

UniServ Director's Report – September 2018

JANUS v. AFSCME

NEA-NH was already facing a near \$500k budget deficit after the budget passed in March at the Delegate Assembly – then the Janus decision came in late June. It remains to be seen what the impact will be, if any.

Beware of Attacks from Anti-Union Groups

- Never respond to a “reporter” or someone who claims to be “helping” a union friend, unless you are 100% sure you can trust them.
- Alert me if you are suspicious of any anti-union activity in your area
- It's more important than ever to strengthen your membership
- Use provided information to educate members and champion the value of membership in the Association

Membership Plan

Organizing Blitz:

- Tier 1 and 2 local association have been identified across the state – Karen, Kris and other NEA-NH staff will be coordinating with the locals directly to set up meetings and/or trainings.
 - Western Region Tier 1:
 - Fall Mtn. Teachers' Association
 - Hanover Education Association
 - Kearsarge Regional Education Association
 - Lebanon Education Association
 - Lebanon Support Staff Association
 - Mascoma Valley Regional Education Association
 - Sugar River Education Association
 - Sunapee Teachers' Association
 - Western Region Tier 2:
 - Fall Mountain Education Support Staff Association
 - Hanover Support Staff
 - Mascoma Valley Regional Support Staff Association
 - Paraeducators at Kearsarge
- Get your new member forms in to Kris Fessenden as soon as possible so our numbers are accurate.

New Educator Forms and Simple Plan for Locals

- All Presidents, Membership Chairs, and Building Reps will be receiving an email with forms and directions for all new members to fill out new educator forms.
- Make a plan with your local leadership team – if you need any support, let me and/or Kris know!

Ways Locals Can Actively Recruit Members:

- Karen and Kris are happy to assist in the set up of any event in any local as a way to provide value to membership, build relationships, and as an opportunity to organize around an issue or cause.
 - Ideas:
 - Know your contract workshop – discuss contract benefits, rights, responsibilities
 - Member benefits Training
 - Financial Services Training
 - Leadership/Representative Trainings
 - Conflict management trainings
 - M.O.M. (Messaging, Organizing, Mobilizing) and America Votes training for campaigns of any kind (pass your contract, get a specific warrant article passed, flip the school board, pass a new building bond, etc.)
 - Safety trainings

- Organize around an issue facing your local or district – work together on a solution
- Sponsor community events – a 5K race, food banks, donate books to libraries, etc. Show the public that the Association cares not just about the students and staff, but the entire community.
- Celebrate successes and each other – have socials and raffles, and other events that bring everyone together.
- Keep your members informed through a website, FB page, newsletter, or other means of communication. Have monthly 10 minute meetings and solicit specific feedback or information.

How Can Members Be More Connected?

- Is there anything that Kris and I can do to help engage, celebrate, and elevate members?
 - Facebook for the Western Region?
 - Twitter?
 - Instagram?
 - Video or other Web services?
 - Western Region Website
 - Text?

Negotiations 2018/2019

Locals Negotiating in 2018

- Fall Mountain Education Support Staff Association – facing the privatization of food service workers
- Franklin EA
- Grantham EA
- Hanover EA (already started)
- Hanover Support Staff (already started) – Gained new bargaining unit members
- Kearsarge REA (already started)
- Lebanon EA
- Lempster EA
- Mascoma Valley Regional Support Staff
- Newport Support Staff – Status quo this year (starting now)
- Newport Teachers' Association – Status quo this year (already started)
- Sunapee Teachers' Association

Popular Topics

- Health Insurance
- Retirement
- Leave Days
- Creative salary schedules
- Vacancies and RIFs
- Safety

Ask for access to the NEA-NH Research Website if you're preparing for or in the midst of negotiations: <https://neanh.org/membership/research/> After you sign in, your request will go to the Research Coordinator (Tammy Davis) and her assistant (Karen Heavener) who will confirm with me that you are a member in good standing, to confirm access.

“The labor movement was the principal force that transformed misery and despair into hope and progress.” Martin Luther King, Jr.
