (AR) was unopposed in his bid to fill the Region 6 position previously held by Goldenstein.

Before becoming a NSO Director Goldenstein served as an NSO CBC facilitator and was a member of the Pension Benefits Committee. "My move to treasurer is another opportunity to serve NSO," said the Nebraska UniServ Director. "I look forward to the challenge."

Coleman, who has served at all levels in his state affiliate, comes to the directorship with similar experiences. "I take great pride in this union and all of its accomplishments....it didn't come easy," said Coleman. "I will always remember that unionism is not a heritage, but must be continually



Coleman Hill

protected and fought for by real union men and women."

A special election was held to fill the unexpired term of former Region 5 Director Ed Helvey (OH), who resigned from the position earlier this year. Bill Gist, (IN), Kathy Hill (IN) and Kim Lane (OH) aggressively campaigned for the position but in the end the chair declared Hill the winner.

"I am looking forward to working hard for NSO members," said Hill. "I promise to do my best to represent the interests and concerns of our members."

"It is a symbol of a strong organization when people volunteer to give their time on its behalf," said Agerstrand. "We appreciate all of the candidates and their willingness to serve."

New Business Items

As election results were being tabulated, delegates debated new business items that included such topics as establishing a national union, seniority issues in the New York NEA-AFT merger, the practice of NEA affiliates hiring confidential employees, addressing the concerns of NSO-Retired members and continued opposition to the Fairness in Asbestos Injury Reform Act.



**Butch Santicola
Region 2 Director**

For more information contact your state affiliate delegates or your NSO Regional Director.

Singleton Seeks Harvard Trade Union Program Participants

Ray-Baschizore thanks NSO for opportunity

NSO Region 1 Director Cheryl Singleton is searching for candidates to participate in the annual Harvard Trade Union Program (HTUP). NSO sponsors three seats in the prestigious program, one full tuition, traditionally reserved for Associate staff and two partial scholarships.

According to her report at the 2006 NSO Representative Assembly, the 96th HTUP session will be held from January 8-February 16, 2007. "This intensive six week program is designed for trade union leaders," said Singleton. "It teaches essential skills necessary to effectively manage and lead unions, as well as providing an incredible opportunity to explore key issues for the labor movement.

Patty Ray-Baschizore, Ohio ASO and Thomas Jowhar, Ohio PSO attended the 2006 session. Ray-Baschizore's account of her experience was a highlight at this year's RA. According to the OASO president, after high school she received very little encouragement to attend college. Beating the odds, Ray-Baschizore worked full time waiting



**Ray-Baschizore and
Singleton**

tables and completed her college degree and now she was given an opportunity to attend Harvard.

"I was so excited when Cheryl called to tell me that my Union was willing to send me to Harvard," said Ray-

Baschizore. "It was an honor to walk onto that campus as a student, and to have my mother see me graduate was an experience of a lifetime." Read her complete remarks at NSO-RA on the NSO website at www.nationalstaff.org.

Since 1942, the program has prepared union activists to meet the challenge of dynamic leadership within their unions and society. Today, the program helps union leaders develop keener analytical, managerial and problem solving skills as well as discover ways to deepen public understanding of the value and importance of labor union.

If you are interested in participating please contact Cheryl Singleton at csingleton@massteachers.org.

NSO Affiliate News

Ohio PSU Takes Strike Vote

As reported by Norm Young, OPSU President

PSU members voted unanimously on July 30 to strike on September 1 if we have no contract. We have negotiation sessions set for the 25th, 30th, and 31st of this month, plenty of time to get it done before the September 1 strike date if there is a management will. We've had in the neighborhood of ten meetings to date. We have a PSU membership meeting scheduled for the evening of the 31st.

PSU distributed "Union 2 Union" to hundreds of local leaders (via U.S. mail). It doesn't discuss bargaining issues, per se, but it underscores some major reasons for problems at the bargaining table. We're also doing a special negotiation newsletter to our members after every session.

At the OEA Summer Leadership Conference, PSU members wore black all day every day with two buttons that said "PSU - Protecting Our Contract and Yours" and "No Contract - No Work - No Kidding." We were told that the OEA Executive Director was virtually apoplectic over our actions. One of my locals, headed to an August 21st strike of their own, appropriated the "No Contract..." button as their strike "theme" on T-shirts seen the last couple of nights on Cleveland TV as they've "practiced" picketing.

We also hosted a well-attended reception for all Summer Leadership Conference attendees. CORE of OEA, the PSU retiree group, also hit the Conference one morning with a "First Aid Kits" gimmick handout highlighting their plight over having to sue OEA to regain health insurance benefits stripped from them two years ago. A CORE report on this is being sent to you separately (because I don't know how to attach it). It also includes a photo of our black-shirted staff at the SLC.

Ohio ASU Settles Contract

As reported by Patty Ray, OASU President

Professional Staff members Kim Lane & Denny Peltola initially trained our Bargaining Committee to do one-on-one interviews and also assisted us in developing our bargaining survey. When it was clear we were headed for a form of IBB, Bill Pearsol trained the Team on bargaining and specific bargaining strategies.

In March we trained with FMCS on Modified Traditional Bargaining. We met for one "pre-negotiations" meeting, had five bargaining sessions and met again with management to finalize language on July 21st. Our membership ratified the new contract on August 5th, voting 4 to 1 in favor of the new contract.

Highlights include: Four year contract, with 2% raises each year with a reopener at year 3 on Defined Benefit (DB) pension only – IF there are legislative changes that affect DB; 401K match went from 2% to 3%; Defined Contribution employee contribution increased from 7% to 12.2%; increased employee costs for medical insurance; doubled severance pay and reduced number of years required to receive severance pay; severance pay now included in both DB and DC retirement calculations; various union rights; and a "me too" on salary, health care and 401k which links those areas where management has historically been willing to bargain far better benefits for PSU than for OASU.

Our strategy and planning for this bargain go back at least four years. We concentrated on sending bargaining committee members to WAR College each year and used the excellent training provided by our Professional Staff colleagues, sent an excellent Bargaining Team to the table, and had an incredible research committee behind us providing all the information we needed to be successful.

Michigan Summit

As reported by Tom Greene, USO President

On June 22 and 23, Michigan held its first ever Michigan Summit. The employers, MEA, MESSA and MEA Financial Services, along with the unions, United Staff Organization and MEDA, cosponsored this event.

The United Staff Organization (USO) is the bargaining agent for six employee unions (three professional staff and three associate staff) representing approximately 575

employees that work for the three employers. MEDA is the bargaining agent for the local option uniserv directors numbering approximately 30 members. All union contracts expire in August 2007. We also will be bargaining our pension plan.

The purpose of the summit was for the participants to have an educational experience on a wide range of topics. Essentially, these two days were spent assessing the factors affecting the finances and the ongoing viability of the three organizations (MEA-MESSA-MEA Financial Services).

This summit was not a time to challenge or posture, nor the time to spotlight our differences. It was not a "bargaining



NSO President Chuck Agerstrand received notification late Thursday, Aug. 31st that the two parties had reached tentative agreement. Congratulations Ohio PSU!



IEASO Supports Local Workers

As reported by Dave Rathke, IEASO



Dave Rathke, IEASO, Bob Glenn and Kelly Huddlestonm, Boilermakers' 484, Jamie Gregg and Dave Alexander, IEASO

Members of the Illinois Education Association Staff Organization

(IEASO) presented a check to locked-out workers at the Celanese Corp. in Meredosia, Illinois. The 150 workers are members of Boilermakers Local 484 and were locked out by their employer for almost one full year. The extremely profitable company was demanding 30% pay cuts and major concessions in health insurance.

The union finally ratified an agreement which included major concessions but left the health insurance intact and most importantly allowed the union to survive. During the course of the struggle, IEASO members contributed more than \$2000.



Michigan Summit, cont.

session.” It was a time to look for understanding of the issues of mutual concern.

The employers and the staff unions each invited fifty people, for a total of one hundred, to attend the summit. Officers, managers and Board members from all three organizations represented the employers. A variety of union members were invited. We had bargainers, grievance, and crisis team members along with other members who attended. All seven employee unions were represented. Speakers from within the organization and from the outside were the presenters.

Some of the topics covered during the two day event included: a description of employers and unions; the history of bargaining and the staff contracts; description of current retirement program; economic issues; demographics; accounting basics; actuarial applications and projections; and trends.

Participants were given opportunities to ask questions. Small group discussion also took place throughout these two days. Participants were seated at round tables with employer and staff union representatives at each table.

Overall, I would say that this Labor/Management Summit was a success. Participants were given the same information at the same time, questions and discussions took place and people from various backgrounds were able to get to know each other in a safe and productive environment.

Now, our next struggle becomes... where do we go from here? Representatives from the employers and staff unions will be conducting those discussions in the near future.

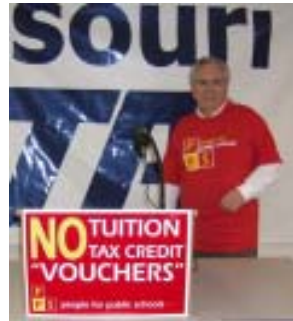
Missouri Union Member Runs for Office

Salcedo wants to be a man of the house

Anyone who has worked with Missouri's Don Salcedo knows that he never does anything half way. So when he saw an opportunity to make a difference in the political arena he not only threw his hat in the ring he threw in the whole suit of clothes. Fortunately, his staff union has negotiated language that allows him to continue his employment with MNEA and head for the state capitol.



As a candidate in the 20th District State Representative race, Salcedo is not the first MNEA staff member to make a bid for political office. Both MNEA staff members Steve McLuckie and Toby Paone spent time in the legislature while employed by MNEA.



Salcedo

“I really think I can make a difference here in Missouri and maybe even on a national basis as well,” said the Democratic candidate. “People run for public office for many different reasons. For me, it is the conservative Republican agenda which aims to dismantle our public schools, and the attempt to support private schools with public tax dollars.”

For more information on Don's campaign, log on donsalcedo.com.

NSO STARS



Floyd Cox, Oklahoma

NEA Student Organizer of the Year

Mark Micklesen, Utah

NEA Public Relations Person of the Year

The NSO Contact is an official publication of the National Staff Organization.

Marty Bull, Editor
5046 S. Hudson Avenue
Tulsa, OK 74135
918.760.7313
martybull@cox.net

www.nationalstaff.org

Donette Ramey, Webmaster
donetteramey@yahoo.com



National Staff Organization



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Chuck Agerstrand, President

Marius Ambrose

Lynn Adler

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Vice President-Programs

Mary Henson

Ron Goldenstein

Secretary

Treasurer

Cheryl Singleton, Region 1

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Emmitt Jimmar, Region 3

John Stephens, Region 4

Kathy Hill, Region 5

Michael Coleman, Region 6

Rosemary Wolf, Region 7

Robert Blackwell, At-Large A

Ruth Ivory, At-Large B

Vera Stafford, Financial Advisor

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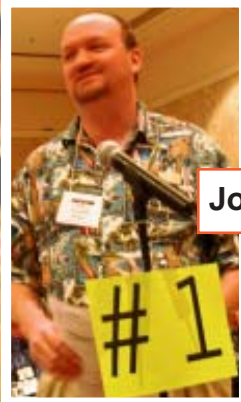
Steve Swetsky (NJ)



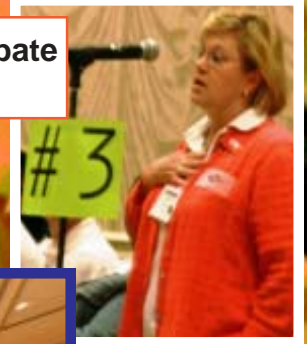
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Tom Greene (MI)