

TO: NEA Leadership and Management

FROM: Utah Education Association Staff Organization (UEASO)

SUBJECT: UEASO support regarding NEASO Negotiations

An Injury to One is an Injury to All

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

The NEASO's decision to strike reflects deep-seated issues that have been left unaddressed by the NEA. As an organization committed to advocating for the rights and well-being of educators and educational support staff, the NEA's actions—or lack thereof—have a significant impact on the trust and solidarity within our community.

We are writing this as steadfast supporters of the National Education Association Staff Organization (NEASO). It is with heavy hearts that we express our support for the NEASO's decision to strike and convey our profound disappointment in the National Education Association's (NEA) handling of the issues that have led to this unfortunate situation.

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.

The grievances brought forward by the NEASO, strike at the very core of the values the NEA purports to uphold. Issues such as fair compensation, adequate working conditions, and respectful treatment are fundamental rights that should be guaranteed to all employees, especially those who dedicate their careers to supporting educators and students.

The NEA's response to the NEASO's legitimate concerns has been, frankly, disappointing. The lack of meaningful engagement and resolution undermines the principles of fairness and equity that our organizations collectively champion. It is imperative that the NEA take immediate and decisive action to address the NSO's concerns and work towards a fair and just resolution.

As UEASO members, your inaction is affecting our work as well. It weakens the structure as a whole and has rippled down to our local members.

In solidarity with the NEASO, we urge the NEA leadership to:

1. Engage in transparent and good-faith negotiations with the NEASO to resolve the current impasse.

2. Commit to addressing the underlying issues that have led to the strike, including fair wages, reasonable working conditions, and respectful treatment of staff.

3. Reaffirm the NEA's commitment to the values of equity, justice, and solidarity that form the foundation of our educational community.

The strength of our educational system lies in the unity and cooperation of all its members. We sincerely hope that the NEA will take this opportunity to demonstrate true leadership and commitment to its values by addressing the NEASO's concerns with the urgency and seriousness they deserve.

Thank you for your attention to this critical matter. We look forward to seeing a swift and fair resolution that upholds the dignity and rights of all staff members.

In Union Power~

UEASO members

Paul Chadwick

Michelle Dansie

Cindy Formeller

Lorrie Gilbert

Sara Jones

Brittany Lewis

Karen Loveridge

Bianca Mittendorf

Valerie Morton

William Spiegel

Meg Tanner

Shawnie Thurgood

Marjean Wayment

Barb Whitman