

INCSO CONTACT



Newsletter of the National Staff Organization

October 2002

WAR College prepares...

Plans Underway for 2003 Winter Retreat



*NSO President
Chuck
Agerstrand (MI)*

NSO's Winter Advocacy Retreat ("WAR College") is scheduled for Jan. 16-18, in Sarasota, FL. "We will again enjoy the hospitality of the Hyatt Sarasota," says NSO Secretary Mary Henson (MI). A wide range of workshops and seminars will be available for union leaders across the country, accord-

ing to NSO Vice President for Program Lynn Adler (IL). "We have received many good proposals for sessions," Adler says. "Our goal is to add new sessions while keeping a core of basic workshops repeated through the years."

Room rate at the Hyatt is \$136 single/double and will be available Jan. 12-20. **Rooms are available on a first-come, first-served basis. Reservations calls should go to 800-233-1234 (24 hours/7 days a week).** Block reservations will not be available and affiliates must provide names. **The cut off date to make room reservations is Dec. 6, 2002.** Room reservations problem calls should go to Reservations Manager Becky Buchanan at 941-953-1234, extension 1190, Monday through Friday between 8:30 a.m. and 5 p.m.

For the first time, reserva-

tions can be made on-line by logging into the NSO Website at www.nationalstaff.org where members will find a link to the hotel on the Winter Advocacy Retreat page.

Further details, including a program brochure and registration materials, will go to presidents in early November. Questions can be directed to any NSO Executive Committee member, Vice President Adler at 312-407-0093 or Secretary Henson at 800-292-1934 (office); 517-622-1985 (home).

Early Registration will be 2-5 p.m. on Thursday, Jan. 16 with regular registration to begin at 8 a.m. on Friday.

Presidents and Treasurers will meet Thursday at 3



Over 30 participants attended the first NSO/NEA Plan training program Sep. 21 in the NEA Headquarters building. NSO Pension Benefits Chairperson Dennis Krueger (IA) thanked Jean Kornfeld, Pat Chavez, Michael Coleman, and NSO Pension Attorney Barbara Kraft for their work on the program.

p.m. As in the past, the Treasurer's Workshop will be incorporated into the WAR College curriculum.

This year's **Gulf Coast Buffet** will be Friday evening. Until Jan. 3, 2003, early bird registration and payment will be \$35 per person (guests welcome). Thereafter, the on-site cost will be \$50 per person. **Buffet reservation forms along with the Winter Advocacy Retreat registration materials will be mailed by early November.** "We encourage all members to attend the buffet," says NSO President Agerstrand. "This is our best opportunity for fun and fellowship – and we encourage unions to *mix* for the event." All forms are on the NSO Web site at www.nationalstaff.org.


The **NSO/Frank Morrissey Memorial Golf Tournament** will again be a four-person "scramble" to end in time for participants to attend other NSO activities on Thursday. It begins at 8 a.m. The evening of Jan. 15, a "draft" will take place at the hotel. "The first drink at the 'draft' is included in the greens fee!" says Tournament Organizer and NSO Executive Committee member Butch Santicola (PA). "Captains are selected randomly and then a 'draft' similar to the NFL's takes place. This golf tournament is for **all skills levels**. The idea is to get as many different NSO members and guests to play with other NSO members." Included in the \$75 fee is 18 holes of golf, cart, a full breakfast, the first drink at the 'draft' night, "and other goodies." **Registration deadline is Dec. 31, 2002.** Checks should be made payable to



NSO and should be sent with the registration form to: **Butch Santicola, 200 Darnley Drive, Moon Township, PA 15108.** The registration form is posted for download on the NSO Web site. Go to the Winter Advocacy Retreat page. Questions should go to Santicola at 724-457-0670 or e-mail to fsanticola@psea.org. By popular demand the "**19th Hole**" open house is sponsored by some NSO-R members who live at Bobcat Trail and others. For information, contact Santicola or Sharon and Ray Sutherland at SueSuther@aol.com or call 941-423-0534.

Golf Tournament Sponsorship – "We want to provide many opportunities for NSO members to enjoy themselves at the Winter Advocacy Retreat," says Santicola. "The Tournament is self-funded and we could use help with funding. We look for affiliates and/or individuals to 'sponsor' holes and/or prizes for the Tournament for a \$25 fee. For more information about sponsoring a hole, contact Santicola at the phone or e-mail address above. Forms are on the NSO Website.

WEASO Bargains Two Year Contract

 Washington Education Association Staff Organization (WEASO) has bargained a new two year contract that includes a salary improvement with near COLA and incremental adjustments for professional staff to stay competitive
Continued on Page 4



NSO's Executive Committee met Oct. 4-5 in Boston to handle the on-going business of the union. The Committee appointed Diane Thompson (NE) to fill the unexpired term of At Large Director Bernadette Lange (NJ) who retired Oct. 1. Thompson, who immediately assumes duties of the office, indicated she would not seek election to the post.

New Hampshire Bargains New Contract



The following is part of a report prepared by the New Hampshire Education Staff Organization (NHESO) following settlement of their new contract. The full text is posted on the NSO Web page at www.nationalstaff.org.

After difficult and protracted negotiations, the New Hampshire Education Staff Organization (NHESO) and NEA-NH have finally settled on the terms of a new contract.



Gina Serraino and Linda Corddry helped carry the NHESO message.

For the first time, NEA-NH hired a management attorney to do its negotiations. In fact, the attorney wasn't just any management attorney, he belonged to a firm that negotiated against NEA-NH's own members in several school districts. While NHESO presented a fairly limited list of proposals, NEA-NH proposed rollbacks in virtually every article of the contract. Management wanted to remove or reduce many of the rights and protections contained in the contract, such as placing limitations on just cause for discipline, restricting activities in a staff person's personal life, restricting free speech, and the like.

NHESO created a bargaining support committee to design strategies to assist the union bargaining team. The committee devised an escalating strategy of activities, beginning with the wearing of buttons. The committee created a common message – urge NEA-NH to bargain fairly and to respond to members who asked about negotiations. For the first time in over 25 years, there would be no successor agreement in time for the annual Delegates Assembly. Although it did not pass, there was a motion made to recess the Assembly until the contract was settled.

Our research indicated that, by May, NEA-NH had already spend \$42,000 of the members' dues on the management attorney and would likely spend more than double that figure if we ended up in interest arbitration. We asked local leaders to contact the president and executive board members of NEA-NH. The members of NHESO participated in event-related informational picketing at state headquarters. They were joined on the lines by some members and by staff from Maine and Massachusetts. The staff

attended May and June's board meetings (this is an unusual occurrence in NH).

The end result was a contract. Ironically, it was a contract that could have been negotiated back in February. Management was successful in eliminating the company credit card. It got some clarification it wanted in the "Save Harmless" clause. Although NHESO members will now contribute 5% towards their medical insurance, NEA-NH must establish a Section 125 plan and contribute \$900 and \$1000 to it. This effectively offsets the 5% contribution. The fleet cars remain – the monthly amount paid for personal use has increased.

NHESO's members received improvements in the dental plan, salary increase of 3%, 3.75%, and 3.75%, an increase in staff development funds, the ability to contribute accrued compensatory time towards a 401(k) or 457 at the employee's option and an agreement to fund an actuarial study on providing medigap insurance to retirees over 65. In addition, part-time field consultants who work at least 2,000 hours over their employment will be considered internal candidates for open positions and the executive director had to write a letter to the union acknowledging that his unilateral discontinuation of the field consultant program was a violation of the NLRA. He then had to reinstate the program and promise not to discontinue the program in the future.

NHESO would like to thank the team from NSO who assisted us with our crisis organizing, especially Jack Schamel (NY), John Reilly (MA-R), and Bob Blackwell (NC).

NEA Seeks Representation Election Help

NEA has sent notice to UniServ managers across the country asking for staff who can help with a recently scheduled representation election for education support staff in Nevada. "It is in our collective interest to ensure we hold on to our affiliates in Nevada. We encourage staff with experience in this area to contact their UniServ manager to volunteer," says NSO President Chuck Agerstrand.

NEA Affiliate Capacity Building Manager George S. Apaliski told UniServ managers the Nevada State Local Government Employee-Management Relations Board ordered an election between the Education Support Employees Association and Teamsters Local 14 to take place toward the end of October. For more details, check the NSO Web page at www.nationalstaff.org.

WEASO Bargain Two Year Contract

Continued from Page 2

with other states. Part-time employees will receive full benefits. Overtime will be available for paraprofessionals and technical staff. Improvements have been made for members who drive over 9,000 miles a year. Memoranda of Understanding have been agreed to on reimbursement for long term disability premium and to address inequities in the retirement system. There were no takebacks. "As an NSO director, I had the opportunity to sit in on strategy and bargaining sessions," says NSO Region 7 Director Rosemary Wolf. "The WEASO team was absolutely brilliant! We were incredibly lucky to have such talented and dedicated advocates who willingly gave many hours to the pursuit of a fair and equitable contract. WEASO also publicly thanks NSO Region 4 Director John Stephens (CA) for giving up a few vacation days when we asked for his assistance. His leadership and skills were a huge factor in our success." More details are on the NSO Web page.

NSO Considers Arb Retrieval

The NSO Executive Committee voted to move ahead with creating a Web-based arbitration retrieval service for affiliate leaders. The arbitration retrieval site anticipates around 400 awards that would be scanned, digitized and put into a searchable database. NSO, working with Microsearch, has already posted 51 affiliate contracts on www.nso-research.org. The site is password protected with limited access approval through NSO Research Committee Chair and At Large Director Robert Blackwell (NC).

NSO Committee Works to Help Affiliates That Face Subcontracting Issues

NSO's Subcontracting Committee met Aug. 17-18 in New York to address "problems which have become more prevalent," says committee chair John Reilly (MA-R). "There are varied situations throughout the country and NSO feels affiliates need help with those situations." Reilly told the NSO Executive Committee work is being done to help affiliates with collective bargaining, unit clarification, unfair labor practices, and grievances as they relate to subcontracting.

NSO Merger/Organizing Committee Continues Work



Members of the NSO Merger/Organizing Committee met Sep. 14-15 to work on a Crisis Organizing Handbook, the "Advocacy in Action" brochure, internal organizing efforts, and plans for a portion of the February NEA organizing meeting. Pictured, left to right, Tom Martin, Sue Vento, Jo Berry Segna, Bob Kulp, Pres. Chuck Agerstrand, John Stephens (chairperson), Bob Lindquist, Tom Suhrbur, Bonnie LePage, David Crim, and Jesse Moore. Not shown (because she took the picture) - Ginnie Ross (OR-R).

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

New Contract for Local Option Staff

Associate staff that work for the local option Colorado Springs Education report settlement on a new two year contract that includes raises of 4.7 percent CPI and over 3.1 percent above CPI for part time staff. Full time staff will receive \$2,000 above CPI in the first year and CPI the second year. Part time staff will receive an increase in stipend for insurance from \$2,000 to \$2,700 the first year and an amount equal to the increase in CEA insurance costs the second year. Local option staff are represented by the Colorado Education Association Staff Organization (CEASO).

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

Phone: 614-436-3398
NSO Contact FAX: 614-436-3570.
Internet: RobertM109@aol.com.

NSO Web Page

<http://www.nationalstaff.org>

President: Chuck Agerstrand, (517) 332-6551;
Vice President for Defense: Marius Ambrose, (410) 997-3440 ;
Vice President for Program: Lynn Adler, (312) 407-0098;
Secretary: Mary Henson, (800) 292-1934 x 6215 (O), (517) 622-1985 (H),
FAX (secure) (419) 622-1892

Treasurer: Vera Stafford, (616) 628-6300;
Region 1: Cheryl Singleton, (617) 878-8657;
Region 2: Butch Santicola (724) 457-0670;
Region 3: Emmitt Jimmar, (205) 446-8117;
Region 4: John Stephens, (209) 478-6091;

Region 5: Barry Tusin (630) 369-1555 x17;
Region 6: Dennis Krueger, (515) 471-8000;
Region 7: Rosemary Wolf, (253) 765-7082;
At-Large (Temp) Diane Thompson, (402) 475-7611;
At-Large: Robert Blackwell, (910) 347-7623