

TO: NEA Leadership and Management

FROM: NEA Foundations Facilitator Team

SUBJECT: NEA Facilitator Team re NEASO Negotiations

An Injury to One is an Injury to All

We are the facilitators from across the country for the NEA UniServ & Organizer Support Programs. We volunteer our time, stepping away from our own roles in our states, to support the development of other UniServ and organizing staff. We take on this additional work and responsibility due to our commitment to unionism that is intentionally inclusive and acknowledges that members must lead their own union and stand up for what is just.

Through our work as trainers and in our roles as staff around the country, we work closely with NEASO staff. Meanwhile, 25% of NEASO members work a second job while employed by NEA in order to afford the cost of living in the DMV area.

Our work cannot be successful without NEASO colleagues. We know for a fact that:

1. NEASO members and NEA Facilitators work with NEA members and staff nationwide to build powerful state and local affiliates. This is not possible if NEASO staff cannot win a contract that sustains their basic needs.
2. NEASO members are the first point of contact for participants in events and conferences. Their expertise and experience is essential in ensuring the smooth operation.
3. NEASO members ensure our training can happen. Without them there would be no registration forms or webpages, no communications to participants, no travel or logistic support, no food, no vouchers, and no resources available to the staff and members to attend and participate in healthy and meaningful ways.
4. Stagnant wages and bad-faith bargaining jeopardize staff recruitment and retention. All our affiliates benefit from having skilled and experienced NEASO staff that continue working in our organization.
5. NEASO's bargaining demands mirror the same issues we fight for with our members, such as thriving wages, salary steps, and the need to have agency over their working conditions.

In our roles as trainers, we often teach about the history of labor movements and the importance of collective action. We know bad boss tactics when we see them. It's time for NEA to stop acting like a bad boss. A lockout, where the employer refuses to allow workers to work, is a tactic used by union busting management. This tactic is insidious and most often used by the most anti-union of employers. Tactics meant to scare employees into accepting a deal that does not meet their needs are the antithesis of good faith collective bargaining and do not reflect NEA's purported core value of collective action. **Threatening to cut off the health insurance of employees and their families, which NEA said will occur at the end of this month, is a monstrous act.**

It is disheartening to see messages from NEA management that try to turn members against NEASO staff. NEA management has failed to share with NEA members their unlawful unilateral changes in working conditions regarding holiday pay, and failure to address the \$50 million in outsourcing of bargaining unit work.

How can our union claim to be a champion of working people and union rights when they go on the attack when their own staff stand up for themselves? How do we stand on those shared core values when the national Organization does this to their employees?

Our union's power is rooted in our dedication to fairness, unity, and respect for all workers. We demand that you reflect these principles in your actions by ending this unethical lock-out and negotiating a just contract for NEA staff.

Union Power,

Izaak Standridge, Alabama	Ellen Holmes, Maine	Heidi Miller, New York
Hedy Eischeid, Alaska	Dawn Moretz, Maryland	Liz Smith-Rossiter, New York
Jessica Minguez, Alaska	Albert Jones, Maryland	Michelle Couture, New York
Salina Serricchio-Joiner, California	Seleste Harris, Maryland	Shelly Clements, New York
Adia Hoag, California	Kiesha Williams, Massachusetts	Naomi Chisolm, North Carolina
Halimah Mekki, California	Grat Dalton, Michigan	Yvie Johnson, Oregon
Felipe Grimaldo, California	Scott Warrow, Michigan	Linda Torres, Pennsylvania
Zac Johnson, Colorado	Ilissa Morrow, Minnesota	Matt Fargen, Pennsylvania
Jackie Parkins, Colorado	Adam Janiak, Minnesota	Monet Reilly, Pennsylvania
Sara Fitouri, Colorado	Vanessa Pulkrabek, Minnesota	Barbera Whitman, Utah
Bekah Saxon, Connecticut	Beth Anderson, Minnesota	Natasha Eckart, Vermont
Melissa Dan, Florida	Alice Floros, Missouri	Katie Bishop, Washington State
Lakilia Bedeau, Illinois	Eric Simmons, Missouri	Michael Ruiz, Washington State
Pete Clancy, Iowa	Eric Jones, New Jersey	Kristin Lytie, Wisconsin
Lindsay Bova, Kansas	Naomi Johnson-Lafleur, New Jersey	Jeny Gardner, Wyoming

P.S. What happened to this —>

