

Simpson Educational Support Professionals Association (SESPA)

Welcome to the District and congratulations on being hired! You probably have many questions regarding the Collective Bargaining Agreement (CBA) and how it relates to your job. You may also be curious about the benefits you receive. I'm sure that the Human Resources department will review the elements of the CBA with you but know that the Simpson Educational Support Professionals Association (SESPA), the one who negotiates with the School Board for all the rights and benefits in the collective bargaining agreement, will be here to explain any of the terms and conditions of employment covered under the CBA. One of our representatives will be in touch with you regarding the CBA and answer any additional questions regarding your rights under the CBA.

What is SESPA? We are all the employees covered under the CBA who are paying members of the Union. We are the group who negotiates the contract for others and supports them when they need help or have questions concerning the agreement. We make sure our members have the information they need to be productive and valuable members of the Simpson community. We are the *voice* of and for the support staff. SESPA members also receive assistance with employment-related difficulties from NEA-NH's well-trained staff.

Why join SESPA? Without members, there is no union. In states where membership has dropped, employees have seen significant drops in take-home pay and their out of pocket costs for health care has skyrocketed. In states where membership has held strong or increased, employees have been able to maintain their wages and benefits.

If you choose not to join the union, there is no union. Those hard-fought benefits — including wages, health care, retirement, workplace safety — will be left to the employer's discretion. In other words, you will have no power. Remember that there is strength in numbers: we have more bargaining power when we have more members. All the benefits you currently enjoy have been fought for by the union, do you think that the District or the community just willingly handed over the rights and benefits in your CBA?

How can you be a part of SESPA? That's easy. A representative will be in touch to discuss your new position and at that time will have the membership form for you to complete. You will receive a packet of all the information about the additional benefits of NEA-NH, which include free professional development opportunities, free annual legal advice, and discounts on life, auto and home insurance, just to name a few. You will have the choice of either paying for your membership by check, EFT, credit card or through payroll deduction. An additional form is required for payroll deduction by the SAU office.

What if I don't want to be a part of SESPA? You do not have to join; however, non-members do not have a voice. They cannot give input, attend union meetings or vote on local Associations contract proposals, negotiations or serve on union committees. They are only eligible for the protections within the CBA, usually this does not include help with the New Hampshire retirement system (NHRS), the Department of Labor, The Department of Education for certification and other requirements. There are many more. Non-members do not receive the \$1 million-dollar employee liability insurance if they encounter a situation where they are accused of wrongdoing on the job. Lastly, they do not qualify for any NEA-NH discounts or benefits offered by www.neamb.org

Lorri Hayes

Lorri Hayes
UniServ Director, NEA-NH

Maura




Maura Wickem
SESPA President
Secretary at Simpson Elementary

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Let me introduce you to our Executive Board!

Our President: 	Our Vice President: 	Our Secretary/ Treasurer: 
Maura Wickem, Secretary Simpson Elementary	Tom Sally, Custodian, Simpson Middle School	Brenda Swan, Para-Educator, Simpson High School

Let me introduce you to our Building Representatives!

		
Sandy Sill, Custodian, Simpson Elementary	Michelle Bennett, Para-Educator, Simpson MS	James Might, Secretary Simpson HS

PLEASE SAY HELLO, WE ENJOY MEETING NEW PEOPLE!