

I am hearing that Education Support Employees Association (ESEA) and Teamsters Local 14 (Teamsters) have reached an agreement about representation. What exactly is happening?

ESEA and the Teamsters have reached an agreement to jointly represent Education Support Professionals (ESPs) in the Clark County School District with the goal of splitting the existing bargaining unit into two separate bargaining units in the future (the “Agreement”). For the immediate future, ESEA will remain the bargaining agent for all ESPs in Clark County. ESEA will continue to provide direct representation for disciplinary matters and grievances for all ESPs in **Unit 1**, which consists of the following CCSD-designated job families:

Unit 1

Administrative/Clerical/Secretarial
Para-Professionals/Aides/Assistants
Food Service
Business/Finance
Information Systems

The Teamsters, acting under the authority of the Agreement, will provide direct representation for disciplinary matters and grievances for all ESPs in **Unit 2**, which consists of the following CCSD-designated job families:

Unit 2

Police Services
Broadcast/Communications
Skilled Trades/Technicians
Service/Operations Workers
Transportation
Visual/Printed Communication

ESEA and the Teamsters have also agreed to an orderly process to split the existing bargaining unit in the future. ESEA and the Teamsters have also agreed to a “no-raid” agreement between our organizations, a mutual defense arrangement to protect against raids by outside organizations, and joint organizing. A full listing of the positions which are under each of the CCSD-designated job families is available at www.esea-nv.org.

Why are ESEA and Teamsters Local 14 entering into the Agreement?

For the past 19 years, ESEA and Teamsters Local 14 have engaged in a costly fight over bargaining unit status which has weakened the power of ESPs in Clark County. By joining together, ESEA and Teamsters Local 14 will increase the power of ESPs throughout Clark County School District. We are Stronger Together.

I am in Unit 1 and I am not a member of ESEA yet, can I still join ESEA?

Yes. All employees in Unit 1 who are not yet members of ESEA may join online at www.mynea360.org or by filling out an application available at <http://www.esea-nv.org/join-now/> and mailing it in.

I am in Unit 1, can I join the Teamsters Local 14?

No. Effective immediately, the no-raid agreement between ESEA and Teamsters Local 14 does not permit any employees in Unit 1 to sign-up to join Teamster Local 14.

I am in Unit 2, can I join the Teamsters Local 14?

Yes, all employees in Unit 2 may join Teamsters Local 14 by contacting Teamster Local 14 at www.teamster14.com.

I am in Unit 2, can I join ESEA?

No. Effectively immediately, the no-raid agreement between ESEA and Teamsters Local 14 does not permit any employees in Unit 2 to sign up to join ESEA.

I am already a member of ESEA in Unit 2, what happens to my membership?

If you are a member of ESEA in Unit 2 you are entitled to remain a member of ESEA. If you wish to remain a member of ESEA, you do not have to take any affirmative action. Your membership will remain in place. If you remain a member of ESEA, you will continue to receive all benefits of membership, such as NEA member benefits, voting rights and the right to hold NEA, NSEA, and ESEA office, but ESEA will not provide you representation in disciplinary matters and grievances.

If you are already a member of ESEA in Unit 2, you may also transfer your membership to Teamsters Local 14 by signing a Teamsters Local 14 Membership Form and agree to pay the required dues to Teamsters Local 14. If you choose to transfer your membership, your obligation to pay ESEA dues will cease. You may affirmatively choose to continue membership in both organizations, if you wish, but this is not required.

Will there be a split of Unit 1 and Unit 2 into separate bargaining units?

The Agreement requires that once ESEA and Teamsters Local 14 have each reached majority membership in Unit 1 and Unit 2, respectively, that the unions will approach the School District and/or the Government Employee-Management Relations Board (EMRB) to separate the bargaining units. After the separation of the bargaining units, ESEA and Teamsters Local 14 agree to continue to work together and maintain their no-raid and mutual defense agreements.

May I drop my membership in the Union?

Membership in the Union may only be cancelled during the set drop period per the contract and as stated on membership forms. The drop period is currently closed.

Where can I see a full copy of the Agreement?

A full copy of the Agreement is available at www.esea-nv.org and www.teamsters14.com.

Is the Agreement finalized?

Yes, the Agreement was agreed to and ratified by the governing board of both ESEA and Teamsters Local 14. The Agreement does not require the approval of the Clark County School District.

Where can I get additional information regarding the Agreement?

Additional information will be posted as it becomes available at www.esea-nv.org and www.teamsters14.com.