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GESPA

Granite Education Support Professionals Association

January 3, 2010

State of the Union

Mass Meeting scheduled for Monday February 7, 2010

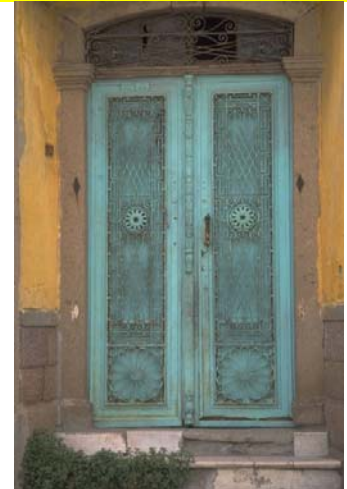
VICE PRESIDENT ELECTIONS: We will be electing a Vice President this year, any interested candidates must have petition in by, February 25, 2011 by twelve noon, to an Executive board member or to USEA at 864 East Arrowhead Lane, Murray, Utah 84107.

Mass meeting to be held at Taylorsville High School on Monday February 7, 2011 at 5:00 PM in the auditorium.

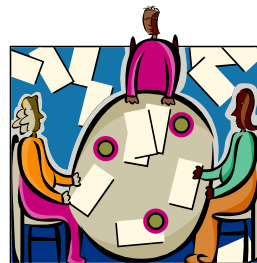
Your GESPA Board needs input on the upcoming negotiations. Please come prepared with negotiation items, things you would like to see added, amended or removed from the negotiated agreement.

This year, we are again facing money shortfalls; There is however a silver lining, the Federal Jobs Fund money. The state of Utah is slated to receive 101 million for all 42 districts in the state.

By-Laws: We are in the process of updating our association By-Laws. The committee is meeting two times per month and working very hard.



**When one door closes,
another always opens.**



GESPA
Granite Education Support Professionals Association

Negotiations

Negotiations: This year's negotiations will begin in the spring. We need you, our ESP's to come to the mass meeting with items and ideas that you would like to see brought to the table this year in negotiations. We will again be looking at budget shortfalls and will do our best to hold the education support professionals harmless.

The Negotiated agreement: (Blue-Book) The Blue book is open this year and we need input on any changes and proposals to add to the book while it is open. The blue book will then be closed again for three year's; we need to make sure that we address everything that we need to, while it is open. Please plan on attending the

mass meeting with ideas.

We will be addressing personal days this year as there has been some confusion and misinterpretation of the verbiage on the pay out for unused full day personal days. We need to rewrite the language so that there is no room for misinterpretation.

GESPA

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Murray, Utah 84107

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We're on the web
www.graniteclassified.com



Boyd Kimber
President,
GESPA



Doyle Herndon
Vice President,
GESPA



Tracy Atkin
President Elect,
GESPA



State of the Union

A day in Granite School District without ESP's: Imagine no children being transported by bus to school, no custodian at the school to open it up and get the building warmed up for staff and students. No secretary to answer the phones and greet the students, parents and staff. No one in the lunchroom preparing breakfast and lunch, no aids in the classrooms, no media specialist in the library..... utter Chaos! The schools, even if they had teachers in the building, could not go on without the support staff, school could not go on without YOU, our

Education Support Professionals.

Thanks for the great work that you day every single day!

Personal Leave days payout: the association stepped in and made sure that the district adhered to the negotiated agreement on unused full personal days for our less than 12 month contract employees. Everyone who had any full days of personal leave left should have received a pay out on December 22, 2010. If you have any questions feel free to call Boyd Kimber at 801-541-0839 or Nan Kirkpatrick at 801-269-9320 or Tracy at 385-646-4123.

2011 Negotiations see page 1

Joe Hill Was one of the first union organizers in Salt Lake City Utah. He fought tirelessly for the rights of all workers. He was the author of Mr. Block and many other cartoons that were featured in newspapers across the USA. An article appeared in the Solidarity newspaper in Ohio on April 18, 1914. Asking all laborers to unite in Joe's defense. Sing the songs he wrote, sell the song books and join together to help his defense. Joe fought so hard in Utah for worker's rights that the companies worked with the state and the local police to conjure up charges against Joe to try and get him out of the picture.

I'll share with you a few of the songs that he wrote:

Workers of the World, Awaken!
(Words and Music by Joe Hill)

Worker's of the world, awaken!
Break your chains, demand your rights. All the wealth you make is taken by exploiting parasites. Shall you kneel in deep submission from your cradles to your graves? Is the height of your ambition to be good and willing slaves?

Chorus: Arise, ye prisoners of starvation! Fight, for your own emancipation; Arise, ye slaves of every nation, in one Union Grand. Our little ones for bread are crying, and millions are from hunger



dying; the end the means is justifying, 'Tis the final stand. If workers take a notion, they can stop all speeding trains; every ship upon the ocean, they can tie with mighty chains; every wheel in creation, every mine and every mill, fleets and armies of the nation, will at their command stand still. Join the union, fellow workers, Men and women, side by side; We will crush the greedy shirkers like a sweeping, surging tide; For united we are standing, but divided we will fall; Let this be our understanding, "all for one and one for all" Workers of the world, awaken! Rise in all your splendid might; Take the wealth that you are making, it belongs to you by right. No one will for bread be crying. We'll have freedom, love and health, when the union flag is flying in the worker's commonwealth.

One Big Industrial Union

By Joe Hill and G. G. Allen
Bring the good old union laborers, well sing another song, sing it to the wage slaves who have not yet joined the throng of the revolution that will sweep the world along, to one big industrial union. Hurray, Hurray, the truth will make you free. Hurray Hurray, when will you

workers see? The only way you'll gain your economic liberty, is one big industrial union You workers of the common labor clan, we sing to you to join and be a fighting union man;

Joe was a member of the I.W.W. union, it stood for Industrial World Workers, he said that you cannot be free while your class is enslaved, join the I.W.W. and find your place in the final battle for the emancipation of the world's workers. Little did Joe know that this was only the beginning. We still battle large companies and corporations today, fighting for workers rights.

As members we need to encourage everyone to join, to stand beside us as members, not just lay back and get the benefits without doing their part by at least being a member. **If every single member signed up just one co-worker in 2011**, we would have enough membership to have our State Uniserve director full time with Granite. I challenge every member to sign up one co-worker this year and join the fight. Lean Fiscal times demand banding together to maintain current rights and to continue to work towards new ones. 100 years ago you did not get breaks and in some places you did not get a lunch period, you did not get health benefits or a wage that you could support your family on,