



NEA New Hampshire

Building our Association, One Member at a Time

NEA-NEW HAMPSHIRE
SOUTHERN REGION COUNCIL MEETING
and
SOUTHERN/SOUTH CENTRAL REGIONS BUDGET HEARING
TUESDAY, FEBRUARY 5, 2013 AT 4:30 PM
Brady Sullivan Tower, 1750 Elm Street, Manchester, NH

Please attend the February Southern Region Council Meeting. It's important to have your local association represented. If you cannot attend, please send another member. Your association members deserve to benefit from the affiliation and have a voice in decision-making.

AGENDA:

- 4:30 – 5:30 PM George Strout, Director of Communications NEA-NH
- 5:30 PM – Dinner/Budget Hearing

PLEASE!! Help us protect your dues dollars...RSVP either way (if you can or cannot attend) to Kris Fessenden at NEA-NH 224-7751, Ext. 346; or Email: kfessenden@nhnea.org by February 1, 2013.

***You may use the "visitors" parking for the meeting. We will meet in our office, suite #603 at 4:30, and join the South Central Region downstairs for dinner and the budget hearing at 5:30.*

NEA-NEW HAMPSHIRE

Monthly/Annual Membership Comparison

Last day of current month: 2/28/13

Last day of prior month: 1/31/13

Last day of prior year: 8/31/12

SOUTHERN 07

Local	Current Month	Prior Month	Change CM/PM	Prior Year	Change CY/PY
AMHERST EA	138	138	0	140	-2
AMHERST SSA	44	44	0	50	-6
BEDFORD EPA	48	48	0	53	-5
BEDFORD ESSA	7	7	0	6	1
BROOKLINE ESSA	13	13	0	16	-3
BROOKLINE TA	42	42	0	44	-2
HAMPSTEAD ASSN SS	54	54	0	56	-2
HAMPSTEAD EA	89	89	0	91	-2
HAMPSTEAD SUPPORT PA	10	10	0	9	1
HOLLIS ESSA	55	55	0	54	1
LITCHFIELD EA	122	122	0	118	4
MERRIMACK ESSA	82	82	0	82	0
MERRIMACK T A	232	232	0	240	-8
MILFORD EPA	12	12	0	13	-1
MILFORD ESSA	42	42	0	42	0
MILFORD TA	156	156	0	156	0
MT VERNON EA	25	25	0	26	-1
PELHAM ESPA	97	97	0	101	-4
SALEM A FOOD SER PER	15	15	0	16	-1
SALEM E A	309	309	0	314	-5
SALEM ED PERSONNEL	15	15	0	14	1
SALEM ESPA	65	65	0	68	-3
SALEM SCHOOL CUSTODIANS EMPLOYEES ASSOCIATION	26	26	0	26	0
WINDHAM EA	221	221	0	212	9
Summary	1,919	1,919	0	1,947	-28

Data as of: 2/3/2013

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Run Date: 2/4/2013

Uniserv(s): SOUTHERN 07 Local(s): AMHERST EA, AMHERST SSA, BEDFORD EPA, BEDFORD ESSA, BROOKLINE ESSA, BROOKLINE TA, HAMPSTEAD ASSN SS, HAMPSTEAD EA, HAMPSTEAD SUPPORT PA, HOLLIS ESSA, HUDSON T A, LITCHFIELD EA, MERRIMACK ESSA, MERRIMACK T A, MILFORD EPA, MILFORD ESSA, MILFORD TA, MT VERNON EA, PELHAM ESPA, SALEM A FOOD SER PER, SALEM E A, SALEM ED PERSONNEL, SALEM ESPA, SALEM SCHOOL CUSTODIANS EMPLOYEES ASSOCIATION, WINDHAM EA Chapter(s): All

Confidential Data – Protect the use and storage of this data

MOCN3021

NEA-NEW HAMPSHIRE Monthly/Annual Membership Comparison

Last day of current month: 2/28/13

Last day of prior month: 1/31/13

Last day of prior year: 8/31/12

CPESS CENTRAL 11

Local	Current Month	Prior Month	Change CM/PM	Prior Year	Change CY/PY
BEDFORD EA	251	251	0	252	-1
HOLLIS EA	140	140	0	138	2
PELHAM EA	149	149	0	153	-4
Summary	540	540	0	543	-3

The New York Times

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**MIA
WASIKOWSKA**

February 29, 2012

A Civil Right to Unionize

By RICHARD D. KAHLENBERG and MOSHE Z. MARVIT

FROM the 1940s to the 1970s, organized labor helped build a middle-class democracy in the United States. The postwar period was as successful as it was because of unions, which helped enact progressive social legislation from the Civil Rights Act to Medicare. Since then, union representation of American workers has fallen, in tandem with the percentage of income going to the middle class. Broadly shared prosperity has been replaced by winner-take-all plutocracy.

Corporations will tell you that the American labor movement has declined so significantly — to around 7 percent of the private-sector work force today, from 35 percent of the private sector in the mid-1950s — because unions are obsolete in a global economy, where American workers have to compete against low-wage nonunion workers in other countries. But many vibrant industrial democracies, including Germany, have strong unions despite facing the same pressures from globalization.

Other skeptics suggest that because laws now exist providing for worker safety and overtime pay, American employees no longer feel the need to join unions. But polling has shown that a majority of nonunion workers would like to join a union if they could.

In fact, the greatest impediment to unions is weak and anachronistic labor laws. It's time to add the right to organize a labor union, without employer discrimination, to Title VII of the Civil Rights Act, because that right is as fundamental as freedom from discrimination in employment and education. This would enshrine what the Rev. Dr. Martin Luther King Jr. observed in 1961 at an A.F.L.-C.I.O. convention: "The two most dynamic and cohesive liberal forces in the country are the labor movement and the Negro freedom movement. Together, we can be architects of democracy."

The 1948 Universal Declaration of Human Rights recognizes that "everyone has the right to form and to join trade unions for the protection of his interests." The First Amendment has been read to protect freedom of association, and the 1935 National Labor Relations Act recognized the "right to self-organization, to form, join, or assist labor organizations," but in reality, the opportunity to organize is a right without a remedy.

Firing someone for trying to organize a union is technically illegal under the 1935 act, but there are powerful incentives for corporations to violate this right, in part because the penalties — mitigated back pay after extended hearings — are so weak.

It is noteworthy that American workers in the airline and railway industries, which are governed not by the 1935 law but by a stronger statute, the Railway Labor Act, have much higher rates of unionization.

Past efforts to strengthen labor laws over four decades have gotten bogged down: Congress cannot pass reforms until labor's political clout increases, but that won't happen without labor law reform.

The Civil Rights Act of 1964, as amended, has much stronger penalties and procedures than labor laws. Under our proposal, complaints about wrongful terminations for union organizing could still go through the National Labor Relations Board, which has expertise in this field. But the board would employ the procedures currently used by the Equal Employment Opportunity Commission, which provide that after 180 days, a plaintiff can move his or her case from the administrative agency to federal court. There, plaintiffs alleging that they were unfairly dismissed for trying to organize could sue for compensatory and punitive damages and lawyers' fees, have the opportunity to engage in pretrial legal discovery and have access to a jury — none of which are available under current law.

Our proposal would make disciplining or firing an employee "on the basis of seeking union membership" illegal just as it now is on the basis of race, color, sex, religion and national origin. It would expand the fundamental right of association encapsulated in the First Amendment and apply it to the private workplace just as the rights of equality articulated in the 14th Amendment have been so applied.

The labor and civil rights movements have shared values (advancing human dignity), shared interests (people of color are disproportionately working-class), shared historic enemies (the Jim Crow South was also a bastion of right-to-work laws) and shared tactics (sit-ins, strikes and other forms of nonviolent protest). King, it should be remembered, was gunned down in Memphis in 1968, where he was supporting striking black sanitation workers who marched carrying posters with the message "I Am a Man." Conceiving of labor organizing as a civil right, moreover, would recast the complexity of labor law reform in clear moral terms.

Some might argue that the Civil Rights Act should be limited to discrimination based on immutable characteristics like race or national origin, not acts of volition. But the act already protects against religious discrimination. Some local civil rights statutes even cover marital

status, family responsibilities, matriculation, political affiliation, source of income, or place of residence or business.

Should organizing at work for “mutual aid and protection” not also be covered?

While there are many factors that help explain why the nation has progressed on King’s vision for civil rights while it has moved backward on his goal of economic equality, among the most important is the substantial difference between the strength of our laws on civil rights and labor. It is time to write protections for labor into the Civil Rights Act itself.

Richard D. Kahlenberg, a senior fellow at the Century Foundation, and Moshe Z. Marvit, a labor and job discrimination lawyer, are the authors of “Why Labor Organizing Should Be a Civil Right: Rebuilding a Middle-Class Democracy by Enhancing Worker Voice.”

UNISERV Director's Report

February, 2013

Lorri Hayes, Southern Region

UNISERV DIRECTOR'S REPORT

Welcome Everyone, to the Southern Regional Council Meeting and NEA NH Budget Hearing.

Thank you for joining us this evening.

In a follow up to last month's meeting, I hope that you have had an opportunity to request the health and dental Holiday reimbursement for you and your members. Please do not hesitate to ask any questions you may have regarding the process.

The NEA NH Legislative Dashboard is up and running again for this legislative session. We ask that you all are vigilante in your participation in the legislative process. We expect that this legislative session will not be as active as the last session but we know that we can not lay down our guard. We continue to see some of the scariest examples of legislative maneuvering that will impact both you as members and your students. For example, let's look at House Bill 142. The analysis of the bill states: 'This bill provides that the school board shall be responsible for the development and implementation of a teacher evaluation system.' If this bill is adopted, teachers will have NO SAY in their performance evaluation system. Instead, the school board will implement a new evaluation system without your input or participation. This bill may create a major issue in your school system if adopted. We are asking our members to take action on bills such as this and many others. Please review the legislative dashboard each week at www.neanh.org, click on the Legislative Dashboard tab, and take action, when requested. Your participation may determine whether or not legislation such as HB 142 is adopted.

Our next Southern Regional Council meeting will be on March 14, 2013, here in the Manchester Office. We hope to see you there. We are preparing to offer a Southern Regional Professional Development program for all Southern Regional members. We expect the Professional Development program to take place on March 27, 2013 from 4-7pm. We will provide more information very soon.

in- *Lorri Hayes*

Membership Matters

Please review the following excerpt from Membership Development: 101 Ways to Get and Keep Your Members by Mark Levin, CAE, CSP

The All Time, Number One, Absolutely Best Way to Overcome Objections to Joining

Overcoming objections is always going to be a situational challenge. Each situation will be a little different and the following suggested responses are made for the specific objection being discussed.

There is **one** technique which can be used to overcome virtually any objection. This technique also re-emphasizes the importance of getting current members to help recruit new members. This technique is known as the *feel-felt-found* method and it's very simple. When prospects say that they think membership is too expensive or that they don't have time to participate, the person asking them to join simply says, "I know how you *feel*. I *felt* the same way myself, but I *found* that membership really was a great investment."

This method is obviously most effective when used by a member. In fact members are the only ones who can say that with any credibility. This method combines the real benefits of joining with the testimonial of someone who has already made the commitment. If there were no other reason for trying to get current members to help recruit, then the *feel-felt-found* method is reason enough. The ideal situation for overcoming objections is to have a prospective member giving objections to a member who at one time had the same objection but eventually joined. It's the most powerful form of empathy and your organization needs to use it as often as possible.

More Membership Information

In order to use the Feel, Felt, Found Recruitment Method, we must engage in Active Listening. You may ask yourself, what is "Active Listening?"

Active Listening

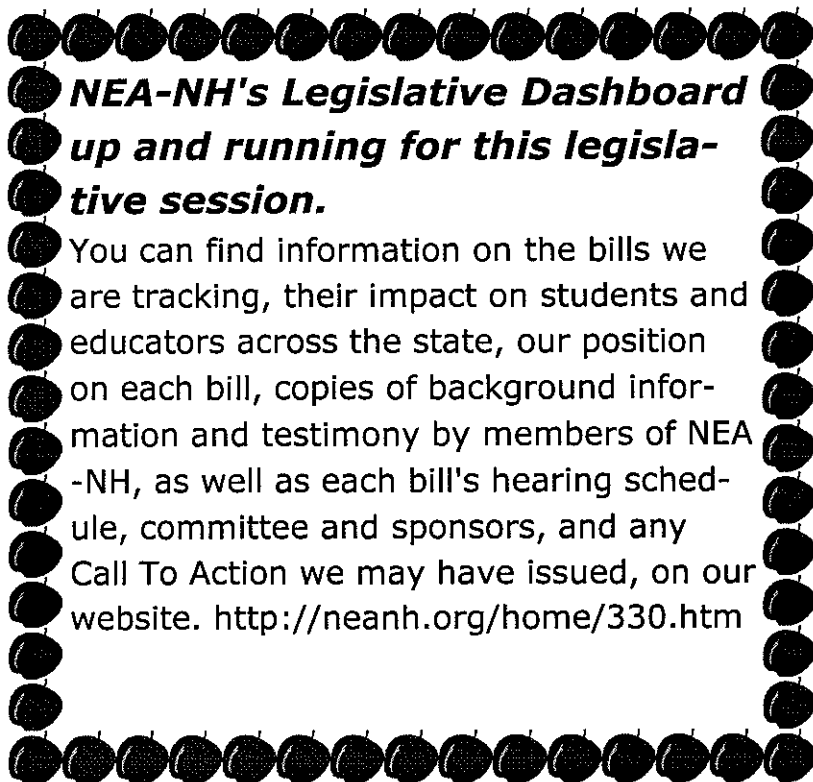
Active Listening is:

- Receiving information via your eyes & ears
- Allowing the other person to finish her/his thoughts
- Giving the information meaning
- Determining how you feel or what you think about the information
- Responding appropriately to body language and tone
- Responding to the information

Listening is an intellectual & emotional process that searches for meaning & understanding in a message.

Listening Tips:

- Don't race up the "ladder of inference"
- Monitor & control distractions
- Clear your mind of other thoughts
- Make direct eye contact



NEA-NEW HAMPSHIRE IS SEEKING THE HOME EMAIL ADDRESSES FOR ALL MEMBERS. THE USE OF SCHOOL EMAIL FOR ASSOCIATION RELATED BUSINESS CAN POSSIBLY EXPOSE OUR MEMBERS TO ADVERSE ACTIONS FROM A SCHOOL DISTRICT. IT IS VERY IMPORTANT THAT WE ARE ABLE TO COMMUNICATE WITH OUR MEMBERSHIP GIVEN ALL THE CHALLENGES THAT WE ARE FACING THIS SPRING.

KRIS FESSENDEN WILL SEND EACH LOCAL A LIST OF MEMBERS THAT HAVE EITHER A SCHOOL EMAIL ADDRESS, OR NO EMAIL ADDRESS. IF YOU WOULD PLEASE CONTACT THESE MEMBERS TO REQUEST THAT THEY PROVIDE US WITH A HOME EMAIL ADDRESS AND THEN FORWARD THAT INFORMATION ON TO KRIS, WE WOULD BE MOST APPRECIATIVE.