



EXECUTIVE OFFICE

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April 21, 2011

My Fellow CCSD Employees:

We are witnessing an attack on education, workers rights, and collective bargaining. It is important that you, as members of ESEA, stand up and fight for what is yours. ESEA is working daily to ensure that workers are protected, and that our Negotiated Agreement with the Clark County School District (CCSD) is being honored. Children have the right to learn, and we have the obligation to allow them the ability to learn in a safe, clean, healthy, and fully staffed education facility.

We not only have the obligation as employees, but we have the responsibility as adults and citizens. We are the people that bring the children to and from school, feed them warm meals, keep the building clean and at an acceptable temperature, read to them, mentor them, put bandages on their scrapes, and the list could go on and on. Now is the time for us to demand that the lawmakers and policy setters on local, state, and national levels live up to their collective duty, and provide a QUALITY education for every child!

ESEA is the recognized bargaining unit for all support staff employees in the Clark County School District. We are at a point where we are not only facing attacks by politicians, but by our own employee groups as well. ESEA has bargained with CCSD since 1969 to create what we use today as our Negotiated Agreement. This Negotiated Agreement CANNOT be given up, and action must be taken to protect it.

There are other labor organizations that wish to represent specific job families within ESEA and it is ESEA's position that each and every one of you should have the facts. The facts are enclosed with this letter, and I encourage you to read and understand what ESEA has accomplished for you. If our bargaining unit recognition is lost, so is the Negotiated Agreement between ESEA and CCSD. We will all be subject to the whims and desires of the Clark County School District, without discussion, input and a voice. Our voice is imperative and critical at this time.

I am sending this message to you with a sense of urgency. Do not be fooled by the propaganda that you have received in the mail. We are at a very pivotal point right now. The people who are telling you to drop out of ESEA are those who have nothing to lose. In this economic crisis CCSD would like nothing better than to have NO ONE represent you! If you were being told the truth, then you would know that

Education Support Employees Association

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such an ELECTION has already taken place and they DID NOT get 51% of the bargaining unit. In reference to their claim that they would do better then what you already have, the facts speak for themselves. Take a look at 8NEWSNOW.com from 11-5-2010 (<http://northlasvegas.8newsnow.com/content/city-north-las-vegas-teamsters-union-reach-tentative-deal>) and see just what concessions have been made and the truth about what was really bargained on behalf of their members. If they are so “good,” then why do they have only 800 out of 1800 employees? Arm yourself with the facts. Go to their web site (<http://teamsters14.com/news>) and see how they are telling their members not to do what they want you to do. REMEMBER WE ARE AS STRONG AS OUR MEMBERSHIP! GET INVOLVED! Be active and protect your rights, your employment, and your livelihood.

Once you lose what you already have, it is going to be too late. What would they say then... “SORRY!” Do not be fooled! Your contract, your benefits, your wages, and most importantly your job will all be gone.

I hope you take a moment to look around and see what you hold dear to you, because that too may all go away in this economy. I want to thank you for taking a moment to save a coworker and sign up a non-member. LET'S GROW STRONG (TOGETHER)!!!!

For those of you that are not members, please contact our office at 702-794-2537 to speak with us and learn the benefits of membership, and the importance membership has on your workplace rights and your livelihood. You may also visit our website at www.esea-nv.org.

God Bless
In Solidarity,

John J. Carr
President