

NSO Contact

National Staff Organization

2016 NSO Winter Advocacy Retreat

Welcome to Sarasota!

This is a welcome back to Sarasota for the NSO Winter Advocacy Retreat where you as advocates will learn to lead, promote, secure and defend the hard-earned rights of your affiliates and your members. As you and your members continue to face attacks on wages, hours, and terms and conditions of your employment--including retirement, pension benefits and health insurance—remember that your union matters.



More than 300 NSO members have registered for this Winter Advocacy Retreat. This event will be a time for them to gain and enhance their skills and knowledge to deal with the attacks being launched against NSO affiliates and its members. They'll be able to take advantage of this opportunity to network, learn, participate and have fun doing it.

Go to www.nationalstaff.org throughout the Retreat to get the latest NSO Contact featuring news and information about NSO. And be sure to follow NSO on Facebook and Twitter.

Winter Advocacy Retreat Schedule

WEDNESDAY, January 13, 2016

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| 1 – 5 p.m. | Early Registration |
| 3 – 4 p.m. | New Attendee Orientation |
| 4:15-5:15 p.m. | Trainers Meeting |

THURSDAY, January 14, 2016

7 - 10 a.m.	Registration
7:30 - 9:30 a.m.	Continental Breakfast
8:15 - 8:45 a.m.	Opening General Session
9-11:30 a.m.	Session Series 100*
11:30 a.m. - 1 p.m.	Lunch (on your own)
1 - 3:30 p.m.	Session Series 200
1 – 5 p.m.	Registration
4:15-5:15 p.m.	Trainers Meeting

FRIDAY, January 15, 2016

7 - 9:30 a.m.	Continental Breakfast
7:30-10 a.m.	Registration
9-11:30 a.m.	Session Series 300
11:30 a.m. - 1 p.m.	Lunch (on your own)
1 - 3:30 p.m.	Session Series 400
4:30-5:30 p.m.	Solidarity Reception

SATURDAY, January 16, 2016

7 – 9 a.m.	Continental Breakfast
8:30 - 11 a.m.	Session Series 500
11-11:30 a.m.	Break (refreshments provided)
11:30 - 2 p.m.	Session Series 600
2:00 p.m.	Adjournment

Session cancellations

Please note that some sessions had to be cancelled. As of now, "Diversity and Privilege," "Beyond Organizing for Power," and "Cultural Competency" are cancelled. However, the Emerging Issues session scheduled for Thursday, from 1:00 to 3:30 p.m., will focus on the topics of cultural competency and diversity to meet a 2015 Representative Assembly New Business Item.

Check the registration desk for any other changes in the Retreat schedule.

NSO imposes sanctions on Oregon Education Association

Due to the termination without just cause of an Oregon Education Association (OEA) UniServ Consultant and Professional Staff Organization (PSO) Labor Management Consultant, NSO has imposed sanctions on OEA. NSO is asking that fellow union brothers and sisters across the country refrain from applying for or accepting any staff position that becomes available in Oregon and that no staff person agrees to any shared staffing assignments or performs any NEA-related work in the state.

NSO President Chuck Agerstrand said, "We stand behind PSO in their sanction request as they fight the unjust termination of their colleague who has consistently demonstrated his ability to work effectively with his local members and advocate for them. Doesn't OEA realize that it is a union? Their actions fly in the face of what unions stand for."

Based on a so-called investigation into an OEA Executive Committee member's complaint, OEA management delivered the following opinion to the PSO member: "We are willing to deliver a three-week suspension, but you

need to accept guilt and agree up front that you are not going to grieve our decision. If you don't agree to these terms, you are fired."

PSO is willing to consider alternative resolutions to the issue, as long as OEA offers its member the right to clear his name before an arbitrator. OEA, however, is only willing to arbitrate a termination—not a suspension.

NSO sanctions will remain in place until PSO requests their removal under the condition that OEA management is willing to reverse the termination and provide an opportunity for the PSO member to clear his name.

Associate staff survey leads to a new session at the Retreat

One of the many new sessions offered at the Retreat is especially designed to give associate staff members a forum to discuss issues facing them. This first-time offering is the result of efforts by Region 4 Director Dawn Barsuto and Region 1 Director Cheryl Singleton.

At the June 2015 Representative Assembly Emerging Issues session, associate staff members expressed their concerns over their changing roles and the continued elimination of their positions. That led to an online survey of associate staff members. The 136 respondents answered questions about the kind of training that should be offered to associate staff, their willingness to be a trainer, and what areas they would feel comfortable training.

Negotiations, grievance processing and finances were most often suggested as training topics, but some new ones were also mentioned. Associate staff suggested training on managing generational shifts, crucial conversations, promoting union participation, and helping them move to professional staff positions.

Basurto said, "I am glad so many associate staff members responded. The survey gave us some great ideas and suggestions. It's important that we continue the discussion."

This new session will give associate members an opportunity to discuss strategies and ideas that will keep them relevant in these changing times and put a focus on the valuable roles they play in their NSO affiliates.

The Associate Staff Forum is being offered on Thursday morning from 9 to 11:30 a.m. and again on Saturday morning from 8:30 to 11 a.m.