

Welcome Back Essential YOU!!

Wow! Can you believe it is mid-October already? Here we are attending to another year of influencing students who, one day, may well be the future leaders & CEO's of our country.



You all may not realize it & we know you don't hear this enough, but *You Are Essential!* This isn't just some catchphrase we came up with; it's a fact! A building without a good foundation will fall and so will a school system without loyal & dependable people like you working to keep the schools running & the kids safe!



This past spring your WDMESP negotiating team stood together to keep your cost for benefits from going up; we fought to make sure that the contract protected your rights, and we fought for an increase in wages. We were victorious with a 50¢ per hour increase and no increase in the cost of insurance! WooHoo!!



BUT...we can't do it without you members! Without you there'd be no association. This means no negotiating team & no one to represent you when the administration's desires outweigh your needs (and they will). You know from your own experience that by ourselves we accomplish very little but as a team we can accomplish a lot! Join us in protecting the benefits you already have while helping us work to make things better for all of us.



YOU ARE ESSENTIAL!

Check out our beefs and brags stories from fellow co-workers. Also, get in on this month's NEA member discounts! Cha-ching!!

November 14th is National ESP Day!!

WDMESP
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West Des Moines, IA 50265



WEST DES MOINES EDUCATIONAL SUPPORT PERSONNEL
YOU ARE ESSENTIAL!

Meeting Summaries

Regular meetings: We meet every 2nd Monday of the month at Maxie's on Grand Ave. in West Des Moines. The following are highlights from our last meeting on **October 14, 2013**.

- ◆ How to keep nutrition and sweep crew informed.
- ◆ Questions regarding leveled pay for associates.
- ◆ Questions about submitting leave requests.
- ◆ Need for coverage at Insurance committee and ISEA Executive Board meetings.
- ◆ End of the year retirements and vacancies for the executive board.

Contract Maintenance: Once per quarter (or as needed) members of the WDMESP leadership team meet with members of WDMCS administrative staff to discuss issues that have arisen that do not follow the guidelines provided by the master contract. Our most recent meeting was on **September 24, 2013**. Some of the issues discussed were:

- ◆ Confusion over pay for the Welcome Back breakfast.
- ◆ Communication between administration & staff.
- ◆ Custodial work assignments.
- ◆ The Affordable Health Care Act.

Congratulations to our New Member drawing winners:
\$50 Target gift card—Tony Gill
\$10 Target gift card—Susan Lykken, Dan O'Conner, Carolyn Decker, John Czepowski & Alan Carlsborg.

For more details please visit our website:
wdmesp.wikispaces.com

WDMESP West Des Moines Educational Support
 Personnel—You Are Essential!!

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Beefs

Frosty Ops!...After all the surveys and other commotion, we're hearing that things are still frosty between management and personnel (custodial and sweep crews). What we're hearing from administration is that after discussions with management, employees were given a guarantee that they'd begin seeing positive changes over the next seven weeks. Our thinking is that once changes are made, it may take awhile before we begin seeing evidence of them. We're hopeful to see improvements in communication and consistency. In the meantime, we want to encourage everyone to hang in there and remember *you are essential!*

Working outside your job description:?

Have you ever been told you must perform duties not included in your job description? This is a common problem, particularly among associates and if a problem arose, could lead to *legal issues...for you!* If this is happening to you, be sure to tell your administrator *and* notify us as well so we can help you get the clarifications you need.

and Brags



Here is just a sample of some of the things WDMESP has been able to achieve for our members:

- ◆ Prevented unjust terminations.
- ◆ Gotten 3 hr. pay for emergency call-in.
- ◆ Retrieved full death benefit for survivor of employee who died after age 70.

Here are some items we have been able to achieve through the negotiation process:

- ◆ Wage increases
- ◆ No increase in health insurance premiums during the past 2 years (we've fought this the past 2 years)
- ◆ Jobs protected by Master Contract—We were able to prevent certain jobs from being removed from our master contract which would have made it impossible for us to represent those employees.

Here are things that are likely to happen without WDMESP representing you:

- ◆ Insurance premium increases
- ◆ Job cuts
- ◆ Jobs contracted to other employers (we fight against this one every year)
- ◆ Cuts in sick time benefits
- ◆ Cuts in optional & paid holiday benefits

Deals and Discounts from the NEA *Cha-Ching!*

NEA Hearing Care Program

For more information or to enroll by phone, call 1-800-286-6149.

Some of our members have testified about their amazing discounts they've received purchasing hearing aids. Here's some information about the **NEA Hearing Care Program.**

NEA members enjoy:

- ◆ No enrollment fees or premiums!
- ◆ FREE screenings for members & their families.
- ◆ Qualified & monitored professional providers
- ◆ 30% to 70% discount on top brand hearing aids
- ◆ 2-year warranty for no additional charge with each *Hear In America* hearing aid
- ◆ Free Lifetime cleaning & check-up service.
- ◆ 3 years' worth of free hearing aid batteries.

NEA Click & Save

If you're not using this you're missing out!

This exclusive shopping service offers savings on brand name merchandise from hundreds of top retailers, online stores, and local merchants such as Target, Best Buy, Macy's and more! You'll never know how good the deals are until you try it! Go to **www.neamb.com** and register for an account. Once registered, you can begin to browse the many deals available and start your way to great savings!