



2018 REPRESENTATIVE ASSEMBLY

New Business Items

NBI #18-01

Statement of New Business Item: To allow opportunities for ALL NSO members to engage with NSO, we recommend the following protocol for committee vacancies: 1. Committee vacancies will be posted to the NSO members only section and a link posted to the NSO Facebook page with instructions on how to apply. 2. The NSO Executive committee will send vacancy notices to affiliate Presidents to forward to all NSO members. 3. The NSO Executive Committee will review applications (either in person or electronically) prior to appointment **by the President** and will contact those not selected to thank ~~you~~ them for their interest in serving NSO.

Describe NSO Budget Impact: None, website, Facebook page, email listserv already exists. "Application" can be as simple as a google form of collecting name, email, affiliate info, and a statement of interest.

Rationale: Engaging NSO members and building solidarity will be extremely important in the upcoming reality. This process will allow for transparency, communication with NSO rank and file about open opportunities, and will generate more engagement with NSO.

Submitted by: Kelsey Harms, Illinois EASO

Seconded by: Lynn Adler, Illinois EASO

Motion passes

NBI #18-02

Statement of New Business Item: Following each Representative Assembly, an electronic survey shall be sent to all NSO delegates to seek feedback, suggestions and input for future RA's to ensure substantive, productive use of Affiliate time spent at the RA.

Describe NSO Budget Impact: None

Rationale: Given the time and money expended by affiliates to attend the RA, the program should use the time in the most productive way and be developed with affiliate input.

Submitted by: Kelsey Harms, Illinois EASO

Seconded by: Lynn Adler, Illinois EASO

Motion passed

Division

NBI #18-03

Statement of New Business Item: The NSO Executive Committee will email all Affiliate Presidents asking for a link to the affiliate's website and will then post a listing of all NSO affiliates, with links to their website on the NSO Webpage under "Affiliate" section.

Describe NSO Budget Impact: None, email listserv and website already accounted for in the NSO Budget.

Rationale: It would be helpful as a delegate to quickly identify and understand who each affiliate is and where it is from. This will help build solidarity and provide better understanding of who is included under the National Staff Organization (NSO) umbrella.

Submitted by: Lynn Adler, Illinois EASO
Seconded by: Kelsey Harms, Illinois EASO
Motion passed
Division failed

NBI #18-04

Statement of New Business Item: I move that the 2018 NSO RA request the CBC consider adding to their "Goal and Settlement Standards" language to obtain comprehensive paid parental leave for members who are welcoming new children to their families through birth, adoption, or foster.

Describe NSO Budget Impact: N/A

Rationale: The current "Goals and Settlement Standards" are silent on the subject of maternity/paternity parental leave.

Submitted by: Jacquelyn (Jackie) Parkins, Co
Seconded by: Robert Blackwell, North Carolina
Motion passed

NBI #18-05

Statement of New Business Item: That NSO endorse the Poor People's Campaign and urges its affiliates to inform them of the campaign and support PPC efforts in their states and communities. NSO further urges NEA to join nine other national unions including AFT, AFSCME, SEIU in endorsing the Poor People's Campaign.

Describe NSO Budget Impact: None

Rationale: On the 50th Anniversary of Martin Luther King's original Poor People's Campaign, the new Poor People's Campaign. A National call for Moral Revival unites people to challenge systemic racism, poverty, the war economy, ecological devastation and the nation's distorted morality.

Submitted by: David J. Rathke, Illinois EASO
Seconding by: Robert Blackwell, North Carolina
Motion passes

NBI #18-06

Statement of New Business Item: ~~NSO shall be prohibited from owning stock in any company whose profits are derived from the manufacture of firearms weapons and shall divest from any investments that contain shares of gun manufacturers.~~

Amendment by substitution: NSO shall be prohibited from owning any individual stock of a gun manufacturer.

Describe NSO Budget Impact: None

Rationale: The NSO refuses to participate in the propagation of violence.

Submitted by: Matthew Polk, Vermont
Seconded by: Justin Zartman, CEAPSO

Passed as amended

NBI #18-07

Statement of New Business Item: The NSO shall print and include the lyrics **and sheet music** to "Solidarity Forever" in future NSO Delegate Handbooks at Future RA's so that the song may be sung at the close of proceedings or other appropriate times.

Describe NSO Budget Impact: \$25.00

Rationale: We never have the words

Submitted by: Dave Rathke, Illinois EASO
Seconded by: Ed Stevens, USA New Jersey

Amendment passes
Amended NBI – motion passes

NBI #18-08

Statement of New Business Item: In solidarity with NEASO. I move that the NSO RA adopt the following: Until NEASO has ratified a contract with NEA, no NSO members of any affiliate will participate in any shared staffing at the request of NEA and/or the NEA State Affiliate employer.

Describe NSO Budget Impact: N/A

Rationale: Union brothers and sisters do not provide assistance to any NEA and/or affiliate employer that refuses to live up to union values. An injury to one is any injury to all.

Submitted by: Matt Elder, Indiana PSO
Seconded by: Nancy Valenta, Washington EASO
Moved to withdraw

NBI #18-09

Statement of New Business Item: NSO will resist attempts by NEA and its affiliates to deprofessionalize staff and to thereby devalue our worth on the job and at the bargaining table. Such efforts can be illustrated in part by...

- NEA's de-emphasization of training in key areas of union advocacy, and by the dearth of such skills in the NEA UniServ Core Competencies.

- NEA's emphasis on member recruitment to the exclusion of building deep skills in bargaining and contract enforcement and organizational effectiveness.
- The posture taken by NEA and many of its affiliates in its positions with NSO affiliate teams at the bargaining table.
- A rising level of threats to the continuation of the UniServ model.

NSO's efforts will include encouraging NEA to provide regular advocacy training to staff, to maintain the UniServ model, to have high hiring standards, and to honor the importance and expertise of NSO members through the collective bargaining process.

Describe NSO Budget Impact: Can be addressed through current budget and structures, unless otherwise determined by the NSO Executive Committee or this body.

Rationale: The distinction of the Association and its past decades of success have been built on having a highly skilled and experienced workforce of union professionals. This network of UniServ staff, specialists, and associate staff have provided a level of support in areas such as bargaining, contract enforcement, organizing, communications, political action, and other related technical support that have made NEA exceptional. It has become clear that NEA and many of its affiliates now would like to move toward a low-skill, low-paid staff. This workforce might have recruitment skills that are useful in signing up members but would not retain the loyalty of Association locals and their members that is earned through the consistent ongoing support in member representation. Working people want to be a part of a union that does a good job being a union, and this includes bargaining for salary, benefits, protection or employee rights, and job security. NSO must press NEA to continue to be a quality union worth being a part of, and this includes supporting and valuing the skills and abilities of its staff.

Submitted by: Mike McNett, Washington

Seconded by: Nas Afi, NEASO

Motion passes

NBI #18-10

Statement of New Business Item: The California Staff Organization (CSO) requests NSO to support CSO's gun violence prevention resolution. (see attached)

Describe NSO Budget Impact: None

Rationale: One of our core values is Social Justice. Gun violence is a public health issue and preventing gun violence is a public health and social justice issue. NSO delegates, our brothers and sisters across labor, the members we work with, and the society at large should know where we stand in our call for gun violence prevention legislation.

Submitted by: Bruce Saathoff, VP California Staff Organization (CSO) Affiliate

Seconded by: Nicole Love, President of the California Staff Organization

Passed

NBI 03242018-X

Motion Maker: Dan Reynolds

Second: Helen Farias

Motion: I move that CSO Pass the following Gun Violence Prevention Resolution:

*California Staff Organization
Gun Violence Resolution – March 25, 2018*

WHEREAS, *the members of the California Staff Organization share the horror and dread felt as a result of the tragedies at Marjory Stoneman Douglas High School, Virginia Tech, Sandy Hook Elementary School, Columbine High School and other schools; and*

WHEREAS, *the proliferation of guns and gun-related violence in the United States has continued for far too long; and*

WHEREAS, *the repeated occurrence of violent events in a variety of venues makes it clear that this not merely a school security issue, but a community issue; and*

WHEREAS, *since 1999, the number of mass shootings in schools, churches, and other public places has increased as the overall national crime rate has steadily declined; and*

WHEREAS, *the firearm used to murder and injure the victims at Marjory Stoneman Douglas High School was an AR-15 semi-automatic assault style weapon equipped with high capacity magazines; and*

WHEREAS, *assault-style weapons and large capacity ammunition magazines are not suitable for civilian use of any type and constitute a demonstrated threat to the general public and law enforcement personnel; and*

WHEREAS, *research into reducing gun violence has shown there are numerous legislative steps we can take, including, banning semiautomatic guns, assault weapons, and large capacity ammunition feeding devices, instituting universal background checks for gun and ammunition purchases, government buyback and destruction of all banned guns and large capacity ammunition feeding devices, taxing ammunition sales, mandatory waiting periods, instituting a national gun registry, and banning guns on all schools; and*

WHEREAS, *instituting broad and far reaching legislation to reduce gun violence will save lives, reduce crime, and serve the public health, as well as the safety and best interests of the children, parents, and residents of our community;*

NOW, THEREFORE BE IT RESOLVED, *that the California Staff Organization urges the United States Congress, as well as state and local governments to immediately enact a series of laws to reduce gun*

violence and increase support services that will help ensure people, especially students across the country are safe in their schools, classrooms, and communities, and that these laws include:

- Permanently banning automatic weapons;*
- Permanently banning assault weapons;*
- Permanently banning large capacity ammunition feeding devices;*
- Instituting government buyback and destruction of all banned guns and large capacity ammunition feeding devices;*
- Instituting universal background checks for all gun and ammunition purchases (including online and gun show purchases);*
- Levying an increased tax on ammunition and directing those taxes toward gun violence prevention programs, and to the benefit of victims of gun violence;*
- Banning the sale of guns and ammunition to all convicted violent criminals;*
- Banning the sale of guns to people deemed a danger to themselves or others by a mental health provider;*
- Requiring reporting of lost or stolen guns;*
- Requiring mandatory safety training before all gun purchases;*
- Requiring mandatory 7-day waiting period on all gun and ammunition purchases;*
- Developing a national gun registry to track all gun ownership and sales;*
- Banning guns in all schools;*
- Requiring all guns to microstamp bullets;*
- Fingerprinting all gun owners;*
- Requiring gun safes;*
- Ensuring that the FBI's background check system is fully and continuously updated (including those prohibited as a result of mental illness, those convicted of a violent crime, persons dishonorably discharged from the military, those under a domestic violence restraining order)*
- Enacting federal Child Access Prevention (CAP) laws that hold adults criminally liable for unsafe storage of firearms around children*
- Supporting community improvement solutions such as wraparound services that provide sufficient access to those who need assistance, including schoolchildren;*
- Providing additional support in communities and schools for mental health and substance abuse treatment and counseling;*
- Enhancing and evaluating bullying-prevention programs, anti-gang initiatives, and positive behavior support programs in schools;*
- Requiring the national database on violence to include any incidents involving a gun or shooting; and*

BE IT FURTHER RESOLVED, that the President of the California Staff Organization will send a copy of this resolution to the National Staff Organization; and

BE IT FURTHER RESOLVED, that the California Staff Organization supports community led and student led efforts to amplify the voices of all who are calling for gun violence prevention legislation; and

BE IT FURTHER RESOLVED, that the California Staff Organization encourages labor unions, school districts, community groups, cities, and counties to pass similar resolutions.

What is the issue you are seeking to address via this new business item?

One of our core values is Social Justice. Gun Violence is a public health issue and preventing gun violence is public health and social justice issue.

Why are you proposing this motion/approach to address the issue?

Our siblings across labor, the members we work with, and the society at large should know where we stand in our call for gun violence prevention legislation.

