

NSO SANCTION PROCEDURE

Sanctions are designed to pressure employer organizations to resolve disputes with NSO affiliates. The dispute may be related to bargaining, grievances or other injurious behaviors exhibited by management.

A NSO affiliate may request sanctions be applied in the following manner;

- A specific job posting
- All job postings within a state
- Withdrawal and/or boycott of staff assistance and support (including training) to an employer organization

Sanction requests should be submitted to the appropriate NSO Regional Director.

- Notifications received by the NSO Regional Director shall be forwarded to the NSO Executive Board for information and acknowledgment.
- Sanction information will be posted on the NSO website using information provided by the affiliate.
- NSO Regional Directors will forward the sanction information to their respective affiliates with a request that it be distributed to all SO members.

Sanctions may also be forwarded through a New Business Item (NBI) at the NSO Representative Assembly. Sanctions imposed by the NSO RA may only be withdrawn by the NSO RA.

PART 1—Sanction Notification

Please provide the following information

Who is requesting the sanction? (President and/or Affiliate Executive Committee)

Vickie McRoberts, Denver Uniserv Unit Staff Organization
(DUSO)

Contact information:

Name: Vickie McRoberts

Email: V.McRoberts@comcast.com

Phone: 303-831-0590

Description of Dispute:

Dull Management posted a "management" job without notifying DUSO. Posting a third management job to manage a staff of five when Dull and DUSO has not bargained a contract since last April 2015.

Sanction(s) Requested:

(See letter for Sanction and Sanction from DUSO
Sent previously)

DUSO requests NSO to post on NSO website and Facebook and send to NSO affiliates and for no current staff to apply and for no affiliates to post job.

Withdrawal of Sanctions

1. Requests for withdrawal of sanctions should be directed to the appropriate NSO Regional Director. Requests should include
 - Who is requesting the withdrawal of the sanction (the SO Executive Board and/or the president)
 - A description of the dispute resolution
2. Requests received by the NSO Regional Director shall be forwarded to the NSO Executive Board for information and acknowledgment
3. Withdrawal of sanction will be posted on the NSO website.
4. NSO Regional Director's will forward the withdrawal information to their respective affiliates with a request that it be distributed to all SO members.