

# CONTACT



Newsletter of the National Staff Organization

November 2002

**Over 40 Percent New...**

## 35 Work Sessions Prepared for WAR College

When NSO leaders from across the country gather in Sarasota January 16-18, they will have 35 work sessions from which to choose, 42 percent of which are new. Included in this issue of CONTACT is a brief description of each session (page 3). Full descriptions as well as who conducts each session is available on the NSO Web page at [www.nationalstaff.org](http://www.nationalstaff.org).

Remember that room reservations at the Hyatt Sarasota must be made no later than **December 6, 2002**. "While NSO has reserved all available rooms, we continue to grow," says NSO Secretary Mary Henson (MI). Late reservations may be sent to an "overflow" hotel. Room rates are \$136 single or double and the reduced rate will apply from January 12 through January 20. The block of rooms is reserved under the National Staff Organization. "Block" reservations will not be available so names of attendees must be ready. Problems should be directed to Becky Buchanan, Reservations Manager, Hyatt Sarasota at extension 1190, Monday through Friday between 8:30 a.m. and 5 p.m.

Hyatt Sarasota on Sarasota Bay  
1000 Boulevard of the Arts  
Sarasota, FL 34236  
Phone 941-953-1234

### Corridor States Bargaining Council Meets in Tennessee



*Meeting in Nashville, Tennessee, October 18-19, 2002, the Corridor States Coordinated Bargaining Council heard about trends in pensions and benefits as well as findings by the NSO Subcontracting Committee. Fred White (MA) and Arch Lewis (MI) were presenters. John Reilly (MA-R), chair of the NSO Subcontracting Committee, reviewed a report he presented to the NSO Executive Committee earlier this month. Corridor States CBC include: Connecticut, Delaware, Illinois, Indiana, Massachusetts, Maine, Michigan, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Virginia, Vermont, Wisconsin, NEA Staff Organization, and Association Field Service Employees (AFSE of NEA).*

## **NSO Gulf Coast Buffet - A Chance to Show Solidarity**

To show union solidarity, affiliates are encouraged to reserve spots for the NSO Gulf Coast Buffet, Friday, January 17, 2003. An early-bird Buffet reservation should be postmarked **no later than Friday, January 3, 2003**, since a confirmed count must be given to the hotel at that time. Cost is \$35. *After January 3rd, the cost for the Buffet will be \$50 per person.* "This is our opportunity to get to know one another in an informal, social setting," says NSO President Chuck Agerstrand (MI). "We would love to see **everybody** at the Buffet."

## **NSO/Frank Morrissey Memorial Golf Tournament Organized for Fun**



Those attending the 2003 NSO Winter Advocacy Retreat have an opportunity to participate in the NSO/Frank Morrissey Memorial Golf Tournament on Thursday, January 16. This

4th annual event is a four-person scramble. It begins at 8 a.m. to allow participants time to attend WAR College activities. For more information, contact Butch Santicola (PA) at 724-457-0670 or e-mail [fsanticola@psea.org](mailto:fsanticola@psea.org) for details. More information is also posted on the NSO Web page at [www.nationalstaff.org](http://www.nationalstaff.org).

## **Affiliate Presidents Scheduled to Meet in Sarasota**

As in the past, NSO affiliate presidents will meet at 3 p.m., Thursday, Jan. 16 in the Hyatt Sarasota. Thursday's sessions will be limited to this meeting, the CBC meetings, trainer briefing, and other committees. Those attending the WAR College should check with the affiliate president or appropriate committee chairperson for details.

## **Registration Information Repeated**

NSO Secretary Mary Henson reminds WAR College participants that the registration form included in mailings to affiliate presidents should be sent to her no later than Dec. 6, 2002. The forms (which are posted on the NSO Web page) go to...

**Mary Henson, NSO Secretary**  
**11089 Lochgreen Drive**  
**Lansing, MI 48917**  
**517-622-1892 (FAX)**

## **California Associate Staff Launches Site**



The California Associate Staff has launched its Web site at [www.cas-nso.org](http://www.cas-nso.org), according to CAS member James Shepherd. Considered a "work in progress," the

Web site makes contracts, bylaws, standing rules, etc., available in PDF formats. NSO's Web site has links to affiliate Web sites across the country.

## **Massachusetts FSO Recognizes its Retirees**



*With a combined service record of 120 years, four retiring staff were recognized by the Massachusetts Field Staff Organization October 5, 2002, in Boston. NSO President Chuck Agerstrand (MI) attended the recognition dinner. Show above, left to right, are: Joe Zarba, Frank Moynihan, Agerstrand, Dick Rivers and John Reilly. Former NSO Executive Committee member Reilly retired in October. The other three are scheduled to retire before the end of the current school year.*

# Wide Variety of Sessions at WAR College

*Below is an abbreviated listing of the work sessions available for NSO leaders who will attend the 2003 NSO Winter Advocacy Retreat. For full descriptors, log onto the NSO Web page at [www.nationalstaff.org](http://www.nationalstaff.org).*

**Advanced Grievance Processing** (one day, all day session)—This session is designed for participants who are knowledgeable about the basics in identification and filing of grievance issues. Please bring a copy of your staff contract. **NEW**

**Bargaining Issues: How to Manage Them at the Table**—This session will explore the ways in which to manage your bargaining issues at the table in order to achieve an equitable settlement.

**Contract Interpretation & Case Theory**—Understanding the principles of contract interpretation gives an advocate a decided advantage in resolving grievances and preparing for administrative and/or arbitration hearings.

**Dealing with a Dysfunctional Workplace**—In this session, participants will learn to identify whether they work in a dysfunctional setting; how to figure out what's causing the dysfunction; and how to make things better, more tolerable, or how to plan an escape! **NEW**

**Defined Benefit Retirement Plans**—Interactive discussion on a variety of issues related to defined benefit plans.

**Defined Contribution, 401K Plans, and Choosing a Financial Planner** — What are the ingredients of a good Defined Contribution Plan? How does your plan compare with a model plan? And other key questions.

**Dr. Freud on Bargaining: Analyzing your Contract is Good**—How long has it been since your contract has been analyzed for the good, the bad and the ugly?

**Elections and Understanding the Department of Labor**— This session is designed to help election officials become familiar with the Department of Labor's regulations in order to run a proper election.

**Employee Rights**—An examination of employee rights, encompass the American with Disabilities Act, harassment on the job and civil rights of employees.

**Getting What You Need—Employer Information**—This session will explore the right to information extends to that which is presumptive relevant as well as to that which relevance must be demonstrated. **NEW**

**Grievance Training for Beginners**— This is an interactive session and participants are to bring their contracts and grievance forms. **NEW**

**Health Insurance Rollbacks? NEVER!!**— This session deals with bargaining strategies to be considered when faced with management attacks and attempts to roll back your health insurance coverage. **NEW**

**I'm President...So Now What?** —This session will deal with a wide variety of topics from dues and parliamentary procedure to the Department of Labor and much more.

**Introduction to Bargaining** (one day, all day session)—This session is designed for the first-time negotiator.

**Introduction to the National Labor Relations Act**—What's required of a private sector union under the NLRA.

**Investments, Retirement, and Education**—The basics of risk management and asset allocation will help the beginner or intermediate investor.

**Keeping Your Union Meeting Focused**—This session provides a quick course in parliamentary procedure and also suggests helpful ways to make sure that your union members are allowed to participate in a meaningful manner. **NEW**

**Living and Surviving in a Non-Bargaining State**—This will be an interactive session that will explore the problems and potential solutions that arise from representing NSO members in a non-bargaining state. **NEW**

**Mediation of Grievances**—Presentation and discussion of this alternative form of dispute resolution in the grievance setting.

**Mentoring New Staff**—This session will provide information on how to develop a staff-mentoring program.

**Negotiating in a Health Care Crisis Environment**—One of the biggest issues facing staff unions is the dramatic cost increase in health insurance. **NEW**

**NSO Arbitration Awards: the Victories and the Losers**—This session will review the reasons and causes of actual staff arbitration cases. **NEW**

**NSO Web-Based Research**— This session will show participants the NEW NSO Research Web-based research on Contracts, Pension Plans, Arbitrations and other information as well as describe access and use. **NEW**

**Organizing for a Crisis During Bargaining** —This session will cover preparing the membership to bargain with management, covering the period from 18 months right up through a crisis, and investigate possible strategies prior to a staff strike. **NEW**

**Pinch/Crunch** – The Pinch/Crunch model is a set of concepts proven useful to help people understand how to change and be productive. **NEW**

**Prescription for Confusion: Health Insurance**—This session will focus on the basics of employer-sponsored health insurance programs. **NEW**

**Pension Q/A** – For better understanding and knowledge, this session is designed for interactive dialogue about your pension questions.

**Resolving Internal Conflicts (one day, all day session)**—Learn how your affiliate can establish internal dispute resolution teams to assist your colleagues with member-to-member disputes, employee-supervisor, and other conflicts.

**Retiring In Style?** —This session will enable NSO members to think about their own retirement plans and needs.

**Subcontracting and Your Contract**—Designed for bargainers of all levels of experience, this session will review and discuss subcontracting and what to

watch for.

**Treasurer's Workshop**—Filing the Labor Department (LM-2) reports; IRS 990s; financial and Labor Department auditing. Learn to develop an appropriate investment strategy for union assets.

**Understanding Just Cause, Due Process, and Progressive Discipline**—The principles of just cause and the seven tests applied by arbitrators will be explored in some depth through the analysis of actual cases and group discussion.

**Understanding FMCS**—This session geared to cover the basic service provided by the Federal Mediation and Conciliation agency (FMCS) to private sector unions. **NEW**

**Using NSO Research**—This session will provide a practical look at what is available from NSO Research (and NEA Research such as the Huttleston Report).

**Your Union and Its Legacy**—Designed for all participants, this session will study the history of the union movement and how this has impacted NSO.

## Subcontracting Covered...



John Reilly (MA-R) presented a summary of the NSO Subcontracting Committee finding to the Corridor States Coordinated Bargaining Council in Nashville, Tennessee.

### **National CBC Conference Planned for April 2003**

St. Louis will be the site for the 2003 NSO National Coordinated Bargaining Council Conference. Scheduled to run April 25-26, the conference will be in the St. Louis Airport Marriott. Rooms are \$79/night, single or double. Reservations can be made under a "National Staff Organization" block. However, reservations must be guaranteed by credit card. Deadline for reservations is April 4, 2003. The Marriott's toll free number is: 800-228-9290.

**Be Sure To Check the NSO Web Page**  
[www.nationalstaff.org](http://www.nationalstaff.org)

## Headline Mania Plus...

This from the *New York Times*...

### **Restaurant Worker Is Killed by Drinking Customer He Ejected**

A bit of trivia, "OK"?

Ever wonder why we say "OK" when things are going well? Believe it or not, it goes back to the 1840's – it's a presidential campaign nickname for Martin Van Buren who came from Kinderhook, New York. He was known as "Old Kinderhook" - who won – Which much have been OK.



NSO Executive Committee members Robert Blackwell (NC) and Cheryl Singleton (MA) look on during the NSO Corridor States CBC meeting in Tennessee.

**NSO Contact** is edited by Bob Mullins.



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**NSO Web Page**

<http://www.nationalstaff.org>

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