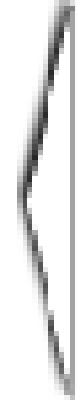


TELL ME ABOUT...



COLLECTIVE BARGAINING



In a Few Words!

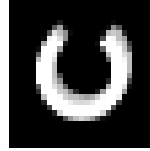
National Education Association



of New Mexico

www.nea-nm.org

THIS IS ONLY THE BEGINNING!



ollective bargaining is the process of ensuring all district employees are treated with the dignity and respect we all deserve. It establishes a dialogue between reasonable people. Their mutually agreed on decisions become part of a written contract. It lasts for a specified period of time. And it is enforceable just like any contract.

Collective bargaining is only the beginning. Not a miracle cure, but the start of a legitimate process.

What is negotiated into the contract is up to the local members and their Associations. The law does mandate some contents, but not all. Your agreement will be only as strong as you make it.

Today's employees want an Association that meets their financial and professional needs.

This means strong negotiations. With collective bargaining, local activities must zero in on membership involvement in developing proposals for the contract.

Your Association will play a critical, new role in the follow-up enforcement of the agreement and the grievance resolution.

Power is in the buildings with the members who pay dues and believe and support their local NEA-NM, and NEA.

Organize your buildings, enroll new members, and remain responsive to membership needs and collective bargaining will prove the single, most important advance in the history of education in New Mexico.

COLLECTIVE BARGAINING: A NEW ROLE

Collective Bargaining Means...

A New Role for Education Employees

Our role must be that of decision-makers meaningfully involved in the development and enforcement of a contract between the local Association and the school board.

Collective bargaining gives school employees, through their Association, an equal voice in policy making.

A New Strength Within

It is vital that education employees get involved without this involvement, the collective bargaining process is meaningless.

Employees must believe in their organizations as it is a vigorous advocate of their needs. In turn, the membership must overtly support its Bargaining Team and generate the pressure that will influence the school board.

The local leadership must listen carefully. Personal contact must be supplemented by questionnaires and other survey materials. Members should report their problems and needs to the local Communication is crucial.

A New Alliance With the Community

A collective bargaining contract must genuinely reflect the needs of the school employees, the community, parents, and students.

ollective bargaining brings education employees to the negotiating table as equal partners with the District. Through your local Association, you and your colleagues will have the right to negotiate a contract with the School Board.



Parents are legally enforceable. They cannot be unilaterally changed by the Board.

A new contract will be a new source of employee rights. Your local Association bargaining team can negotiate salaries, benefits, and issues such as transfers, hours, working conditions, a grievance procedure, academic freedom, and relief from non-professional demands. Locals can also bargain the impact of professional and instructional decisions made by your employer such as new assignments in class size, textbook selection,

"THE POWER OF THE BARGAINING TEAM TO NEGOTIATE A GOOD CONTRACT IS PRIMARILY A FUNCTION OF THE NUMBER OF MEMBERS AND THEIR LEVEL OF PARTICIPATION."

staffing patterns for personnel, adequate materials and supplies, discipline controls, and so on.

Your Local Association, NEA-NM / NEA

Your NEA local Association will be the exclusive bargaining agent when a majority of the employees are in support.

Your bargaining team is directly responsible to your NEA local. Your Association bylaws control the selection procedures. The team itself has only as much power as your local has active members.

Your Association will survey employee needs, conduct research and develop proposals.

Your Association's bargaining team will then meet with the school board's representatives and hammer out an agreement.



It's a fair exchange: the board's agreement on employee rights in return for your services.

You and your fellow NEA members must ratify the new contract before it can be signed.

THE PROCESS

1. Through procedures established by the Public Employee Bargaining Act (PEBA, 1976), your local Association will ask the School Board to negotiate a written contract.
2. The Act makes it mandatory for the board to enter into good faith negotiations leading to a written, enforceable agreement.
3. Before you start bargaining "at the table", your local must form and train a bargaining team to negotiate and a bargaining committee to support the team.

After the contract is signed, it must be enforced. If the contract is violated you may file a grievance.

Pay close attention to your contract grievance procedure (especially timelines). If you are unsure of the process, contact your Local Association President or Officers.

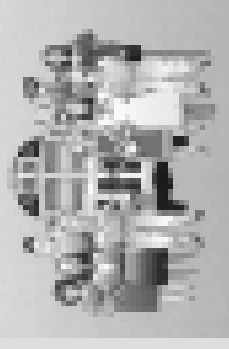
Children's needs and employees rights have been one one a collective bargaining contract for all.

If the grievance is not settled at the site level, it may end up in arbitration.

This arbitrator the equality of education employees as well as arbitrator tactics, and protects the contract.

WHEN YOUR LOCAL IS ON THE MOVE TO BARGAIN

1. If you're not already a member, please join today. Membership numbers are a key factor. A majority of employees must support bargaining and as our members grow, so does our power at the table once we have bargaining.
2. If you are a member now, join with others in your building to enroll other colleagues as members.
3. Ask your local leaders how else you can assist them. Every individual member can make a huge difference. **Get involved in your local bargaining process!**

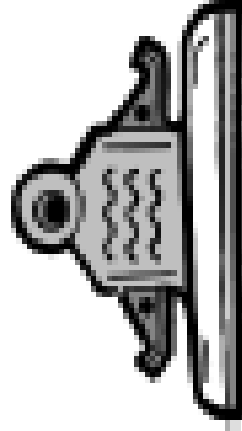


Together we can
make things
happen!

HOW YOU CAN MAKE A DIFFERENCE!

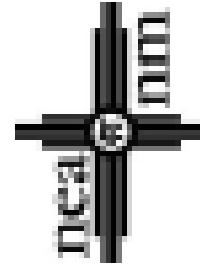
WHEN YOUR LOCAL BARGAINS,
RUN - DON'T WALK ... TO THE CONTRACT

1. Help keep your local's bargaining team strong. If you're already a member, enroll colleagues as members too; if you're not yet a member, **ENROLL TODAY!**
2. Attend at least one meeting of your local this year. If every member attended at least once, the power of your local Bargaining Team would swell.
3. Sit down - post haste - and read the contract from cover to cover... and if you're uncertain about the meaning of a particular clause, ask your Association leaders - they are there to assist you!
4. As you peruse the contract, you might apply the "Check-Off List on Collective Bargaining." (The knowledge you gain by understanding your rights may save your job someday.)



A CHECK-OFF LIST ON COLLECTIVE BARGAINING

- Collective bargaining is a two-way street. This partnership means mutual agreement. It replaces unilateral decision-making.
- Year after year, improvements and reforms can be negotiated into the contract.
- All Association members must ratify the contract after the contract is negotiated and tentatively agreed to by both parties.
- Grievance arbitration procedures in the contract provide for speedy relief of conflicts. Grievances are our way to enforce the terms of the Agreement.
- Your Association's Bargaining Team can negotiate salaries, working conditions, hours, non-professional demands such as hall duty, fall evaluation procedures, adequate supplies and materials, in-service education, personnel policies, grievance procedures, etc.
- Education employees care. Your package will include numerous proposals that will benefit students. It will create essential community support. Collective bargaining means a renewed parent-teacher and employee alliance.
- Your Bargaining Team is appointed by your Association. The Team is responsible to your local.



National Education Association
of New Mexico

2007 Botolph Road
Santa Fe, NM 87505

Telephone: (505) 982-1916

Fax: (505) 982-6719

www.nea-nm.org