



2017 REPRESENTATIVE ASSEMBLY New Business Items

NBI #17-01

Statement of New Business Item: Beginning with the 2018-19 budget year, NSO will annually contribute two dollars (\$2.00) per each FTE member into the NSO Disaster Relief Fund for use as needed.

Describe NSO Budget Impact: The budget impact will be approximately eight thousand dollars per year (\$8,000). This is based on this year's membership number of 3,964 FTE's x \$2.00.

Rationale: We heard of how the Disaster Relief Fund had a meaningful impact on two of our member's lives. This funding will help us better assist our Brothers and Sisters in their time of need. The current funding is done mainly by attendees at the NSO RA and WAR College, this measure will help the fund grow.

*Submitted by, Jeffrey Lewis PSEA-SO
Seconded by, Debra Brace, PSEA-SO*

In conflict with Article 6 Section 1 – Ruled out of order by the chair/Withdrawn

NBI #17-02

Statement of New Business Item: I move that the NSO research and create a report for all NSO members on NEA and on NEA and its affiliates hiring practice of ethnic minority practices. ~~its affiliates' hiring practices with regard to protected legal classes and job classifications.~~ hiring practices of ethnic minority staff positions.

Amendment #1:

Moved by: Lauren Mayeaux, NEASO
Seconded by: Susan Nogan, NEASO
Amendment Failed

Amendment #2

Moved by: Keyth Harrison
Seconded by: Ron Anderson

Describe NSO Budget Impact: N/A

Rationale: My perception and the perception over the past couple years, the amount of ethnic minorities in staff positions decreased across the NEA and its affiliates. This is not reflective of the association membership or the country. These practices are systemic of institutional racism and social justice that the NEA and affiliates espouses to work against. If NEA and its affiliates is to implement its social and racial justice policies, it needs to begin within the Organization.

Submitted by, Deshauntia Benn, Texas PSA
Seconded by, Jacquelyn Parkins, Colorado EASO

Motion passed

NBI #17-03

Statement of New Business Item: The NSO Executive Committee is directed to review the practices and policies that govern union members who are assigned to hold management positions in NEA State affiliates, to clarify:

- a. Their authority to hire, supervise, discipline and fire fellow union members
- b. The minimum qualifications related to management skills and knowledge of union philosophy, principles and collective bargaining agreements
- c. The role of NSO when union brothers and sisters in management positions mistreat bargaining unit members as per the NLRA.

Describe NSO Budget Impact: Unknown

Rationale:

Union Staff are sometimes assigned to serve in vacant management positions in State Affiliates on a temporary basis. They remain a dues-paying member of their local and NSO even though they are working in a management role. Occasionally, staff have been subjected to the adverse impact of a union manager who demonstrates insufficient management skills, lack of knowledge of union philosophy, a disregard of union principles, and a willingness to side with governance and subject union brothers and sisters to day-to day mistreatment.

Submitted by, Rich Grady, Florida Staff Organization
Seconded by, Michael Sears, Georgia

Motion passed

NBI #17-04

Statement of New Business Item: "Pre-Con" training at NSO RA. NSO will provide at least one (1) training session on a substantive topic (i.e. professional development, unionism, etc.) on the Thursday afternoon preceding the start of the RA on Friday, either before/after New Delegate Orientation or after the Emerging Issues Forum.

Describe NSO Budget Impact: None, or minimal, depending on equipment needs for session(s) and or space.

Rationale: The time and money spent by affiliates to travel/attend the RA is considerable. NSO should use the opportunity to provide trainings for its members that is substantive and worthwhile. Additionally, for staff whose only training availability is the NSO WAR, it allows for another experience.

Submitted by, Lynn Adler, Illinois EASO
Seconded by, Kelsey Harms, Illinois EASO

Motion Passed

NBI #17-05

Statement of New Business Item: MEDICARE FOR ALL NSO reiterate its long-standing support for Single Payer Health Care, specifically HR-676 – The Expanded & Improved Medicare for ALL Act and urge affiliates to educate and mobilize around this legislation.

Describe NSO Budget Impact: None

Rationale: We need to take the offensive, to stand for what we are for, not simply what we are against. Health Care is a human right.

Submitted by, Dave Rathke, Illinois EASO
Seconded by, Jason Folz, Oregon PSO

Motion passed

NBI #17-06

Statement of New Business Item: The NSO Executive Committee shall investigate the development of a conflict of mediation team for affiliates to utilize for member on member conflict.

Describe NSO Budget Impact: None

Rationale: Affiliates need to have a group of people who are impartial and unknown to help facilitate internal conflict mediation. Conflict mediation may be a precursor to management involvement and discipline of our members.

Submitted by, Jeff Grinaway, PSEA-SO
Seconded by, Kelley Clouser, PSEA-SO

Motion passed as amended

NBI #17-07

Statement of New Business Item: That NSO pledge \$1,000 to the Mother Jones Heritage Project towards the effort to produce a 12 foot inflatable Mother Jones for appearances at labor parades, picket lines, organizing campaigns, demonstrations, rallies, conventions and meetings. Pledge to be collected only when the full \$6,000 raised.

Describe NSO Budget Impact: \$1,000

Rationale: At the Women's Marches after the Trump election, various feminist's icons were in evidence save one Mother Jones. Where was labor's greatest organizer and patron saint. While "Scabby the Rat" is popular with labor folks, this "prototype" could provide a more heroic and positive image.

Submitted by, Dave Rathke, Illinois EASO
Seconded by, A Patrice RL Zekgiel, Colorado EASO

Motion defeated

Division 135 yes 89 no

NBI #17-08

Statement of New Business Item: NSO shall convene a joint committee of members from NEA 360 Phase 1 Pilot states **and an NEA bargaining unit member engaged in NEA 360 development and implementation.** The purpose of the committee shall be to share information, develop best practices and strategies around the impact on staff work and bargaining when implementing NEA 360, **and propose model contract language.** The Committee report shall be shared with all NSO State Presidents and any NSO committees impacted by NEA 360.

Describe NSO Budget Impact: Negligible as meetings could be held via Global meeting and/or conference call.

Rationale: NEA 360 will potentially change the business practices of the Association. These changes will likely alter staff working conditions, workload, job descriptions and possible other effects as yet unknown. Sharing the committee report is vital to altering state NSO affiliates of the potential impact of implementing NEA 360 in their states.

Submitted by, Sue Ogg, Tennessee
Seconded by, Lynn Adler, Illinois

Motion passed as amended

NBI #17-09

Statement of New Business Item: NSO shall convene a committee to develop model language, regarding the implementation of NEA 360 and its impact on staff work and bargaining.

Describe NSO Budget Impact: Negligible as meetings could be held via Global Meeting and/or Conference Call.

Rationale: To assist NSO State affiliates in achieving ideal contract language concerning staff working conditions, workload, job descriptions and possible other effects as yet unknown.

Submitted by, Sue Ogg, Tennessee
Seconded by, Lynn Adler, Illinois

Withdrawn

NBI #17-10

Statement of New Business Item: The California Staff Organization (CSO) and the California Associate Staff (CAS) request NSO to support our concerted action at the NEA RA in Boston on July 3rd. NSO can support our action by emailing the attached flyer to all state affiliates of NSO, encouraging them to share it with their staff working the NEA RA, and those who live close enough to drive in to Boston on the morning of July 3rd.

Describe NSO Budget Impact: None

Rationale: CSO and CAS are in a contentious bargain with CTA over our pension, salary, potential layoffs and other working conditions. CTA is not acting like a Union by bargaining take-backs and acting like a school district. NSO delegates can watch the videos of our June 2nd picketing action, and June 3rd organizing action on the CTA delegation assembly floor, on CSO member Andrew Oman's or Tamara Conry's Facebook pages, as they have been made public.

Submitted by, Tamara Conry, California SO

Seconded by, Wanda Turner, California AS

Motion Passed Unanimously