

Western Regional Council Minutes – June 4, 2018

Present:

Maggie Kyle and Brenda Baker, Fall Mountain SS, Karen Brown, Fall Mountain TA, Liz Murray, Hanover EA, Carol Ahern, Rosemary Ayres, and Judy Sterndale, Hanover SS, Jen Bewersdorf and Mary Wright, Kearsarge REA, Margaret Cyphers, Lebanon SS, Dave Shinnlinger, Mascoma Valley REA, Terrie Scott and Shannon O'Connor, Newport SS, Lisa Ferrigno and Kelly Merritt, Newport TA, Laura Spratt, Plainfield EA, Tammy Yates, Sugar River EA.

Minutes:

Motion to accept minutes from April 9, 2018 as presented
Motion, Maggie Kyle
Unanimous

Introductions

Executive Board Report: Dave

Need involvement, if you can't make a meeting, send someone from your local
Janus Decision – will make us a Right to Work country and will impact NEA's ability to provide funds to NH. NEA-NH has a plan and has reached out to agency fee locals. Cannot collect any agency fee funds the day after the decision comes out.

Anti-Union groups are going out in different states and actively recruiting people to leave the union, there was at least one hit in NH, don't be fooled by strange phone calls asking about who you represent and fake issues in your school. (Project Veritas)

Summer Learning – Go to workshops! Building union morale, leadership, organizing, school culture improvements, addressing mental health issues, lots of great workshops!

You can pre-pay for your lifetime retirement membership \$350 (never know when it will change!)

AFT-NH is trying raid John Stark

Comment: If you're a support staff member – it's enticing to pay less in dues when you're working less than 30 hours a week

Legislatively, we did very well thanks to the hard work of Brendon Browne and members who called their reps/senators. Death benefit passed attached to the bill for school safety. Vouchers failed. Things were looking grim at the beginning of the session, we fared much better.

The fact that NEA-NH is having to make up a \$400k shortfall may result in losing some regional council dues or losing regional offices

November mid-term elections – pay attention, talk to your members about supporting pro-education and pro-labor candidates!

Open Rate of Emails/Engagement

Communication Ideas for Engaging Members – READ your email! Open it! Try to make it to events. Important to be informed. Maybe the logo attachment on the bottom of KL's email is

causing things to go to SPAM? Some attendees report they would respond well to texts, others still like email. Request made to send any ideas to Karen or Kris.

UniServ Director's Report

Reviewed handouts:

Contract language on safety (more on website)

Potential policy changes from the DOE for Certified Staff (handout circulated for review)

Unions and Schools in the News – two articles included: "Teachers Find Public Support as Campaign for Higher Pay Goes to Voters," NYTimes, 5/31/2018 and "Teachers, students separated by 20 miles face very different circumstances," Concord Monitor, 3/5/2018

Summary of Recent Workshops Attended:

Thanks for the Feedback – Book: *Thanks for the Feedback, The Science and Art of Receiving Feedback Well** (*even when it's off base, unfair, poorly delivered, and frankly, you're not in the mood) By Douglas Stone and Sheila Heen

Take away: there are three types of feedback: Appreciation, Evaluation, and Coaching. Know what you are seeking, know how to ask, know your triggers for when you get poor feedback and how to deal with it and move on productively. There are three types of triggers: Truth triggers (you're wrong!) – Challenge to See, Relationship triggers (who are you to tell me?! – Challenge of We, and Identity triggers (ahhhhh!) – Challenge of Me

Outward Mindset – Books: *Leadership and Self-Deception, The Anatomy of Peace, and The Outward Mindset*, all by the Arbinger Institute

Take away: Others matter like you matter, build relationships. Use the influence pyramid for better work and home interactions to avoid conflict (the pyramid is built on treating everyone like they matter, building relationships, listening and learning, teaching and communicating and correcting). The majority of your time should be spent building relationships, not correcting. Use the SAM method: **See** others (strive to understand others' needs, objectives, and challenges. **Adjust** efforts (Given what I learn about others, adjust my efforts in order to be more helpful.), **Measure** Impact (Measure and hold myself accountable for the impact of my work on others.)

Regional Union Wins

Attend Summer Learning! Karen and Irv are doing a communication workshop together, sign up!

Budget Report:

August - now

We have spent about \$1600 of the \$4000

Tonight will be another \$500ish

Scott McGilvray Foundation for Teaching and Learning Golf Tournament

Dave S. motion to sponsor a hole at \$250

Carol A. second

unanimous

18/19 Meeting Dates

Send a survey with ideas for dates and places for August (Pillsbury State Park, Storrs Pond)

Consensus to use this August meeting to have a work session where local leaders/members come to put together welcome packets.

Motion to spend \$500 for welcome packets for leaders with supplies for recruitment, Liz M.

Tammy Y. second

Unanimous

Local Membership Drive Plans for Fall

Reviewed handouts:

Building a strong local

Relational organizing

Work on a local plan for the year

OTHER:

Mary W. – Idea for a workshop: grievance interview tactics, how to get the whole story

Margaret C. – Went to a workshop a few years ago and got a great handout explaining: What is a gripe, a complaint, and a grievance?

Motion to adjourn: Liz M., second Carol A., unanimous
6:50pm.