

INSO CONTACT



Newsletter of the National Staff Organization

September 2002

Solidarity and support key..

Colorado EASO Settles Three Year Contract



Members of the Colorado Education Association Staff Organization (CEASO) have ratified a new three year contract, according to CEASO Treasurer Virginia

Wallace. "The solidarity and support from our members and from NSO eliminated the need for a show of force," says CEASO's negotiations spokesperson Jim Lang.

The settlement includes:

- three year contract;
- salary – 5 percent, 4.5 percent, and 4.5 percent;
- establishment of a 105 Medical Plan*;
- CEA will pay the increased cost of health insurance over the next three years;
- four-day workweek for associate staff in the summer;
- improvement in car allowance for professional staff and elimination of the 10,000-mile eligibility requirement;
- removal of budget cap and establishment of a guaranteed floor for severance pay;
- increased health insurance stipend for retirees;
- increased payout for unused sick leave;
- drafted consistent language for transfer and assignment; and,
- im-

proved placement on the salary schedule for local option staff when they become CEA employees.

*According to Wallace, a "105 plan is like a medical savings plan. There are federal laws that govern it, much like the 125 cafeteria plans, etc. CEA will fund it at \$1,500 per year for each employee. We can use these funds for unreimbursed medical expenses for ourselves and our

Subcontracting Committee Meets to Study Crucial Issue



Representatives from across the country met mid-August to look at the impact of subcontracting on NSO members. "The committee's purpose is to review the extent of subcontracting of unit work in which our employers engage and formulate recommendations to CBC's about how best to cope with this problem," says President Chuck Agerstrand (MI). The committee will present its report during the NSO Representative Assembly in June 2003. Shown above are, left to right, John Stephens (CA), Teresa Baker (FL), Tim Smith (WI), Gene Emerson (IN), Maureen Keating (CA), Agerstrand, Marius Ambrose (MD), Guy Kendall-Freas (NEASO), Chairperson John Reilly, (NSO-R, MA), Bar Kaelter (MO). The meeting took place in New York, Aug. 16-17.

dependents. Payment is tied to what is allowable under our health insurance as opposed to what's allowable under a 125 Plan. Unused funds will carry over to a maximum of \$4,000. Under our agreement unused funds cannot be paid directly to the employee. When an employee terminates employment, the carried over funds in his/her account can be used to pay insurance premiums under COBRA if the employee elects to carry CEA's insurance."

Wallace says there might be provisions in the law to allow employees to receive some or all of their account in cash, but CEA was not interested. "Our goal was to get agreement on a 'wellness account' that would help pay medical expenses," Wallace emphasizes.

NSO Seeks W.A.R. Ideas

NSO Vice President for Program Lynn Adler (IL) and Secretary Mary Henson (MI) are in the process of developing the 2003 Winter Advocacy Retreat. As always, some of the past sessions will be put on "reserve" to make room for a few new 2003 offerings. If you think you have a training to propose for the 2003 W.A.R., here's how to get your proposal considered.

1. All proposals **must** contain the following information: • session title; • length of session (2-1/2 hours or 5 hours); • trainer names and addresses (NSO will pay for up to 2); • descriptor for sessions and brief outline; • target audience (i.e., grievance representative, new bargainer, associate staff, etc.); participant limit, if any; • equipment needs and room set-up.

2. All proposals **must** be received by Lynn in hard copy form by **September 30**. Send to: Lynn Adler, IEA-NEA, 105 W. Adams, Suite 2800, Chicago, IL 60603 or fax to 312-407-0229.

3. Applicants will be notified by Oct. 11, 2002, as to whether or not the proposal is on the 2003 W.A.R. agenda.

NEA Plan Workshop September 20



NSO and NEA will conduct a workshop designed to help show the NEA Retirement plan operates and functions. The session, scheduled for Sept. 20, is open to plan participants and those consider-

ing joining the plan. The session will review benefits, contribution rates, how options are determined, what is actually available to each participating affiliate and discussion of medical leave and continuous and accredited service definitions. Participants will also learn about "forms of retirement," role of states – and the role bargaining plays.

The fiduciary role of trustees and major legislation affecting the NEA Retirement Plan will also be covered. The agenda calls for an overview of the plan's investment strategy and approach. NSO representatives will meet with participants and will sponsor a social event.

Members of the NSO Retirement Committee have been working with affiliates to secure good representation at the Sept. 20 workshop. For more information about the program, contact NSO Executive Committee member Dennis Krueger at his e-mail address: Dkrueger@isea.org, or check the NSO Web page for further details.

Be Sure To Check the NSO Web Page
www.nationalstaff.org

A Look Ahead...

- NSO Executive Committee – Oct. 3-4, 2002, Boston.
- Corridor States CBC – Oct. 19, 2002.
- Western/Central CBC – Nov. 22-23, 2002, Denver.
- NSO Winter Advocacy Retreat, Jan. 17-18, 2003, Sarasota, FL.
- National CBC Conference – Apr. 25-26, 2003.
- NSO Rep. Assembly – Jun. 13-14, 2003, Denver.

NSO Contact is edited by Bob Mullins.



Comments and suggestions are welcome, and should be sent to Mullins at: 525 Meadoway Park, Worthington, OH 43085

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NSO Web Page

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