

NSO REPRESENTATIVE ASSEMBLY
Hyatt Regency Washington on Capitol Hill
June 12-13, 2015

I. CALLED TO ORDER AND GREETINGS

The Representative Assembly was called to order at 9:32 a.m. by President Agerstrand who also welcomed the delegates to Washington, DC; the home of NEASO and AFSE.

Mr. Agerstrand announced that delegates will need to take all of their materials this evening because the room will be used by another group and will need to break down and set up for the next group.

It was reported that NSO has partnered with LegalShield who has a table in the exhibit hall. President Agerstrand asked that delegates stop by to visit them. It's a legal organization that provides legal services and a subscription benefit that lends itself to NSO. LegalShield will provide information about their program.

President Agerstrand directed the attention of the delegates to the Handbook. The Handbook has the agenda, and other pertinent information for the Representative Assembly.

II. APPROVAL OF THE AGENDA

MOTION 1

Ron Anderson (Colorado EASO), Joyce Phelps (Michigan PSA)

Change the order to move the Constitutional Amendment before New Business Items. To adopt the agenda as amended. **Motion passed.**

III. APPROVAL OF MINUTES OF THE 2014 REPRESENTATIVE ASSEMBLY

MOTION 2

Tammy Whitaker (Florida SO), Mike Horner (Washington EASO)

Amend the heading of the minutes that the RA was held in San Diego not in Denver. To accept the minutes as amended. Kristi Baker (Alaska NSO) was in attendance. To adopt as amended. **Motion passed.**

IV. PRESIDENT'S REPORT—Chuck Agerstrand

President Agerstrand stated that he was proud to stand before the Assembly today to report that NSO is strong. Since being elected in 1977 and has held a number of positions—Region Director, At-Large Director, Vice President of Defense and President. Since the early years of NSO, we have grown from a small fledging organization to almost 5,000 members thanks to the leadership of so many unionists at the national and state levels. NSO has become larger, more politically sophisticated, adaptive, democratic, militant, growing and visionary union that is more than ever responsive to the members needs and worthy of their trust. However, times are changing. With so many new members in our ranks, it is critical that we spend time to reflect on where we came from to understand how we became the union we are today.

How many delegates are first time attendees to the NSO Representative Assembly? About one-third of the delegates stood showing that this is their first time. It is for that reason to reflect on NSO which is the largest independent union of union employees in the country (according to the Bureau of National Affairs). NSO was created out of a need that was perceived and real. In the mid-1960s, when collective bargaining found its way into the public education and schools and state association began to employ field staff to provide training and assistance to school employees along came a program called UniServ. With the inception of UniServ, states began to hire employees called UniServ directors and UniServ assistants including headquarters staff to deal with administrative functions that those state education associations had to address. The men and women employed in these positions were unionists and advocates. They, in turn, began to look around to see what type of union would meet their needs. Frankly, as they looked around, they realized that how many states were organized and what kind of union at the national level would meet their needs.

President Agerstrand recalled Michigan, New Jersey, and Pennsylvania where staff were bargaining collectively for their own working conditions. Sure there were others; the decades passed in the late 60s more state staff began to bargain their contracts. Soon, two organizations were created: Urban Executive Directors Association (UEDA) made up of local option UniServ directors. Membership was opened to non-urban UniServ staff. It was pretty much a professional staff based organization.

The other organization was the National Education Professional Staff Organization (NEPSO). It was created primarily to provide training for the newly hired field staff that was being employed in states. It also provided an opportunity for networking. However, members of the various states that joined these organizations were looking for a union not necessarily organizations that were engaged in training and networking. As the sixties ended, the men and women employed at that time wanted a union that engaged in advocacy and defense, and promoting staff members' rights. That vision was realized at a meeting held in Marquette MI. The president of NEPSO was Arnie Korpi (MI). The Vice President of NEPSO was Charlie Love (NJ). Others were in attendance such as Bob Barkley (OH), Chet Elder (MD), Maureen Wyatt (MI), Bob Richards (VA) and John Warms (NJ). Each of these individuals kicked in \$100 into the treasury in order to fund this thing they were trying to create.

Arnie Korpi, along with the other members, changed the name from NEPSO to NSO. They also established the purpose of NSO as the national union of association staff that was dedicated to the defense and advocacy of its membership. Following the meeting in Marquette Michigan, there was a Representative Assembly meeting held, possibly with 50 delegates, where they elected Charlie Love as NSO's first president. He served from 1973-76. Charlie was joined by many people such as Dean Brown (IN), Bob Barkley (OH), Don Montague (OH), Walt Carmel (PA), and John Warms (NJ). That was the first leadership team during that period of time.

These individuals laid the foundation for this national union. President Agerstrand stated that when he was elected to the NSO in 1977 it was a year after John Warms was already president. Mr. Warms was elected in 1976 and served for twenty-two (22) years until 1998. He was a great leader, great unionist and advocate, mentor, colleague and close friend. There is much we need to thank John for during his leadership over the years in building an organization that allows us to do the things we are doing. President Agerstrand stated the learned a lot from John Warms.

President Agerstrand shared with the Assembly of what it meant for him to belong to NSO. The NSO was predicated on promoting, securing, and defending the interest of our members. Advocacy and defense are the main points of the NSO.

Mr. Agerstrand shared landmark changes of NSO which will showcase how the NSO has evolved over the years. This overview will provide a framework for where NSO was and where NSO is today. One of the first and most important decisions was dealing with its membership and to be inclusive union that represented all of employees employed by NEA state affiliates. In 1978, the Constitution and Bylaws were changed to permit associate staff members from across the country to join NSO. Up to this period time it was only professional staff. NSO is much stronger today because of this decision. Close to 50% of our membership consist of associate staff members. Without question, this has gone a long way to strengthen this union. We can thank the men and women from 1978 who had the vision to realize that it was important to be an all-inclusive national union.

In 1979, the NSO Representative Assembly created a crisis fund known today as the Charlie Love Crisis Fund. It provides strike assistance benefits to our affiliates that found themselves on strike and without a paycheck. The creation of this strike fund was largely in the wake of Alabama, striking for nearly a month was the first to get money and in Michigan a strike that lasted for 30 days in the mid-70s. We collect \$25 from each member and the funds were deposited into the Charlie Love Crisis Fund. NSO has now amassed over \$5 million in that fund. Thanks to the members of NSO and delegates who had the adequate pieces in place to help our members when there are in a strike.

In 1988, this Representative Assembly adopted a New Business Item that all NSO affiliates must become members of Coordinated Bargaining Councils (CBCs) to ensure that we maximize our strength in our efforts at the collective bargaining tables, have common goals and standards, and to improve our working conditions. Since the advent of CBCs we have seen a marked improvement in contract settlements since the establishment of the CBCs.

In 1993, this Representative Assembly adopted a mission statement that said "United to lead, promote, secure and defend the rights of Association staff." This statement provides a value foundation for NSO and the reason we exist. The mission statement will guide NSO for decades to come.

In 2003, a mutual aid pact was adopted by the Representative Assembly that allows us to join each other when NSO brothers and sisters find themselves on strike. During the course of NSO's past history, we created a premiere training program referred to as the WAR College or the Winter Advocacy Retreat that provides critical trainings for all of our NSO members. It focuses on advocacy and organizing. These trainings are provided by NSO members for NSO members.

Added to this was the critical development of our Organizing for Power training program which has received rave reviews wherever it has been offered. One of the principle architects in creating that program, Mike Horner from the state of Washington, is here as a delegate. He along with other members of the NSO Organizing Committee crafted a program that is top notch and will lend itself well to our future survival as a national labor union. President Agerstrand suggested that if any member of NSO has not afforded themselves to this training to

contact Brad Darjean, chair of the Organizing Committee, where NSO can bring that training to your affiliate.

Coupled all of this with the energetic and sharply focused advocacy and defense program and trainings that NSO offers provides various skill trainings to help our affiliates with the tools they need to adequately represent their members with their employers. Thanks to a large number of active and retired members who willingly donate their time to assist and provide advocacy services. Yes, a union has to certainly have the best legal minds to address litigation issues. We have NSO General Counsel Rob Day, who has been amazing over the years in providing thoughtful guidance on how to navigate the tricky waters that we find ourselves faced with, whether its Duty of Fair Representation (DFR) suits or other forms of litigation. Thankfully, Rob has been able to draw into our corner great attorneys like Sam McKnight and Lisa Smith who handles a lot of pension related issues/cases. Additionally, NSO has a very important communication program to assist in reaching our members. It is constantly evolving. Thanks to Rosemary Carey and Miriam Garcia our communications program is reflected in the NSO website, twitter, and Facebook page. They make sure it's viable and addressing our particular needs.

The NSO Research program which contains arbitrations, contracts and other databases; the gatekeeper, Robert Blackwell provides leadership to our affiliates in that area. You will learn more about the NSO app that was Robert's creation that is available today for us to download to take in the agenda for today and tomorrow.

Beyond all of this, we also have other host of administrative functions and policies that needed to be crafted in order to help ourselves reach out to our affiliates and to provide the kind resources and services that were needed. The members on the Executive Committee will attest that there has been plenty of sweat and tears to make sure that the NSO ship is steered in true. When we blaze new paths it means taking a few risks and sometimes a few wrong turns. However, we have become a stronger union. NSO has experienced much over the past years. There has been some internal strife and contractual fights in which some are still ongoing. Our successes are a testament to the experience, intelligence, and the resolve it takes to overcome these challenges. One reason NSO has been so successful is the amazing leadership within NSO but also throughout the country. We have asked our elected leaders to do much. It's a hard job to do but we have men and women who are dedicated to the union cause with unwavering union values. President Agerstrand thanked them for their leadership.

Times are changing and it impacts us at every level. President Agerstrand has been president for 17 years. Since NSO has been created, there have been three presidents since NSO's inception. Today, NSO is stronger together. We can't rest on solely on our successes. We need to ramp up the value of unionism within our ranks. Its union! It's all about the "we" and not the 'me'! "It's about an injury to one is an injury to all." It's about acting and behaving as unionists and not be apologetic for acting as a unionist. It's about standing up for what is right and challenging those individuals, thoughts and ideas that don't mesh with the strengthening of this national union. It's about treating each other with dignity not only in the workplace but in the union place. It's about resolving our internal conflicts and issues with each other in a manner that builds unity and not division. Frankly, we cannot afford to be a union divided. Either between brother and sister or because of race, or gender or sexual preference; it's about

believing union. It can be summed up in one of my favorite sayings that has carried me throughout my career and that is “United we bargain divided we beg!”

Personally, I have decided that I will not seek another term as president in 2016. It is only fair to notify this Representative Assembly that you will have to elect a new president of the National Staff Organization. This was a decision that was difficult to reach but it was personally motivated rather than any other reason. It is time for new and younger leadership to lead this union possibly with a new vision to carry this union forward. I have certainly enjoyed serving this union over the years in a number of different capacities. I’ll miss seeing many of you. It doesn’t mean we can’t stay in contact with each other. I am proud to call you my union brothers and sister. Our task at this Representative Assembly and next year’s RA is to pick up the torch lit by so many of those that came before us and set the direction. To mobilize, to make the next Representative Assembly an even bigger celebration on the accomplishment we have achieved as a union. The RA is the highest level of decision making of NSO. You are elected by your peers to provide the guiding vision, the oversight of the Executive Committee; ask the difficult questions and mobilize our members. Make it happen!

President Agerstrand took a moment to recognize our brothers and sisters that have passed away over this year. One of the persons who has committed himself to this union and did a phenomenal job was Bob Mullins (OH) who was NSO’s Communications Director. He certainly shared his enthusiasm with this union. He created the NSO CONTACT. In those days, it was strictly a print media. Bob was an amazing person. President Agerstrand recalled a time when Michigan was on strike. Bob was an amateur pilot. He flew from Ohio to Lansing, MI with a strike newsletter that talked about the support Michigan was receiving from across the country. His service to NSO is greatly appreciated.

Other fallen warriors: Henry Burbine (MA), Audrey Mellon (MI-ASO)—served this Executive Committee in many capacities, Laurie Moore (Michigan EDA), Rob Nicholson (MT), Dorine Delong (CO), Janet Witall (IL), Terri Jankoviak (MI-ASO), Larry Chunovich (Michigan EDA-retired). The assembly took a moment of silence.

ANNOUNCEMENTS: Delegates were informed that we are in a union hotel; Local 25 of United Here! A way to acknowledge their service is to do what you can to leave a gratuity to help out these union brothers and sisters.

Karen Cherry Disaster Relief Fund was created to help our members who have experienced a natural disaster. It was established after Hurricane Karina. We will have a raffle to raise money for that fund. We may have some requests because this has been a bad weather year with floods, tornados, etc. Catherine Alexander will be more than happy to sell you tickets.

New Business Items will need to be submitted no later than 4 p.m. Friday. We will try to have those available on or about 9 p.m. tonight.

Delegates should wear their name badge while on the floor. You will also need your name badge for the reception along with a drink ticket.

Please join us for the networking and fun. It will be located in Columbia AB room.

We will have elections during this meeting. You will hear from our Election Committee chair on how to proceed with the election.

President Agerstrand acknowledged the men and women of the Executive Committee. These people dedicate a lot of their time and effort to move NSO forward. They do a great job on your behalf.

Vice President for Defense—Mike Boyer (WA)	Region 4 Director—Dawn Basurto (CA)
Vice President for Program—Lynn Adler (IL)	Region 5 Director—Kathy Hill (IN)
Secretary—Mary Henson (MI)	Region 6 Director—Mary Freel (NE)
Treasurer—Ron Goldenstein (NE)	Region 7 Director—Catherine Alexander (OR)
Region 1 Director—Cheryl Singleton (MA)	At-Large A Director—Robert Blackwell (NC)
Region 2 Director—Brad Darjean (MD)	At-Large B Director—Tom Greene (MI)
Region 3 Director—Tammy Whitaker (FL)	

V. VICE PRESIDENT FOR DEFENSE REPORT—Mike Boyer/Rob Day {Appendix A}

Mr. Boyer thanked President Agerstrand for his many years of service. Mr. Boyer stated that it has been an interesting year for him and he thanked the delegates for their faith in electing him to this position. He did not realize how much time the position would take. Mr. Boyer recognized Maggie Copeland, Marius Ambrose, Jack Schamel, Rich Frankhouser, Gerry Lange, Troy Scott, Ramon Romero, Aaron Hilligas, Patti Roberts, Tal Hutchins, David Morocco, Peter Caldwell and John Avouris that has assisted NSO this past year. These are all the individuals that have assisted with unfair labor practices and arbitrations. Mr. Boyer asked that the Assembly give them a round of applause. This year NSO Defense have been involved with ULP arbitrations CA, MO, MD, NH, MT, MA, AR, GA, FL, AL, UT, NM, CO, OH, MI, WA, OR, TN, IN, IA, NE, DE, AFSE, ID, SC, NV, LA, TX, MN, NJ, and ME. From this list you can see there has been a lot of activity from the field.

Rob Day has certainly made Mike's job much easier. He is responsive and thorough. He has been absolutely excellent. Last year Mr. Ambrose reported on an unusual case dealing with a duty of fair representation claim filed against one of our affiliates. Today, we have had five duty of fair representation cases filed against our affiliates just this year. Mr. Boyer stated that he is not sure what is causing the issue; it's an attitude that it's about me and not about the union. Some individual members view the union as their personal law firm. That has never been the intent of unions. The union looks out for its members as a collective whole. Each one of those five DFR cases was dismissed thanks to the work of Rob Day and other attorneys working out in the field. When you look at the budget, we are way over budget due to attorney fees because of these cases. NSO has no greater responsibility than to protect you—the members—if you should be faced with something like that as an affiliate. NSO has been very successful. Here is the latest tactic of management, from the perspective of Mr. Boyer.

NSO has seen a concerted attack, especially in certain states, on our leadership. The California Associate Staff president was terminated this year. What she was terminated was so frivolous and minor an issue that it has to be about something. The latest attack of management is that they will accuse you of a minor offense. They will then conduct an investigation into what

happened. If you know anything about people you will know that how they relate stories there are small differences. Or, worst when you relate the story from one month to two weeks later. Then they capitalize on it and say 'well they didn't tell the truth; therefore they are not a trustworthy person and they need to be terminated.' NSO has two cases on that exact same realm. Their tactic is to try to get rid of a certain employee. We are also suffering attacks on leadership in at least two other states. Mr. Boyer cautioned everyone to make sure that they have representation when they go talk with management. Some of the attacks look very similar. It's an attempt to silence this union through certain disciplinary tactics.

Mr. Boyer also thanked Lisa Smith for assisting with pension/IRS/retirement issues. She has also assisted some bargaining teams with language. NSO has reached several settlements on arbitrations, and we have been successful on some arbitrations and others not so. NSO's arbitration costs were down a little this year but that is not because there were fewer problems but rather we weren't dealing with a lot of legal consequences.

President Agerstrand talked earlier about NSO having a large number of people that come into leadership positions each year. It's the best thing that could happen to NSO. However, because we have had a number of DFRs filed against our affiliates NSO is proposing a regional training program to talk about the essentials on NLRB matters, ULPs, arbitrations and how to avoid the possibility of having a DFR be successfully filed against you. It doesn't mean that you won't be sued, dissatisfied members will file a DRF against you. It's about containing attorney costs and rotating regional training on these various topics. Mr. Boyer thanked members of the NSO Executive Board and President Agerstrand for their graciousness over this past year.

ROB DAY—GENERAL COUNSEL

Mr. Day stated it was a privilege and honor to be at the service of NSO. You may imagine based on Mike's report, that Ron Goldenstein is an extremities. The whole idea of non-budgeted costs especially legal fees causes him pain. {Laughter} Let's talk about the cosmos that you are a part of because it might help inform you when you make your decisions in terms of your relationship that exists between the affiliates and NSO. Unlike other occasions in my more than twenty years with NSO, the Gods must be crazy because they saw Mike Boyer as Vice President for Defense and they decided to open up the clouds. We go to the state of Arkansas Mike is Horatio at the gate as was Marius you go through them to get services. You don't call attorneys directly because attorneys cost money. Right before Christmas, December 20th, some if not all of you were on break, a lawsuit is filed in the Federal District Court in Little Rock. When you file a Federal District lawsuit against the AEA, by Washington attorneys, and the union you have twenty-one days to respond. The lawsuit was received by the new Arkansas SO president who had no idea of what the lawsuit was about. The lawsuit is complaining about behavior under the stewardship of Michael Coleman (former NSO Region 6 Director). Michael at that very moment was in the hospital with his life at risk. Our prayers were aimed at Michael because he is one of God's children. Somehow this lawsuit is received by Mike Boyer. When he received it he looked at the calendar and knew that the clock was running. Mike comes looking for me because I'm all he has. Between the two of us I was in a better position to be of assistance. We had to find an attorney in Arkansas who knows something about labor law who could just stave off default. Mike is not paid one penny to do this work. Our new president is not paid a penny to do this work and the affiliate has almost no resources. This becomes a financial issue up front to NSO and Mike has to take responsibility for it because Marius would have never let the attorneys go out negotiate your fees off your dues off your funds. An attorney is found who is not a client of

AEA but his office is closed. I find the attorney is Santa Fe, New Mexico. We have enough of a conversation for me to know that he knows his way around the Federal District Court practice and procedure. The attorney wants to see the file; we don't have a file. He wants to know who is the NSO, how do you explain NSO to an outsider. He, of course, wants to know who I am. I'm not on retainer. He wants to know who Mike Boyer from the state of Washington is. Now, the time zones kick in. He wants to know who the client is. He wants to know how much money we have to pay him. I had to go find Mike and tell him every piece of the puzzle because I don't want to go out on the thin ice. We have a problem to solve and the clock is ticking. Mike now has to talk with the affiliate to find out how they are doing financially. In the meantime we have to give a red flag to Ron that we are pursuing an engagement and the last thing we need is to have Ron tell us what's wrong without using the phone. The attorney said he would do it. We found a little more about the problem. He has a daughter who is a partner and is located in Texas. She will be back after the first of the year but before he is back from the holidays. From that point that would give us 24 hours to file a response. The AEA's counsel is in Washington. We have a Duty of Fair Representation case, new president, meager resources and a key witness in the hospital. There are a couple of points to this story. NSO doesn't own a pencil. You all are volunteers. These persons you give positions they need your support and keep an open mind that it's a process that helps us work together. The NSO and its affiliates have a relationship and its one for the books. But for a crisis we sometimes we don't know what we have but **it's** there. We are in the field of education. Sometimes we don't know what we have. I offer that for your consideration.

President Agerstrand stated that he was remised in mentioning the assistance and great work of Rosemary Carey as NSO Communications Director, Miriam Garcia as NSO Webmaster, John Reilly as Parliamentarian, and Mort Reinhart Pension Benefits Consultant.

VI. VICE PRESIDENT FOR PROGRAM REPORT—Lynn Adler {Appendix B}

Ms. Adler welcomed all the delegates. Ms. Adler referenced her written report. There are a myriad of people that help NSO every year. In her role as Vice President for Program is to provide, through Region Directors to the affiliates, trainers and facilitators, on site assistance for training, facilitation, conflict resolution for those internal conflicts, internal mediation. Also as part of my position I oversee the Winter Advocacy Retreat.

All affiliates that request assistance receives it. Sometimes there are shared costs or NSO picks up the costs. Ms. Adler asked the delegates to turn to the page of her report that lists all of the affiliates that have requested and received assistance from NSO. As with defense we have a lengthy list of affiliates that requested assistance and many requested multiple times. There is a lot of turnover in the affiliates due to new hires, new leadership, new bargaining teams and grievance committees. We continue to have employment related issues between our members associate to associate, professional to professional, and associate to professional. NSO also provides conflict resolution and mediation services to help in those situations.

The Winter Advocacy Retreat will be January 14-16, 2016 in Sarasota, Florida. The Request for Proposal for trainers and presenters will be on the NSO website next week and are due by July 31 to Ms. Adler. Anything received after that date is not considered for the program. NSO also provides bargaining assistance at the table, bargaining training, on site assistance and onsite facilitation, and crisis preparation assistance should you find your affiliate in that type of situation. All of these types of things are trained at the Retreat. Every year the evaluations

reflect this to be the best training. Unfortunately, for associate staff oftentimes it is the only training they receive. This is another challenge that NSO faces—the treatment of associate staff by the organizations for which they work. Many of NSO affiliates are losing members and those who are left behind it adds stress and therefore creates an emotional situation and those come out in behaviors. We find that there ends up being more of a need for legal and facilitation assistance.

Also coming up is the National Coordinated Bargaining Council (CBCs) which is set up for the President and Bargaining Chairs to attend; although anyone can attend. The National CBC is scheduled for November 6-7, 2015 at the Tropicana Hotel and Casino in Las Vegas. Ms. Alder asked the affiliates to set aside money in their budgets and put people in line to attend. Tom Greene and the other Region Directors have been planning what that program will be. You will hear more details when Mr. Greene makes his report. Please hold the date.

One of the main things NSO does is to network. We find ways to solve problems and be unified. We want you to meet people, make new friends, get involved in NSO and please participate.

President Agerstrand stated that he has heard for the Hotel and that delegates will be able to leave their materials in this room.

VII. TREASURER’S REPORT/CRISIS FUND—Ron Goldenstein

Mr. Goldenstein reported that it has been an interesting year. This part of the agenda is the anal part because I must be because of the finances. There are several reports and some came a bit late. The documents that were passed out at the budget hearing that needed to be corrected; that has been done. The reports to pay attention to are the Treasurer’s Report ending August 31, 2014. It is audited and the numbers are correct. Ending balances are:

General Fund	\$ 224,001.44
Crisis Fund	5,432,158.79
Disaster Relief Fund	18,170.09

The **Year to Date Report** is done as timely as possible. The balance as of May 31, 2015 is

General Fund	\$ 294,000
Crisis Fund	\$5,500,000
Disaster Relief	\$ 20,000

Blue sheet—last couple of pages **year end budget report 8/31/2014**
Lime green document column d was correct and it has been corrected. (what report is this?)

Budget history will showcase the number of members that NSO has lost. NSO is down about 1,000 members.

Blue year end budget report (100%) broken down by category.

Mr. Goldenstein recognized Michelle Strzynski (auditor) and Mary Freel. Mary served on the Research Committee. When we had to find a new bookkeeper my first thought was Mary. She is more anal than I am. Robert was unhappy that I took her away from the Research Committee. She collects all of the dues and writes the checks. Her job was much more difficult due to the New Business Item from last year. We will continue to adapt to that NBI. She needs to be commended for all of the work she has done. Last year she did this job and then she was pressured to run for Region 6 Director. She told me that had she knew what she had to do she would not have run for the Region 6 Director.

Michelle has been a great help to me. She is the auditor. She is paid for what she does but she gives us a great discount. Michelle always responds as soon as she is able to which is pretty promptly. She has really helped us over the years to get our financial house in order along with getting procedures in place. Ms. Strzynski will give the audit report.

AUDITOR'S REPORT—MICHELLE STRZYNSKI

Ms. Strzynski gave the delegates a brief summary of what her company, Accounting Resolutions, is about. They have been specializing in nonprofit industries specifically with the 501(c)(5) labor sector for over fifteen years. Accounting Resolutions completes the NSO audit report, financial statements, form 990, DOL management report, as well as 1099s and other types of tax forms. During the fiscal year of 2015, Accounting Resolutions also performed a review of the NSO's internal control procedures. Ms. Strzynski reported that her firm is currently in the process finalizing that analysis and the reports.

The internal control procedures are the tools that we use to perform a financial risk assessment of the organization. We analyze the areas of cash disbursements, cash receipts, dues income, investment income, as well as the IT area where is specifically is related to the accounting function of NSO. If there are any areas of concern that require additional controls to be implemented we advise the NSO Treasurer and we give him different additional and effective procedures that will address that specific area. We also have access to QuickBooks on NSO's site. Accounting Resolutions has access twenty-four hours a day, seven days a week. We in fact go in and look at the internal financial statements on a monthly basis as well as do several different accounting compliance checks. We are provided with the UBS statements directly from UBS and we will reconcile those on a monthly basis on behalf of NSO.

The NSO Board members continue to strive to ensure the integrity of their financial statements through the use of generally accepted accounting principles, which is also known as GAP. As of the fiscal year end date of 8/31/2014, we had no items of concern to report.

Ms. Strzynski went through the financial statements (blue) and only the first few pages. The first page is a *Statement of Financial Position* that is similar to a balance sheet for for-profit organizations. Since NSO is a not-for-profit organization is has a Statement of Financial Position. Under the assets that are current assets that are considered liquid. We have cash equivalents, investments, and prepaid expenses (bonding). Prepaid expenses would be something like insurance, where the organization pays for the expenses up front and then we allocate those expenses over the duration of the contract. If NSO pays for its insurance for the year, we will then only pick up the portion of time that they have actually used up the expense. There is also office equipment and depreciation for that equipment. Liabilities and net assets are equivalent to liabilities and equity. Since NSO is nonprofit it is considered net assets. Accounts payable are

those items that were owed as of 8/31/14 but paid in September or October 2014. This happens when there are credit card charges that come in after the end of the fiscal year. Accrued expenses are expenses that are not normal to the organization's monthly payables. These are things like legal fees, accounting fees, etc. that we know are owed at the end of the year. With accrual accounting you do pick up these expenses so that it shows a true picture of the financial status of the organization. The net assets at the bottom that show unrestricted are designated. We have designated Charlie Love Crisis Fund, Disaster Relief Fund, and then the undesignated general operating fund.

The next page is the *Statement of Activities* that is similar to an Income Statement. It shows the revenues generated through the General fund, Charlie Love fund and Disaster Relief fund. The other income that is under the general fund happens to be the retired dues income. There are total revenues from operating activities with over a \$1 million. The expenses start and are also allocated between the general fund, Charlie Love Crisis and the Disaster Relief fund. That is because nonprofits are required to show fund accounting. There is a detail accounting of each of the expenses. Under the general fund, you will see governance at \$286,779. Looking over at the detail of expenses you will see governance and it will be broken down between the different categories—Representative Assembly, Executive Committee meetings, etc. We separate out investment income because that is not general operations mission of the union. We show investment income, with realized gains and losses. You would pay taxes on that amount if you were not a tax exempt organization. We are required to separate out realized gains and unrealized gains and losses. Unrealized are things not sold but had we sold that would be the position they would have been put in. That summarizes the audit report. Ms. Strzynski thanked Mr. Agerstrand and Mr. Goldenstein for having her here.

Mr. Goldenstein stated that there was a concern at the budget hearing about how much NSO is spending on technology costs. Last year NSO was not billed by MicroSearch that should have been billed. That has been rectified and is coming out of this budget. Another issue is how much NSO will spend to put policies on the web and a quote. Why do we need to spend that much? The Executive Committee is responsive to those concerns and has decided, with the help of Rosemary Carey, that we could put that on the Members' Only portion of the website without any cost.

MOTION 2

Ron Goldenstein (Nebraska SA), Bill Moreno (NEASO)

To accept the financial reports as presented. **Motion passed.**

VIII. MEMBERSHIP REPORT—Mary Henson {Appendix D}

Ms. Henson reported that as was heard from Mr. Goldenstein NSO is losing members due to positions being eliminated, people retiring and their positions not being filled. The numbers in the report reflect those changes in membership.

IX. PENSION BENEFITS COMMITTEE & CONSULTANT REPORTS—Ron Goldenstein/Mort Reinhart

There are two reports (Pension Benefits Committee [Appendix E-1] and Pension Benefits Consultant Report [Appendix E-2] that Mr. Goldenstein refers to. Mr. Goldenstein pointed out that the Committee has nine members with six being new since 2012. The Committee has not met and they plan to have an electronic meeting this year and a face-to-face meeting next year.

Pension Benefits Consultant's Report—Mort Reinhart {Appendix E-2}

Mr. Reinhart reported that for those of you who have been at previous Representative Assemblies know that I always have a gloom and doom scenario. Delegates were referred to his written report, the last paragraph on the first page by paraphrasing that the year 2018 will be hear a lot sooner than you think. It may provide some real problems for us because the Affordable Care Act (known as Obama Care) will begin imposing an excise premium tax on the cost of health benefits on the employer. What that means is that in your bargaining for the next few years, NSO affiliates will be faced with employers who will be saying that, that the benefits will have to be cut or do something because the tax is coming and we don't want to pay it. Mr. Reinhart asked for a Point of Personal Privilege. Mr. Reinhart stated that he has been a proud member of this organization from day one. He was in New Jersey working as a staff person from 1963-1988 during the years when Charlie Love and John Warms were putting this organization together. He stated that Charlie Love was responsible for Mr. Reinhart's involvement.

X. COORDINATED BARGAINING COUNCILS (CBCs)—Tom Greene

Mr. Greene reported that the National CBC will be November 6-7, 2016 at the Tropicana in Las Vegas. The theme for this year's CBC will be "Charting NSO's Bargaining Course." The focus will be NSO's Goals and Standards. They have been in existence for many years and it's time to take a closer look at them. The regional CBCs will meet on Friday. The National CBC will meet on Saturday and will conclude no later than 4 o'clock. NSO will reimburse Thursday and Friday nights lodging. Look for the registration and hotel reservation details at the end of summer on the website (www.nationalstaff.org).

XI. ELECTIONS COMMITTEE REPORT—Jennifer Miller

Ms. Miller stated that she is honored to serve as the elections chair. Introduction of the Elections Committee was made—Kristi Baker (Alaska NSO) and Shawn Cooper (Illinois EASO). The Tellers Committee are those individuals who count the cards and gets yelled at by the delegates when they close the doors and do those wonderful things that are required by law. The Committee consists of Jill Coert (California AS), Denise Hamilton (New Jersey USA), Shawnta Bailey (Ohio ASU), Carol Hauptert (Iowa SU), Donna Fenelon (Massachusetts TASO), Naomi Chisholm (North Carolina SO), Jay Hunter (NEASO), and Bill Guy (Oklahoma PSO). Petitions have been filed in accordance to the NSO's Election and Campaign Rules and Regulations for the following positions:

Region 1 Director—Cheryl Singleton (Massachusetts TASO)

Region 3 Director—Tammy Whitaker (Florida SO)

Region 5 Director—John Avouris (Ohio PSU)

Region 7 Director—Catherine Alexander (Oregon PSO)

At Large A Director—Kevin Bennett (Illinois EASO), Robert Blackwell (North Carolina SO)

At Large B Director—Tom Greene (Michigan PSA)

Ms. Miller took nominations from the floor.

MOTION 3 **Brad Darjean (Maryland PSA), Laura Daugherty (MI ASO)**
That Regions 1, 3, 5, 7 and At-Large B Director is elected by acclamation. **Motion passed.**

There will be an election for the At-Large A Director. Polls will open at promptly 8 a.m. on Saturday and delegates must be in line prior to 9 a.m. to vote. There will be people at the doors to ensure that this policy is followed. Delegates must have their credentials to vote; there is no

exception. No campaign materials will be allowed in the voting room. This is federal election laws. Ms. Miller asked that if delegates have buttons or things that support your candidate please remove them before entering the room. Upon verification of your credentials you will then receive a voting card which may be needed for on the floor voting on Saturday. Delegates were asked to keep their voting card up high until you have been counted by a Teller. She asked that delegates be patient with the Tellers as they count the cards on the floor. Delegates were reminded that only those individuals with white badges will be allowed on the floor of the Assembly during voting. Ms. Miller asked that all candidates please meet at the front of the Assembly room just after the RA recesses to get everything together for voting.

XII. CANDIDATE SPEECHES

XIII. CREDENTIALS REPORT—Mary Henson

Ms. Henson reported that there are 248 delegates present and eligible to vote. There are 32 guests.

MOTION 4

Dave Rathke (Illinois EASO), Theresa Turner (Tennessee SO)

To accept the Credentials Report as presented. **Motion passed.**

Point of Personal Privilege: Scarlett Riebold (Washington EASO) recognized Mike Horner who will be retiring. Many RA delegates know him. He has led, he has promoted, defended and secured the rights of many. He will be missed. {Standing ovation was given}

President Agerstrand recognized his wife, Bonnie Agerstrand. She has been supportive while he served NSO. In 2012, she fell at the Lincoln memorial and shattered her arm. She is here today and continued to support him.

Kathy Hill, chair of the Special Services Committee, introduced two representatives from LegalShield—David Allen and Tonnie Cobbs. We have already have had two memberships go through the pipeline. David Allen supplemented the check provided by Tonnie Cobbs. Mr. Allen addressed the Assembly by providing information regarding LegalShield and the partnership with NSO.

The Representative Assembly recessed at 11:48 a.m., June 12, 2015

The Representative Assembly reconvened at 2:02 p.m., June 12, 2015

XIV. KEYNOTE SPEAKER—Patrick Green

INTRODUCTION OF KEYNOTE SPEAKER: President Agerstrand stated that unions are going through a lot of changes across the United States and the NSO is no exception. From whatever part of the country you may be from you realize the challenges that labor unions are under the attacks from the far right and the need for us to start doing things differently in order to meet these challenges. The NSO Executive Committee thought it was appropriate to invite our keynote speaker, who's involved with a national partnership, to talk about a strategy that's being

undertaken by a number of unions including NEA. NSO is happy and fortunate to have Patrick Green, from the Coalition, to basically assist us in revisiting our approach to the challenges in a much different way than we had before. Patrick is a union guy who has worked in a lot of different capacities. President Agerstrand shared a bit of his conversation that he had with Patrick. They talked about what Patrick is doing as part of the national coalition and it is something that NSO and its affiliate could look to as an avenue by which to start looking at how we address our own issues. In our states we could work collaboratively with other unions in other sectors. Ladies and Gentlemen, Patrick Green, National Partnership Director.

KEYNOTE SPEAKER:

It is great to be here and thanks for the invitation to speak at NSO. It's good to talk with the people who keep the union going along with the state affiliates. What I want to tell you about today is my background and then I'll talk about what we are up against nationally, the Partnership and what it means we need to do to get ready. There's big change happening. Ways to be proactive and go on offense. My goal is to give you a sense of what is going on and some ideas to take with you. Hopefully we will have some time for questions at the end.

Mr. Green provided some background information on himself. He lives in Portland, Oregon but grew up in the Midwest. His Mother was an emergency registered nurse and his Dad was in the Air Force, who just retired from the federal government. He learned the dignity of public service from his parents. The one thing he learned from his Mom was how hard women had it. She was a feminist and she talked to him a lot about what women were up against. He also learned about women workers and the mistreatment of women workers endured. The raise she got at work was three cents (3¢). This was in Southern Illinois which is considered coal country, outside of St. Louis. We actually had to get extra insurance on the house because occasionally a house would cave in because of a forgotten mine. My heritage is Irish Catholic where we learned the importance of good works. Eventually I became a student organizer in the university and because of my background I formed a men's anti-sexism group. That was the beginning of the gay rights movement in the 90s. This is where I also learned the power of coalition building. I was going to school to be a lawyer but that didn't happen instead I became an organizer. In St. Louis I did street corner voter registration, door-to-door registration in St. Louis, and Ferguson, Missouri. As a result, I was able to get a job with the Service Employees International Union (SEIU). They represented low income service workers.

I Helped people to organize in Cleveland, Chicago, Madison WI and eventually got into the politics on the union side. Eventually I moved to Oregon where I was a political organizer in Oregon. One of the fondest memories I had was that we got a bill past to grant home care workers in Oregon with bargaining rights. I had a staff union at SEIU, Local 535. Ended up working for the Oregon AFL/CIO where I was a regional staff person. My last job was with "Our Oregon" which is a labor community coalition; this was a project of Oregon EA and SEIU. The goal was to beat back bad ballot measures and pass good ballot measure. In "Our Oregon", we passed a ballot to raise taxes on wealthy corporations, raise taxes on wealthy individuals to pay for public services and we got the citizens to pass that ballot. One of the things that happened was that we took the Our Oregon Coalition from being just a project of SEIU and OEA. We realized that we were too small to do what we needed to do by ourselves. It wasn't enough to have these two unions; therefore we expanded the organization by bringing in other unions like AFSCME, AFT as well as the Nurses' Union. We also brought in the conservation voters,

environmental groups, women's groups, and LGBT organizations. So we decided we needed to be bigger in order to do what we needed to do which is to deal with wealth and equality as well as the lack of funding for public education. That's why I have this job because Oregon was an example of what we could do when we work together. The lessons I take is that I have had a lifelong commitment to build powers for workers and empowering them to speak on their own behalf. I've been involved in passing laws for workers. I've seen the labor movement shrink.

In 1995, industrial unions were big but now they are small and weak, and getting smaller. Public sector unions then were upstarts and kind of on the outskirts. The time that I have been in the labor movement I have seen Oklahoma, Indiana, Wisconsin and Michigan go to right to work. The gap for wealth and equality has grown. This is where the Partnership was born. The Partnership is an agreement with NEA, AFT, AFSCME, and SEIU to work together. SEIU represents service workers (public and private), health care, and building service workers. AFSCME is a part of the AFL-CIO and they represent local government workers. AFT represents teachers. These four unions formed *The Partnership* because the leaders of the national unions believe that those four organizations were going to be pivotal in turning things around in this country. However, in order to make that happen we need to work together by aligning their thinking. The commitment to work together is not based on one thing such as organizing or politics but look at organizing, communication, research, policy, and to work out disputes.

What does *The Partnership* do? At the national level it's finding ways for the unions to work together on areas of concern including politics. This could also be replicated at the local level. The group can share ideas, strategies and tool/resources that all the groups need—information sharing. At the local level, it's figuring out ways that the four unions could work together on projects; looking for ways in which to collaborate around organizing, communication and research. It's a way to bring strength together during this moment of massive change that's happening; as opposed to a five point plan that we are trying to implement. It is a commitment of partnership.

Here's what we are up against and some proactive and defensive ways in managing that along with some ideas that I hope are helpful for you and your work. There is a right wing conspiracy and it is aimed at us.

Here is what we are up against. Hillary Clinton is right; there is a right wing conspiracy and it is aimed at us. That's not news to anyone here. The Republican Party, a corporate backed group, sees us as the only thing standing in between them and unfettered tax cuts, profits and the privatization of everything including the privatization of public education. They want education to be a for-profit entity. They have made it no secret what they agenda is. The key to republican takeover in states is to get rid of public sector unions. Last year CPAC had a conference with Grover Norquist, the Dark Vader of conservatives. He has been noted in saying that he wants to shrink government to the point it can be drowned in a bathtub. At the conference, one of the sessions was entitled "On Wisconsin Turning Blue States Red". He's quoted as saying "Public sector union membership remains robust at thirty-five percent (35%), but anti-union conservatives smell vulnerability." The prevailing attitude use to be that you can't do anything about the public sector. That is no longer the case particularly after what happened in Wisconsin where most the public sector workers have lost their collective bargaining rights, and where public sector unions have lost many of their dues paying members. It's a bitter irony in politics

that the Republicans have a better sense of how important we are than sometimes the Democrats. The good part is that they are very naked about what they are trying to pull off.

AFSCME had a big leader meeting and there was a guy who is named perfectly for Wisconsin—Rick Badger. Rick Badger was asked by the other AFSCME leaders and staff about what they wished they done. He said that there was a lot of denial and wishful thinking. They wished that they had prepared for what was really coming. There was a lot of hope and a lot of resistance to really taking things on. They didn't know who bad it would be. Rick's message to AFSCME was to prepare and get ready.

Richard expressed to the Assembly what is coming. Has everyone heard about the case *Frederich's v. CTA*? The other side is not waiting for a court case to do what they are doing. In *Frederich's* they are trying to right to work in the public sector. They have challenged the right to have agency fee. In the public sector, some unions have 95-98% membership and the other 5% pays an agency fee. There are other affiliates that have much smaller union membership rate. If agency fee is overturned those that paid less will end up paying nothing. We have to be prepared for the campaign the other side is running. Let me tell you what we are prepared for and how you can be a part of this.

Right now, in our states, the other side is running campaigns to get people to drop their membership. This is already happening. Enemies of public sector labor unions are mounting campaigns. What they are doing is that they are testing techniques and tactics to figure out what to do when the court case comes down. They are probing our weakness and testing strategies but not all of them are working. Large donors (Koch Brothers and others) are funding a campaign that has a research team, policy team, legal team, etc. Sounds like a campaign. In terms of the legal team, there are two-three dozen cases that are working their way into the system challenging agency fee, exclusive representation, membership requirement to vote on a contract and challenges to payroll deduction. What makes us so nervous about *Frederich's v CTA* is a case that was handed down a year ago called *Harris v Quinn*. *Harris v Quinn* was a lawsuit brought by a handful of home care workers against Illinois SEIU which was claiming that paying an agency fee was unconstitutional. That they were supporting speech they didn't agree with. We thought we had a really good case but we lost. The Supreme Court ruled that agency fee was, in fact, a violation of the first amendment. This is a pattern in the Supreme Court where the conservative Justices wrote a road map for other advocates to bring cases before them saying here are the arguments to make. We have seen this on voting rights. We need to prepare for this to happen. The Supreme Court rules that agency fee is a violation of the first amendment. It's not right. The Court has overturned precedent from the past.

Communications strategy, in Washington State, there's ads on MSNBC to get home care workers to opt out of the union. There's a website called www.SEIUoptout.org which has a letter that can be downloaded and sent to the union office on how to leave the union. In Illinois a mailer was sent to every teacher stating this is your right and how to opt out. They have started to feature actual members in their advertisements. This is something to consider when we do our work in the union and in the public. How do we put our members out front as union advocates?

They are trying to get lists of our members. In Washington State, the Freedom Organization obtained a list of all child care workers and began to do a phone bank telling them to call the

union hall instructing them how to leave the union. The union lost 400 members the first three week and continues to lose membership.

SEIU has been doing inoculation and stabilize this in some places. What do we take from all of this? 1) They are testing different campaign strategies; 2) They are running TV ads, and 3) They are getting our lists and are trying to fill out our weaknesses. They haven't had mass drop offs. In places other than Right to Work states they have a lot of wisdom where people don't have choice to pay dues or nothing. They are trying to find out what tactics make sense and raising money.

We are now starting to see government officials as a part of their campaigns. This has happened with governors, senators, etc. interfering in the Volkswagen election in Tennessee. Scott Walker in Wisconsin has done the same thing. In Washington State, I heard recently that a school board told the superintendent to get rid of the union security employees. They are not waiting for this happen; they are already pressing. They are hiring staff. There is Craig List ads as a part of the other side's campaign.

What does this mean? It means that we have to be prepared for concerted funded campaigns where the tools of political campaigns and organizing campaigns are being run in our unions; direct mail, phones and face-to-face. They have millions of dollars to do it. They need it because they can't get the turnout like we can. That is a strength that we have and it needs to be accentuated.

What do we do? I'll talk about both proactive and defensive things. Here are some campaign things that we might want to consider doing. All of the national unions are doing to get ready to sign up fee payers and as a bulwark to when the decision comes down for when we become volunteer organizations. If we have 90% membership then we are not going to lose those folks. One of the interesting things is that in the initial polling that some of the unions have done is that a lot of the people that aren't members think they are members. Many of them are ready to join especially when we tell them the value of membership in the union. NEA and state affiliates have higher membership but have more work to do. It's not just talking to fee payers but bolstering our membership. Because the other side is doing campaign, we have to do things differently. One of the things is that we need to count; there should be numerical goals and we should know where they are coming from.

We have a good story to tell, but we need to know how many people have heard it. We need to know what's working. We need to know how who we have talked to and where they heard it. One of the things we are trying to figure out is to look at who are members were before and who dropped out of the union. Then do some analysis about that could help us to prepare. One of the things that would be more interesting is to know who left the union but we had a conversation with them and they left anyway versus those we didn't talk to. If we had a sense of who we are actually communicating with that would be enormously helpful. Running a campaign like this has yielded results. We have heard initial successes so far with the state workers union in Connecticut. Having a goal together can be really successful. Finally, in terms of campaign mentality this will allow us to be flexible.

We don't have to be alone to figure this out and that is what *The Partnership* is about. What are some of the best ways in which to engage membership through leadership development? What

are some of the best ways to change to an organizing model? Why an organizing model? For one, it was how the union was made. We are not going to be able to have enough staff to go out and talk with enough people to keep our union strong; so we need other people to do that. How do we think about this? The way SEIU is thinking about this is staff as leaders and figuring out how to identify, develop, and support our members who are in leadership. A lot of you already do this but we need to do more of it. We are figuring this out together. In terms of transforming out unions to what is coming has to be done together.

Let me talk about going on offense. A lot of you do bargaining as a part of your work. Bargaining for the common good—is a new way to approach our work in bargaining. Our very existence is being publicized. Bargaining is a way when our members are paying the most attention to our union. We need allies because we can't do all ourselves. We need allies where the relationship is deeper than just sharing our Facebook posts or signing a letter. We also need parent and community allies to help us out with the work that we are doing in our quest to improve schools and students. One way is to interject community demands at the bargaining table. The Chicago Teachers Union tried to expand their fight beyond the bargaining table. One way they did this was through the school closures. There was a lot of anger from the teachers and community. This was a good way to include the community and a good way to build ties with the community. That made the bargaining more interesting for the community. Figure out how to galvanize members that are interested in other things. In greater numbers the members were willing to strike over school closures than wages.

There are three things we get out of building community ties. Community ties that last. Building the union. There are generational differences between our members that started working in the 80s and members that are coming right into the workforce. When you came to work in the 80s you thought you were going to work there for a long time. Members coming into the workforce today do not have that same mentality. Younger workers do not believe that the position they are now in will be the same position they will retire from. How can the union be an advocate on issues that younger workers care about?

Ways to get on the offensive is to protect our lists from being acquired under the Freedom of Information Act from the other side. We should strengthen orientation language in our contracts. If we are in a situation where somebody either joins the union or they pay zero someone needs to talk with about what the union is and can do for them. Talk about what the union is. Along with a plan of where we will be a year from now in regard to orientation.

We also need a plan for low affinity members who are those members who are not activists, haven't been through contract negotiations, their young and don't know what's going on. How do we engage with them?

Also, think about what is our plan? Where do we want to be in one year? What do we need to have in place when the Supreme Court rules that we don't have fair share any longer? Besides orientation, another way to be on the offensive is to strengthen our work site structure to figure out how to find the members to talk with co-workers about the union. We also need some old and new tools. This is where the opportunity comes in to in regard to some things that should have been done a long time ago but haven't done. For example, why can't I join the union on the website? SEIU is working on an App for worksite leaders to sign up members on the spot. How do we make it easier? One thing that is harder with higher education and specifically with

adjunct faculty members is a telephonic sign up where you can join the union right over the telephone. This could be another method to sign up members and keep them in the union.

The final thing for things in the tool box is relationships. This is what it is all about in building a union. All of these tools are about supporting members and leaders. If you think about it unions are the original social network. We must be prepared and have an actual plan to do it. Here is something for staff to consider—as staff, how do you participate in that project and come up with a plan? What do you think we should do? We have to be different. We need to change not the members. We can't let complacency or wishful thinking get in the way. The other side is getting ready for the day that the Supreme Court decides to eliminate agency fee. In many places our relationships with members is tenuous especially with newer and younger members. It's not their fault. We can't wish that it is different because it will not change anything. Wishing our younger members were more engaged will not change anything; we have to be different. Creative tension of acceptance of change—in Zen Buddhism they call it Tension of Opposites which means the acceptance of change. We have to fully accept the circumstances and situation that we are in to be able to make the changes that are need to be made. Acceptance does not mean that you like it. You certainly don't have to agree with it but we have to fully absorb and accept that this is where we are. In order to have the clarity to make the changes that are necessary and in order to make the right decisions coming from a place of how do we transform the union needs to come from clarity and not from anxiety or reactivity. This is something that NSO can help with by providing skill building around organizing and the other things that you do to be supportive of how your members manage change. How do you help them personally and individually? What is your stress management plan? What is your change management plan? This is a real change for which we are not an exception. We won't know how to ride it if we are struggling. As a union you can help your members manage stress.

Mr. Green took questions from the audience.

XV. ORGANIZING COMMITTEE—Brad Darjean {Appendix G}

Mr. Darjean reported that the Organizing Committee met January 30-31. The most important item discussed was NEA Core Competencies Report. Attached to the Organizing Committee Report are two documents that are submitted to you as a resource. The Committee is led to believe that the Core Competency Report is being shelved but we do not believe it. Mr. Darjean believes that it is being implemented subtly by being placed into your job descriptions and labor-management meetings. Affiliates were asked that as they begin to see these Core Competencies creeping in to contact their Region Director or him for assistance or guidance as well as to keep up in the loop.

The Organizing for Power Program was also discussed at this meeting. The Committee is looking at streamlining the Program in such a way that we could do drive in modules and how to make it much more affordable to the affiliates rather than the 2 ½ - 3 day training event. The Committee also discussed marketing and re-branding of the program including an expansion into the east coast and to the south. By virtue of the New Business Item from last year, the Committee submitted a survey type document to the Executive Committee. The Executive Committee reviewed and made suggestions with the survey going back to the Organizing Committee for distribution to affiliate presidents prior to the National CBC in Las Vegas.

There was also discussion at the Organizing Committee about how to assist affiliates to determine when they are in a crisis. Mr. Darjean recognized the members of the Organizing Committee—John Avouris (OH), David Crim (MI), Pam Dilbeck (IN), Rich Grady (FL), Mike Horner (WA), Bob Lindquist (CA), Steve Pulkkinen (CA), Jeff Wahlquist (WA) and Chuck Agerstrand (MI) as well as Kenya Spearman (CA) who accepted an invitation to be a part of the Organizing Committee. The retirements of Mr. Wahlquist and Mr. Horner from the Committee were recognized. Mr. Horner reminded the delegates that each affiliates are to provide an organizing plan at the National CBC.

ANNOUNCEMENTS: Reminder that Solidarity Networking Reception will be at 5 p.m. in the Columbia A/B room.

Voting will take place from 8-9 a.m. Polls will close at 9 pm.

New Business Items are due to the Secretary by 4 p.m. today.

The Representative Assembly recessed at 3:49 p.m. on June 12, 2015

The Representative Assembly reconvened at 9:06 a.m. on June 13, 2015

As the Representative Assembly has reconvened, President Agerstrand welcomed the delegates back.

ANNOUNCEMENTS: For those affiliate leaders that did not pick up their LegalShield packet, please stop by the table to pick up the material and let your members know that LegalShield is available due to membership.

The Winter Advocacy Retreat will be held January 14-15, 2016 in Sarasota, Florida. Within that program a special session will be devoted to the declining role of associate staff positions within NSO particularly as it relates to positions that are being eliminated by the employers.

NSO hats, which are union made, are available in the foyer for \$20. The proceeds go to the Karen Cherry Disaster Relief Fund.

Point of personal privilege: President Agerstrand recognized two of NSO's street fighters arrived to the Representative Assembly late yesterday afternoon. They served the NSO really well and he wanted to acknowledge these individuals—Butch Santicola (former Region 2 Director) and Marius Ambrose (former Vice President for Defense). [applause]

XVI. RECOGNITIONS

From time to time of the past, NSO have had honored individuals within our ranks based upon their advocacy during their membership with NSO. In 2003, NSO loss its dear friend Emil Oxfeld. He was attorney at the NJEA. Mr. Oxfeld worked closely with NSO. His work was pro bono and he loved the union and everything about unions. Whenever he gave a report to the RA, he would start singing *Solidarity Forever* and other labor union songs. He had a great mind, and

could remember cases and transcripts like no other. President Agerstrand remembered a story that occurred that occurred in California on an associate staff member. The California AS member was disciplined and CTA had a reputation of bringing in their crack attorney to try and beat up on the union. This particular attorney had a proclivity to keep talking and not listening. President Agerstrand and Mr. Oxfeld were in the hearing and Emil said “You don’t ever stop talking, do you? Who put a quarter in you and hit J2?” The attorney looked at Mr. Oxfeld, got red faced and stopped. Emil had a great sense of humor. Emil’s stories are legend. His wife Edith is doing very well. We honor our colleagues to acknowledge their service to NSO.

The recipient of the 2015 Emil Oxfeld Advocacy Award is Marius Ambrose. Marius served as a Region Director and then became Vice President for Defense on NSO’s Executive Committee. He has been an incredible advocate for our members across this country. He’s from New Jersey where he worked on the docks, and he’s got a very interesting history. He’s an outstanding advocate. The NSO Executive Committee felt privileged to have Marius as part of the team. For his many years of service and advocacy to NSO President Agerstrand presented to Mr. Ambrose the Emil Oxfeld Advocacy Award.

Marius Ambrose thanked NSO for the Award and the standing ovation. In all of his years that he was the Vice President for Defense we did all kind of things and affiliates do weird things. Told a story about when he received a call and stated that they needed someone to come out and represent a member. Of course, Mr. Ambrose had to ask more questions to determine what the issue was about. The story was that a member brought a brief case in, opened it and a loaded 45 caliber pistol inside the briefcase. Mr. Ambrose’s response was, “so.” In this particular state it was legitimate to carry a concealed weapon. The member brought the gun to the Board of Education for negotiations. The Board got upset stating that the member was threatening them. The member stated that they forgot the gun was in the briefcase. The member got off but had to get rid of the gun. It is really nice being up here. Thank you for your ovation and thanks.

XI. ELECTION REPORT—Jennifer Miller

Ms. Miller reported the results of the election. There were 248 eligible voters and 234 voters cast their ballots. That is a great turnout; thank you.

At-Large A Director Results:
Robert Blackwell: 156 votes*
Kevin Bennett: 78 votes

Mr. Blackwell has been duly elected as the At-Large A Director. Ms. Miller thanked the members of the Elections Committee and Tellers Committee.

MOTION 6

Nas Afi (AFSE), Brad Darjean (Maryland PSA)

To receive the Elections Report as presented. **Motion passed.**

POINT OF PERSONAL PRIVILEGE:

Mr. Blackwell thanked the delegates for their faith and convenience in him and allowing him to serve for another two years.

Mr. Bennett thanked those for their support. He stated that he enjoyed speaking with delegates and hearing their stories. Thanked Mr. Blackwell for his service and congratulated him.

XVII. OLD BUSINESS

- a) 2014 New Business Items Status Update {**Appendix H**}—It was reported that a written was provided with the materials for delegates review. There is no other outstanding business to deal with.

XVIII. NEW BUSINESS

a) Constitutional Amendment {Appendix I}

MOTION 7

Mike McNett (Washington EASO)

To adopt the Constitutional amendment*, Article VII, Section 1 as presented. **Motion defeated.**

**To allow Region Directors to be elected by those region members in that particular region with the exception of the At-Large Director positions.*

Call for division.

Motion Passed--71

Motion Defeated--160

MOTION 8

Dorine Levassuer (Massachusetts FSO), Winifred Peterson (Massachusetts TSO)

Motion to Reconsider the previous motion. **Motion defeated.**

b) 2015 New Business Items {Appendix J}

NBI #15-01

Statement of New Business Item: The NSO will provide training in conflict resolution to assist staff in dealing with conflicts within their own associations. This training will be provided at the 2016 WAR College.

Submitted by Debra Brace, Pennsylvania SEA-SO

Seconded by Jeffrey Lewis, Pennsylvania SEA-SO

Status: Motion passed as presented.

NBI #15-02

Statement of New Business Item: The NSO website shall not be entirely password protected. The News, NSO Contact, About Us, Calendar, NSO Now, Affiliates, NSO Elections and Organizing sections should be made public. Sensitive items, such as minutes, training materials, and the conferences section shall remain password protected.

Submitted by Jason Leto, Massachusetts FSO

Wyoming

- a. Directors from Regions #2, #4, and #6 shall be elected in even-numbered years.
- b. Directors from Regions #1, #3, #5 and #7 shall be elected in odd-numbered years.
- c. There shall be two (2) Directors At-Large (At-Large Director A and At-Large Director B) to be elected in odd-numbered years in separate elections.

Section 2. The Officers shall be elected by a majority vote of the delegates voting at the annual meeting. If, in any case, no candidate receives a majority vote for a particular office, there shall immediately be a run-off election between the two (2) candidates for that office receiving the highest number of votes on the first ballot. Directors shall be elected by majority vote of the delegates who are members of any affiliate in the region that Director will represent, with an immediate run-off of the two candidates receiving more votes than other candidate(s) shall be held, if necessary, to determine a majority.

Submitted by Mike McNett, Washington EASO

Seconded by Harry McCarty, Idaho EASO

Status: Withdrawn

NBI #15-04

Statement of New Business Item: NSO supports the Mother Jones Museum and Heritage Project and contribute one thousand dollars (\$1,000) to the “Mother Jones Heritage Project” to show that support.

Submitted by Dave Rathke, Illinois EASO

Seconded by John Avouris, Ohio PSU

Status: Jeff Lewis (Pennsylvania SEA-SO), Valarie Shuman (Pennsylvania SEA-SO)

To increase the contribution to \$2,000. **Motion passed as amended.**

Show of Division Result: Yes-152 No—53

Motion passed as amended.

NBI #15-05

Statement of New Business Item: NSO shall oppose the Trans-Pacific Partnership (TPP).

Submitted by John Holland, Pennsylvania SEA-SO

Seconded by Jeffrey Lewis, Pennsylvania SEA-SO

Status: Motion passed as presented.

NBI #15-06

Statement of New Business Item: The NSO will convene a national conversation among NSO members, on the topic of “understanding and embracing inclusivity across all employee groups” and “ways to model racial harmony within its local affiliates.”

Submitted by Theresa Turner, Tennessee SO

Secoded by Josh Trent, Tennessee SO

Status: Motion passed as presented.

NBI #15-07

Statement of New Business Item: NSO Executive Committee shall consider and be authorized to engage insurers for a policy of Association Practices Liability (APL), similar to NEA APL, covering legal expenses for representing/defending lawsuits brought by NSO affiliate bargaining unit members against affiliate staff (e.g. DFR).

Submitted by Peter Caldwell, Florida SO

Secoded by Ruth Ivory, Florida SO

Status: Withdrawn

XIX. APPROVAL OF 2015-2016 PROPOSED BUDGET

MOTION 9

NSO Executive Committee

To adopt the proposed 2015-2016 Budget as presented. **Motion passed.**

To increase dues for Professional staff by \$4 and \$2 for Associate staff. These dues increases are due to the elimination of position and the loss of members.

XX. ANNOUNCEMENTS

Karen Cherry Disaster Relief Fund Raffle—there was \$2,200 raised for the Karen Cherry Disaster Relief Fund. The individuals that have won the raffle prizes: Bluetooth Bose speaker—Barb Hopkins (NEASO); Beats Headphone—Jeffrey Lewis (PSEA-SO).

President Agerstrand honored those members of the Executive Committee who will no longer serve on the Committee. These individuals were honored for their advocacy. Kathy Hill (IN—Region 5 Director and Special Services Committee Chair) has demonstrated a commitment to union values, dedication and service. She is one of the best prepared on the Executive Committee and always there to lend a hand. She is from Indiana and an associate staff. This is a union member who is giving everything that she can give to NSO and its members. Let’s give her an appreciation for all of her years of service. Kathy was presented with a token of appreciation and in remembrance of the NSO. {Applause and standing ovation}

Ms. Hill stated that she has been blessed and humbled by the support from her executive committee members and NSO members. This Executive Committee, Butch Santicola, Michael Coleman, Emmitt Jimmar, and Marius Ambrose she has learned a lot from. She’s not retiring and hopes to be a delegate from her affiliate in the future.

NSO is looking forward to return to Orange County, California for next year's 2016 Representative Assembly. Chuck King stated that the California SO looks forward to welcoming everyone next year.

Dawn Basurto (California AS) explained the reason for the black ribbon and t-shirts. The CAS president was terminated about four-five months ago for a storage closet. CTA has lost its union values. CAS will continue to fight for their sister on this termination. September 1-2 is the arbitration date. On that day please wear red in support of our sister. CAS continues to wear black on Friday's and ask that NSO members wear but remember to advocate for their members.

Jennifer Miller thanked the Elections Committee and Tellers Committee for their work and dedication to the process.

Cheryl Singleton thanked the delegates for their support of her candidacy. She explained the spider in her bag. There is an Ethiopia proverb that states "When spiders unite they can tie down a lion." When I saw it I thought of the union.

Susan Silvernail (Michigan ESSA-SSA) said good bye and thanks to Tim Oatley (Bargaining Chair) who will be retiring.

John Avouris (Ohio PSU) thanked the Assembly for their support for his Region 5 Director candidacy and thanked Kathy Hill for her service.

Catherine Alexander thanked the body for their support for her Region 7 Director position. She gave a big shout out to Mike Horner for his support.

Tom Greene thanked everyone for their support on his candidacy for At-Large B Director position. He asked the Assembly to sing *Solidarity Forever*.

Susan Nogan stated that last year at this time AFSE was still bargaining in a difficult situation and asked for the support of NSO. NSO was thanked for their efforts. That action created a situation that NEA did not want to repeat. She thanked NSO for the support in bargaining from Tom Greene, Lynn Adler and Greg Jurgenson (IL).

Tammy Whitaker thanked the delegation for their support in her candidacy. Looking for another two years and to learn to grow.

Nas Afi (AFSE) union forever. The AFSE ranks are have grown to 65 members. We are growing. Your support in CO and at the NEA rallies will not be forgotten. We stand with you in your fight for power and influence. I am the newly elected president—feel free to call me.

Brad Darjean, President of Maryland PSA and Region 3 Director, declared his candidacy for NSO President.

Lynn Adler, Vice President for Program and newly elected Illinois EASO President, declared her candidacy for NSO president. Recognized Dave Rathke is the conscious of the union at the national and state level.

Tom Greene (Michigan) declared his candidacy for Vice President for Program.

President Agerstrand recognized those who will be retiring and this is their last RA. They were asked to stand and be recognized and thanked for their service. {Applause}

President Agerstrand asked that delegates go back and tell what happened at the Representative Assembly. NSO is looking forward to returning to the Hyatt Orange County. He reminded the Assembly that the NSO moved its Winter Advocacy Retreat from this hotel in order to honor the boycott established by Unite Here. In order to do that it was close to the WAR College and was faced with a \$200,000 penalty. NSO found an alternative location in Orange County and negotiated with the Hyatt a no penalty in exchange to do the 2016 Representative Assembly at this location.

Mr. Agerstrand extended his best wishes that delegates return safely to their homes. He asked that they share the value of union, a part of a national union that values the advocacy and defense of members' rights.

NSO surveyed the associate staff across the country. One of the responses was what is NSO? We have people in the workplaces that may not have the kind of background or knowledge of the National Staff Organization and what it is about. Please go back and share what this union is about and what we have accomplished. As President, Mr. Agerstrand stated that he will miss this opportunity once he leaves in 2016.

XXI. ADJOURNMENT

MOTION 10

Bill Moreno (NEASO), John Avouris (Ohio PSU)

To adjourn the 2015 Representative Assembly on June 13 at 11:05 a.m. **Motion passed.**

The hat was passed around for the Mother Jones Museum. Contributions totaled \$1,357.