

# NSO CONTACT



Newsletter of the National Staff Organization

December 2005

## NSO's Organizing Guide Sets the Agenda for Trainings

### *NEA management recognizes the value of the comprehensive materials*

Since its unveiling at last year's Winter Advocacy Retreat, the NSO's **Organizing for Power: A Guide for Staff Unions** has been heralded as one of the most comprehensive studies on organizing available to union members. The NSO Merger/Organizing Committee's in-depth approach to the subject makes the project beneficial not only to NSO affiliates but to the organizing efforts of NEA state affiliates as well.

"First and foremost this guide was developed to assist staff unions in their continued work to improve and protect their negotiated agreements through organizing," said NSO President Chuck Agerstrand. "But, as often is the case, what we do to help organize our own members spills over into the work we do through the NEA affiliates."

Last May, as part of the ongoing discussions with NEA on NSO's role in training field staff, Agerstrand (MI) and NSO Director and committee chair John Stephens (CA) presented



the materials to a select group of NEA managers. The group recognized the value of the material to the organizing efforts of NEA and scheduled a two-and-a-half day training session, utilizing the guide at the NEA Organizing Institute to be held in March, 2006.

To highlight the scope of the information and encourage attendance at the Institute, NEA requested NSO make similar presentations to state level field staff managers. NSO members Jeff Wahlquist (WA), Bob Lindquist (CA) and Butch Santicola (PA) teamed with Agerstrand in making the presentations during the various NEA regional meetings. The revamped multimedia presentation was well received and helped bolster the dialogue about effective training between NSO and NEA.

If your local NSO affiliate has not received a copy of the organizing guide, please contact your regional director.

## Annual Retreat Kicks off the New Year

### *NSO Conference offers a variety of advocacy trainings to state affiliates*

Registrations forms have been mailed, hotel reservations made and flights booked for the 2006 NSO Winter Advocacy Retreat. With over 235 registered participants and 9 new trainings, the annual event is the perfect combination of networking, solidarity and shared knowledge.

Activities begin on Thursday, Jan. 12 with the Frank Morrissey Memorial Golf Tournament at 8 a.m., the President's Training at 3:30 p.m. and the Trainer's meeting at 5:30 p.m. The general session is Friday, Jan. 13 at 9 a.m. and the training sessions will be held Friday afternoon and all day Saturday.

Networking opportunities include the NSO/ORG Solidarity Reception, Thursday, Jan. 12, 5:30-7:00 p.m. and the NSO Networking Reception, Friday, Jan. 13, 6-7:30 p.m. This new event provides participants the opportunity to network while enjoying beverages and a variety of hors d'ouvres. Dinner is on

your own for both nights. All meetings will be held at the Sarasota Hyatt.

The general session is designed to help local affiliates deal with the eternal question—Are We United? Dennis Krueger (NSO-R) will outline strategies that enhance our skills for assessment, control, mitigation and elimination of generational challenges and biases.

According to Krueger, this insight will help NSO and its affiliates structure more meaningful communication, develop new or improved strategic approaches and resolve conflicts among individuals or groups.

"To be a leading force for change, NSO must continue to expand its knowledge base in all aspects of organizing," said NSO President Chuck Agerstrand. "Dennis has done exceptional work in this area and I know his presentation will be of value to us all."

## The Hyatt is full!

Please, contact Mary Henson at 419.792.2722 to cancel rooms you don't need **NOT** the Hyatt. Rooms available at Holiday Inn-Lido Beach, 941.388.5555.

**NSO Winter Advocacy Retreat  
January 12-14  
Sarasota, FL**



## Agerstrand Makes Communication Appointments

### *Bull and Ramey take over NSO Contact and website duties*

NSO President Chuck Agerstrand recently appointed Marty Bull (OK) as NSO Contact Editor and Donette Ramey (MI) as NSO Webmaster. "I am pleased that Marty and Donette agreed to take on these responsibilities," said Agerstrand. "They both bring a new perspective to NSO communications."

Bull, a communication specialist with the Oklahoma Education Association, has eighteen years of association experience. As the NSO Contact Editor, she will, also, oversee information published on the website. "This is a great opportunity for me to support my union and its programs," said Bull. "My goal is

to provide an effective, seamless, communications system."

With over 15 years experience as a programmer analyst with the Michigan Education Association, Ramey brings the skills needed to update and maintain NSO's website. As the webmaster, she will work directly with Bull to make the website as informative and user friendly as possible. "Marty and I have already discussed some of the changes we'd like to make," said Ramey. "I think we'll make a great team."

If you have any suggestions or story ideas please contact Marty Bull at [martybull@cox.net](mailto:martybull@cox.net) or 800.331.5143.

## North Carolina Staff Organization Holds Staff Retreat

### *Krueger facilitates discussions on bargaining and organizational issues*

The North Carolina Staff Organization (NCSO) held a staff retreat, Nov. 17-18, at the Marriott in Winston-Salem, NC.

After an icebreaker activity conducted by Janet Evans, NCSO president Maynard Hyler welcomed the 45 members before turning the program over to Dennis Krueger (NSO-R).

Krueger began the training with an introduction to bargaining geared toward new staff but structured to provide a refresher course for veteran staffers as well.

On Friday, Krueger provided information on intergenerational issues as they arise in multigenerational union family situations and how to use that information to foster relationships between new staff and the more seasoned staff. James Shumate and Larry Davis, both Financial Planners from the Raleigh Durham area, also made a presentation to the group.

According to NSO Director, Robert Blackwell, the training was well received. "Many union members were impressed by the quality of Mr. Krueger's training, the location and the group discussions," said the NCSO member. "It gave us time to connect with one another and share important information. We'd like to extend our thanks to NSO for providing us with such an effective trainer."



## National Staff Organization



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

### **NSO Executive Committee**

#### **Chuck Agerstrand, President**

Marius Ambrose Vice President for Defense	Lynn Adler Vice President for Programs
Mary Henson Secretary	Evelyn Smith Treasurer
Cheryl Singleton, Region 1	Butch Santicola, Region 2
Emmitt Jimmar, Region 3	John Stephens, Region 4
Ed Helvey, Region 5	Ron Goldenstein, Region 6
Rosemary Wolf, Region 7	Robert Blackwell, At-Large A
Ruth Ivory, At-Large B	
Vera Stafford, Financial Advisor	

[www.nationalstaff.org](http://www.nationalstaff.org)

## NSO Calendar of Events

**NSO Executive Committee**  
*March 30-31, 2006*  
*TBD*

**NSO National Bargaining  
Conference/Pension Training**  
*April 21-22, 2006*  
*TBD*

**NEA/NCSEA/NSO  
Labor-Management Summit**  
*May 9-10, 2006*  
*Chicago, IL*

**NSO Executive Committee**  
*June 6-7, 2006*  
**NSO Representative Assembly**  
*June 9-10, 2006*  
*Fairmont Hotel, San Jose, CA*

*The NSO Contact is an official  
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**7<sup>th</sup> Annual NSO Frank Morrissey  
Memorial Golf Tournament  
2006 NSO Winter Advocacy Retreat  
Thursday, January 12  
8 a.m.**

**Tournament Registration  
Registration Fee - \$75**

*Includes 18 holes of golf, cart, breakfast and a free drink at the 'draft', Jan.11*

Name \_\_\_\_\_

NSO Affiliate \_\_\_\_\_

Skill Level:      Beginner   Intermediate   Pro

Make checks payable to NSO and mail no later than December 31, 2005

**Affiliate or Individual Sponsorship  
Sponsor Fee - \$25**

*Sponsor holes and/or prizes for the golf tournament*

Name of Affiliate/Individual Sponsor \_\_\_\_\_

Prize(s) Donated \_\_\_\_\_

Make checks payable to NSO and mail no later than December 31, 2005

**Butch Santicola  
200 Darnley Drive  
Moon Township, PA 15108  
724.601.0974**