



The Info

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May 2005



Presidential Elections

The GCEA Executive Board voted Monday March 14th 2005 overwhelming to support another two year term for both Tony Beale and Boyd Kimber as GCEA presidency. This following a nomination process by which they both ran unopposed. That's right. Not one single person opposed them.

This is the first time anyone can remember in the last 25 years when a presidential election did not have opposition to the presidents position as President of GCEA.

In seeking the By-laws of the association for clarification nothing could be found that addressed this situation. Therefore the executive board also voted to have legislation drawn up that would address this in the case it should happen again. The By-Laws committee will begin immediately.



Granite Education Foundation Awards

A selection committee comprised of members of the Granite Classified Employees Association and Granite Education Foundation Board choose six individuals out of twenty that were submitted as nominees to receive Outstanding Employee Awards for their dedication and support of the school district, community and education.

These awards were given to **Tim Joos, Ann Bundy, Ryan Beagley, Penny Peterson, Donald Squire, and Linda McKay** at a brief ceremony at the School Board Meeting on April 26th 2005. The winners received a nice plaque, \$250.00 check and recognition by the Granite School Board of Education.

Negotiation Survey Results

For all the results of the Negotiation Questionnaire, please go to our WebSite at: [www. Graniteclassified.com](http://www.Graniteclassified.com)

RECRUITING MESSAGE: *"Why Don't You Join?" "No one Has Ever Asked"*

On March 29 and 30, 2005, USEA and NEA sponsored a training opportunity for Association Leaders and Building Representatives in the Granite and Jordan local associations. This two-day event focused on enhancing attitudes and perceptions about organizing with emphasis on membership and leadership development. Participants discovered that the number one reason that people do not join organizations is that **"No One Asks Them"**.

"Every local association should be building a plan to improve membership. Talk to those that are non-members and discuss with them what the association has done for them over the past forty years, and help to strengthen our association. Every non-member weakens the Association's ability to represent and protect classified employees. **DO NOT** intimidate non-members, but encourage them to join and support the efforts of the Association in their behalf."

Share with non-members the benefits of Joining the Association. Goto: www.graniteclassified.com

GCEA

EXECUTIVE BOARD

Tony Beale, President
 Boyd Kimber, Vice President
 Doug Woolsey, Secretary
 Doug Woolsey, Webmaster

BOARD

Doyle Herndon
 Jim Cleveland
 Gordon Himmelberger
 Jerry Norton
 Penny Peterson
 Marla Stark
 Brian Mann
 Rand Jarvis
 Ann Spor
 D.K. (Pete) Pedersen
 Roger Berry
 Gailia Shepherd
 Tracy Atkin
 Don Turner
 Richard Payne
 Mickey Winter

Outstanding Employees of the Month Awards



Rocky Scholz, Assistant Custodian at Hunter High School, was awarded the Outstanding Employee of the Month by the Granite Classified Employees Association for the month of **February, 2005**.

Rocky has spent most of his employment with the Granite School District at Hunter High, he is very conscientious about his work. There are certain things that he does very well and is called on to train others in those skills. His skills in restrooms and tile floors is exceptional, if you need your tile floors to look just right ask Rocky

to show you how it's done.

Rocky is a Blue personality and is therefore something of a perfectionist. He cares so much about how well the job is done that he can almost never reach what he considers perfect. Rocky has been and will continue to be an asset to Hunter High School. Rocky received his Outstanding Employee Award in the main office at his school and was congratulated by the custodial and office staff members present.



Lee Leafly, Head Custodian at Brockbank Jr. High School, was awarded the Outstanding Employee of the Month by the Granite Classified Employee's Association for the month of **March, 2005**.

"Lee does an exceptional job of keeping his school clean and organized. He keeps a close eye on what's going on in his school a maintains a good relationship with the Maintenance personnel. Lee helps to maintain order and discipline with the students by providing custodial chores for those who need it, and he has students who work for him too."

"The school Administration and Staff can always count on Lee and his Staff to respond when call and to always get the job done. Lee is very deserving of this award."

Lee received his Outstanding Employee Award in the main office at his school. Many of the office staff, and members of his staff, were present to congratulate Lee for his award.



Norman Allport, Purchasing Warehouseman at the Central Warehouse, was awarded the Outstanding Employee of the Month by the Granite Classified Employee's Association for the month of **April, 2005**.

"Norm is such a hard and cheerful worker. He has performed many different jobs at the warehouse these past 15 years, surplus, receiving clerk, and delivery driver. There are many times when he is making a delivery of wood and metal to the shops for industrial arts, and the teachers always say that he does this difficult duty with ease and works with each teachers individual needs. He really deserves our vote as an outstanding

employee."

Norm received his Outstanding Employee Award at the Central Warehouse. There were lots of cheer's and congratulations from his fellow employee's, the office staff and his supervisor.

The publication of Granite Classified Employees Association Newsletter is made available as a service to our Membership. It is not official information of Granite School District, nor does it represent the opinion of GSD and/or its School Board or Administration. Any concerns should be sent in written form to :

GCEA Executive Board, 864 East Arrowhead Lane Murray, Utah 81041-5221.

What has The Association done for me?

Because of your membership in the association along with many others over 35 years we have been able to obtain most of the benefits that we enjoy today. Some of the benefits came from state and national laws but were brought to the negotiations table for discussion and implementation into policy. Without your membership in the association now and in the future and the encouragement of other employees to become members we would not be capable of improving or maintaining our benefits.

Some of the benefits we have now were obtained by the effort of other members in the past and that have since retired. We need the support and involvement of all the classified employees in the district.

The Association and it's membership have worked hard to get the following:

1. Your Voice for Rights

We fight for fair treatment of classified employees. We know employment laws and district policies because we deal with them every day. If our members have a question about their rights, a call to the GCEA/USEA is all it takes.

2. Your Voice in Negotiations

Employee salaries and benefits don't just appear- they are negotiated. GCEA/USEA leaders work together with research and presentations of ideas to improve the working conditions of all classified employees. We have won these types of benefits for classified employees: Salary Increases, Insurance Coverage, Vacation Benefits, Sick Leave, Personal Leave, Bereavement Leave, Sick Leave Banks, Early Retirement Programs, Certification Pay, Retirement Benefits.

3. Your Voice In Due Process

Classified Employees are included under the protections of Utah's Orderly Termination Act. This law grants career classified employees due process when faced with a reduction in pay, work hours or even termination. Due process includes the right to know and rebut allegations and evidence against you, the right to present your case, and the right to a fair hearing. The Association members faced with discipline meetings or a hearing can call on a Association Leader Representative or USEA Staff Attorney to stand by them to assist and represent them through the process.

4. Your Work-related Legal Voice

The Association provides all members with free job-related legal services. For school employees, legal problems can arise whether you're doing your job right or wrong. Sometimes, employers overstep their legal bounds in dealing with their employees. In either case, the association will be there to help represent your interests at no cost to you - not school district interests, not teacher interests, not student interests, but yours!

5. Your Voice for Positive Problem Solving

Many workers are faced with situations they just need help with such as job appeals, insurance issues, workers' compensation claims, or ordinary workplace conflicts. The association has trained representatives to work with these issues; and because they work for you and not your school district or teachers, they can often say the difficult things you cannot.

6. Your Voice on Capitol Hill

Our State Association USEA is the only organization on Utah's capitol hill lobbying exclusively for Classified Professionals with the Utah Legislature and local school boards. USEA has won inclusion for classified employees in Utah's Orderly Termination Law which protects against unreasonable dismissal. USEA speaks out against all forms of privatization in public schools. USEA also successfully lobbied for a law which requires that Classified Professionals (including part-time workers) receive a larger compensation increase than their higher paid teaching and administrative counterparts in education. In 1999, USEA negotiated on average about .25% additional increase for classified employees because of this law.

An Affiliate of the Utah School Employees Association

7. Your Voice for Member Control

The driving force behind the Association is the member. Members manage and run our State organization and do it for less than other organizations providing similar services. Our Executive Board consists of Classified Employees in Granite District elected from all departments. These people donate thousands of hours each year to make our organization work. They provide guidance and direction along with the State Association to assure that dues money is spent in the best interest of members.

8. Your Voice For Local Control

Our GCEA local chapter is independent from the State Association USEA.. The state organization and full-time staff serve as resources for your locally elected officers; usually a President, Vice President and several Executive Board members. USEA is also independent. Although our national affiliation is with the National Education Association, it remains completely independent. No one will ever come to your local officers and tell them that USEA requires members to participate in any activity which local members do not agree with.

9. Your Voice For Professional Development

Each year USEA conducts training workshops for its members and officers. Topics range from negotiating methods and tactics to helping members handle grievances. These training sessions also give our local officers a chance to learn from their counterparts from other districts. Training sessions often involve USEA's Executive Board, Labor Relations Representatives and the USEA attorney.

10. Your National Connection

USEA Delegates approved a national affiliation with the Education Support Professionals of the National Education Association (NEA) at the 2004 Delegate Conference. The affiliation with NEA provides members with access to the buying power and lobbying power of over 2.7 million members throughout the country. This means GCEA/USEA members have access to group rates on insurance plans and buying discounts. The affiliation also means that GCEA/USEA members have a voice in the largest professional employees organization in the country.

11. Your Source For Information

The Info Newsletter and WebSite are primary ways to get information out to our concerned members. The quarterly newsletter keeps members informed about current events and USEA activities. The state organization also maintains a website and helps locals in publishing and mailing their own newsletters. USEA conducts an annual salary survey used in negotiations which ranks benchmark positions in school districts throughout Utah. USEA also maintains an annual Benefits Analysis and reference information which include OSHA regulations, wage and hour regulations, district financial records, labor arbitration cases and legal materials involving labor issues and several law research libraries.

12. Your Opportunity for Leadership

GCEA is always searching for Classified Employees who take pride in their work and want to make the lives of their coworkers better. People with ideas and commitment are needed. Our association leaders and committee people are the keystones of our organization. They are the eyes and ears of state leaders who are constantly on the alert for new ways to offer benefits and services to our members. The Association operates on democratic principles of participation and fairness. Its state and local officers are elected by the people they represent and serve. If you want to make a difference in your workplace - if you want to be able to vote for the people who speak for you - if you want a voice in your own future - you need to join GCEA.

13. Your Source for Current Benefits

Our Association GCEA/USEA began representing Classified Professionals in Utah 35 years ago. If you enjoy any of the following benefits, chances are that association members and resources were instrumental in winning them: Sick Leave, Vacation Pay, Retirement Programs, Personal Leave, Bereavement Leave, Health Insurance, Short-term Disability, Long-term Disability, Payroll Deductions, Sick Leave Bank, Unlimited Sick Leave, Early Retirement, Cashout of Unused Sick Leave.