

NSO Representative Assembly
Hyatt Regency Orange County, Garden Grove, CA
June 10-11, 2016

I. CALLED TO ORDER AND GREETINGS: —President Agerstrand
President Agerstrand called the 2016 RA to order at 9:36 a.m. The delegates were welcomed to the Representative Assembly.

II. APPROVAL OF THE AGENDA

MOTION 1 **Winifred Peterson (MA), Rich Wergin (NE)**
Approval and adoption of the revised agenda as presented. Motion passed.

MOTION 2 Tammy Whitaker (FL), Tom Greene (MI)
To approve the 2015 RA minutes as amended. Motion passed.

First time delegates were recognized.

President Agerstrand recognized those brothers and sisters that have left us. Jane Vankorn (CO), Ron Carlson (CO), Jim Bond (OR), John Folsom (MI), Dave Stafford (MI). A moment of silence was observed.

Many of our colleagues have experienced health issues. John Reilly who serves as the NSO parliamentarian is getting better. We wish him well in his recuperation. Butch Santicola has encountered some serious health issues. He has been going through chemotherapy. The NSO had a banner made for Butch and is available for delegates to send a personal get well wish. The banner will be shipped to him after this assembly.

Dave Rathke—last year this body contributed over \$3,000. Mr. Rathke has been entered into the history making wall for the Mother Jones Museum.

During the course of the day please submit any new business items. They are due by 4 p.m. this afternoon.

III. PRESIDENT'S REPORT – Chuck Agerstrand

President Agerstrand stated that it has been a rewarding journey for him. As he steps down at the close of business tomorrow and he has no regrets. He will miss the contact with members. On the bright side he is looking forward to spending more time with his family and new grandchild. He is satisfied that NSO is a strong advocate NSO Affiliates. He stated that he did not get here by himself and it will take a long time to get through the list. There are a few he wishes to recognize. Love and total support is why he is standing here with his wife Bonnie. They have been married for 38 years. She has put up with the long nights and days, travels, trials and tribulations. Because she shares the same commitment for working people and has never wavered. To Kara and Lauren, his daughters, for their love and support over the years. To his fellow officers and Executive Committee Members, thank you for the work you do for NSO and the leadership to step up and carry the load has been appreciated. The work is not easy, often demanding and challenging. Their service is appreciated by him. Saluted Mike Boyer, Vice President for Defense, Ron Goldenstein, Mary Henson, Cheryl Singleton, Brad Darjean, Tammy Whitaker, Dawn Basurto, John Avouris, Mary Freel, Catherine Alexander, Robert Blackwell and Tom Greene. These individuals need all of the accolades and deserve it. He salutes them. He also

acknowledges Rosemary Carey and Miriam Garcia with their communications and social media. Serving with each of you has been rewarding personally. Acknowledged others for which shoulders he has stood on. Marious Ambrose, Butch Santicola, Emmitt Jimar, Dennis Krueger, Chuck Leiberknight, Dean Brown. Rob Day over the years has provided amazing advice and guidance to NSO. Sam Mcknight and other attorneys he has brought along to work with NSO.

I have learned a lot from Rob and consider him a close and personal friend. Mort has been with NSO since the very beginning and has been there for us all along the line. He has assisted our affiliates with pension issues.

As I close my 39 years of service to NSO it has been a journey. First elected in 1977 to NSO a small union. Our numbers were a couple hundred. We met in a small room to elect our first president. Look at us today. Today the NSO is viewed as the largest independent union. We represent 4000+ members. It used to be 5000 but dropped because of elimination of positions.

I did not think I would be serving as long as I have. Like most good things, the NSO was created out of a real and perceived need. There was very little organizing among staff except for Michigan and New Jersey.

I love this union for what it stands for. I love this union because of the incredible people who work so hard to deal with the challenges. I want to thank each of you for what you do for this union. I am humble and grateful is an understatement. Everything and anything is possible with you beside me. As we go through leadership changes I am confident to never allow us to be divided because of race, employment, age, sexual preference.

Thousands of workers say they don't want to join a union because there are many issues. Unions are good for the enterprise. Employers intimidate and harass the workers. It is inexcusable. NSO meets these challenges to provide resources to our affiliates to defend their contract and worker rights. We have built strong affiliates and networks where we rely upon each other. We are committed to continuing that mission. As a union, we make progress together to using our strengths. It's an important element of why we are who we are today.

Our leadership—you and the programs you feel are important for this union to meet your needs. We have many resources at our disposal. Our passion to NSO has pioneered the advocacy, organizing and if we hold onto those concepts we will survive in the future.

Organize, advocate, and educate our brothers and sisters on unionism, encourage participation, and let's not forget whose shoulders we stand on. Stay strong, and solidarity forever.

IV. VICE PRESIDENT FOR DEFENSE REPORT – Mike Boyer/Rob Day (Appendix A)

Good to see all of you. Mr. Boyer thanked Chuck for all of his years of service to this organization. I am appreciative that you elected me as Vice President for Defense. It seems as if it were only yesterday. It has been wonderful. It is an absolute pleasure to work for a real union. Unfortunately, it's not true in other state affiliates. There are other hybrids in the world. Mr. Boyer thanked members who have advocated this year on arbitrations.

Rob Day – GENERAL COUNSEL

Good morning President, Executive Committee, Delegates and new Delegates. The last tail of Mike's comments are important for those of you who have not gotten legal service from NSO. We must save NSO money so you can't contact me directly. You want him and the Executive Committee to know what is happening. That way you control costs.

V. VICE PRESIDENT FOR PROGRAM REPORT – Lynn Adler (Appendix B)

The Vice President for Program coordinates program services. I develop the training program for WAR and work with the Secretary on logistics. I also work with affiliates with crisis, crisis prep, trainers, and facilitation etc.. Please contact your Regional Director for assistance. We want to provide the assistance in a timely manner. We have faced many challenges. We have a political climate that is anti-union. We have bargaining and grievance committees that are new. We have seen more member-to-member conflict. If you are facing any of those issues please contact your Regional Director to get assistance from NSO. If you look at the evaluations from the WAR college they were high because we use NSO members as trainers. It's the best training for associate staff and is the only training they receive.

VI. TREASURER'S REPORT/CRISIS FUND—Mr. Goldenstein {Appendix C—packet}

PNC General account	\$561,709.27
UBS Crisis Accounts	\$5,367,849.55
UBS Disaster Account	\$26,286.17

Mr. Goldenstein acknowledged Mary Freel. Mary and I went to a new system of accounting. We went to training to learn how to automate the process a bit better. Michelle Strzysnki has been a great at assisting us. She will give you a brief report.

AUDITOR'S REPORT—Ms. Strzysnki

MOTION 3 Ms. Singleton Mr. Gregory Mills
To receive the financial report of the 2014-15 fiscal year. **Motion passed.**

VII. MEMBERSHIP REPORT—Ms. Henson {Appendix D}

VIII. PENSION BENEFIT COMMITTEE REPORT—Mr. Goldenstein {Appendix E}

IX. PENSION BENEFITS CONSULTANT'S REPORT - Mr. Reinhart {Appendix F}

Just a few things, I have been a member for a long time. I went to work for NJEA in 1968 which pre-dates NSO and makes me a member from day one. Around 1980 John Warms asked me to be a consultant on the retirement/pension committee. It has been 36 years that I have been doing this. In that time, I have seen retirement plans and pension systems grow to new heights and now have seen them fall to new lows. Things have been quiet this year. Mr. Reinhart points out that Congress did something good recently in the ACA affordable care act which contains a provision to penalize those plans that are too rich with a Cadillac Tax. It will hit hard with a 43% tax. They pushed back implementation to 2018. Thank you for allowing me to serve for these years.

X. COORDINATED BARGAINING COUNCILS - Mr. Greene

The National CBC will be held November 11-12 at the Tropicana Hotel and Casino in Las Vegas. The theme is Unions Matter. At last year's CBC the Goals and Settlement Standards were put into their final stages of amendment and will be sent to Affiliate President's and Bargaining Chairs. It will also be sent to last year's participants. Bargaining has become difficult and many members are new to the union culture. They are coming from non-union backgrounds. We must engage them and bring them into the fold. A full breakfast will be provided each day. Day 2 the General Session will have a keynote speaker

to address the threats that we are facing and three of the sessions will run concurrently throughout the day. Two of the sessions will be on organizing activities tied to bargaining and defensive/offensive strategies. The National CBC will conclude on Saturday at 4:15 p.m. as a reminder NSO reimburses for hotel rooms on Thursday and Friday the participants must be present for both days. Attendance will be taken.

XI. ELECTIONS COMMITTEE —Ms .Hamilton

This year there are three Region Directors and Officers up to for elections. Introduction of the elections committee—Jamy Merritt (CA), Kristi Baker (AK). Tellers committee work together with the elections committee. The teller's committee will regulate the doors during division voting. They also count the cards for on the floor voting. Introduction Candice Edmonds (KY), Karletta Griffin (MI), Pat Junter (MA), Roger Shaffer (IN), Jane Travis (NJ), John Stephens (CA), Carol Hauptert (IA), Eric Fisher (CT). in accordance to the NSO and candidate petitions filed for office:

President Bradley Darjean (MD), Lynn Adler (IL)
Vice President for Defense—Mike Boyer (WA)
Vice President for Program—Tom Greene (MI)
Secretary Dawn Basurto (CA)
Treasurer—Ron Goldenstein (NE)
Region 2 Director —Robin Gardner (VA)
Region 4 Director —Rose Tapp (CA)
Region 6 Director —Mary Freel (NE)

The floor was opened for nominations.

MOTION 4 Martha Deblieu, Mike Wazlavek.

To declare by acclamation the positions not being contested, Vice President for Program, Vice President for Defense, Region 2 Director, Region 4 Director, Region 6 Director, and Secretary. **Motion passed.**

Election for NSO President will take place on Saturday. Polls will open at 8:00 a.m. delegates must vote by 9:00 a.m. There will be tellers to assist. Delegates must have credentials. They will get ballots and voting cards. If you do not have your badge you will not be able to vote. Please keep your card with you. Campaign materials are not allowed in the voting room. This is federal regulation law and you must comply. Delegates with white badges are allowed to be on the assembly floor.

XII. CANDIDATES SPEECHES

XIII. CREDENTIAL REPORT—Ms. Henson

There are 256 delegates registered with 234 checked in. We have 32 guests along with 53 out of 83 affiliates. The largest affiliate represented at the RA is NEASO.

MOTION 5 Tom Greene, Rich Wergin

To accept the credentials report as presented. **Motion passed.**

President Agerstrand asked that those affiliates that are in the NEA pension plan to stay behind after the RA has recessed this afternoon to hear a presentation on the pension plan.

Catherine Alexander

NSO will be surveying the entire NSO membership. We are looking for demographic information. It will roll out approximately September 1st and will be open for 30 days. We will be harassing you to get as many members to complete the survey. Optional information that we will also request. We cannot be our most effective who are members are. We have seen a lot of change in this organization so we need to know how to move forward.

XIV. RESEARCH COMMITTEE—Robert Blackwell

One of the ways we can be more effective is to ask affiliates to provide the necessary contract and research information so that other affiliates would be able to use it. There is a written report.

XV. Organizing Committee—Brad Darjean

XVI. Insurance and Emerging issue Committee—John Avouris

ANNOUNCEMENT:

Solidarity and Networking reception begins at 6:00 p.m. Recognition dinner will begin at 7:00 p.m.

State Affiliates in the NEA Pension Plan presentation.

The Representative Assembly recessed at 3:21 p.m., June 10, 2016

The Representative Assembly reconvened at 9:04 a.m., June 11, 2016

Tal Hutchins was introduced to the Assembly as the parliamentarian. Former OH PSU

XVII. OLD BUSINESS

- a. 2015 New Business Items Status Update {Appendix G}
Reflects the NBI from 2015 and what the Executive Committee has done to address those items.

There is no other Old Business that the house has to deal with.

XVIII. RECOGNITIONS

At this time, we would like to acknowledge those men and women who have dedicated their lives to NSO. President Agerstrand provided some biographical information on Emil Oxfeld. He was a staff member in NJEA and when he retired he was asked to provide legal assistance to NSO. Emil was gifted and talented and bright. He was President of NJ ACLU for many years and highly regarded in the legal circle. The Executive Committee thought it appropriate to honor one of our own. President Agerstrand reported that the recipient of the Emil Oxfeld Advocacy Award, has been exemplary. Jesse Moore from

Louisiana. He was an industrial art teacher in Louisiana until he was hired as a UD in 1968. A good portion of his job was to assist local affiliates including the merging of black/white affiliates. Mr. Moore went to Atlanta and then from there he went to Louisiana. That is where President Agerstrand met him. He had an immediate effect on the staff. 1997 Lasso found themselves in a stalemate on a contract, it was a difficult bargain. The Executive Director wanted cutbacks on the contract. Jesse took the members on strike. This strike was in the deep south and not a regular event. Lasso was on strike for 30 days. At the end of the strike they were able to hold on to their contract and resisted concessions. The Executive Director carried a gun. One of the things in meeting Jesse is his calm reserve. He held his bargaining unit together because many of them were afraid of losing their job. It made Lasso a stronger affiliate.

Jesse Moore—Good morning, because of NSO they led me to believe that I could do what needed to be done. Emit told me to wait a week before going on strike. During the time that we decided to strike we had our backs to the wall. We had the support of the membership. When you go out to your members you must be able to stand on what you are demonstrating to them otherwise you will lose. Mr. Moore thanked Chuck for his leadership. Solidarity forever...

OTHER

The NSO contact has been posted on the website and contains information from the RA.

XIX. NEW BUSINESS – NBI document

APPROVAL OF 2016-17 PROPOSED BUDGET

Motion passed as presented.

ANNOUNCEMENTS

POINT OF PERSONAL PRIVILEGE: Mary Henson

Raffle: Bose speaker and Apple watch and NSO Hats

POINT OF PERSONAL PRIVILEGE - Jason Foltz

As President of PSO expressed gratitude to NSO. In the past 2 year, we have contributed money and received reimbursements for arbitrations. Thanked Mike for his assistance. On the bargaining front, we got a contract.

Tom Wazelvak Florida SO

Thanked Chuck and Mary for all of their work. Wished them well in their retirement

Dawn Basurto, CA AS

Thanked the body for electing her. Thanked Chuck for everything that he has done for CAS. The Executive Officers of the NSBN also thanked him for NSO's contributions over the year.

John Holland

Thanked Chuck and Mary for their leadership and service over the years.

ROSE Tapp, CA SO

Thanked the body for entrusting her to the position of Region 4 Director she is looking forward to moving NSO forward.

Robin Gardner

Thanked the delegation for voting her as Region 2 Director. Looking forward to starting.

Tom Greene

Thanked the delegates for their support in Vice President for Program. Thanked Lynn for everything she has done for NSO and him personally. The Michigan Delegation thanked Chuck and Mary.

Nas Afi

Thanked Chuck for being a fantastic leader and having a personal connection with AFSE. We were able to pick up the phone to talk with you about a situation. Thanks for being there. You have been at the pack of the geese and we will come from behind. Thanked Mary and Lynn. Good luck, good speed and good health.

Mike Boyer

Thanked Chuck. Thanked Mary and Lynn for their service. They are great mentors and people and are unionists through and through. They act on highest union principles.

Mary Freel

Thanked the delegates for electing her as the Region 6 Director. The Executive Committee for the warm welcome and mentoring. Mary, Chuck and Lynn for their dedication to NSO.

Jay Hunter

Chuck, Lynn, Mary wanted you to know how much we appreciated all that you do. Mary had everything all ready for us and with a smile. Lynn, you have helped us tremendously. Chuck the one thing I want people to know how much history is going out of the door.

Dorine Levassuer

This is her last RA and will be retiring. She has 3 new members here.

Tom Greene

Token from Michigan. Consistent support. Thanked John Avouris. Solidarity forever

Lynn Adler

Thanked the delegates for their support. Gifts from Executive Committee.

MOTION

Brad Darjean, Dave Rathke

TO ADJOURN THE 2016 RA AT 11:00 A.M. ON JUNE 11, 2016.