

## *What ACSUM, MEA and NEA Can Do, Have Done!!*

### ACSUM – WHAT YOU HAVE DONE YOURSELVES

There are several important steps and actions that you have taken and continue to do to strengthen your Association and improve the conditions of your members. Some are listed below. They are made possible by dues which come from dues paid by ACSUM members.

- Establish your statewide member listserv.
- Establish and maintain a statewide web site.
- Regularly publish a newsletter.
- Handle grievances.
- Handle disciplinary hearings.
- Have capable grievance representative readily available to employees with problems and complaints.
- Analyze the cost of longevity compensation.
- Prepare a paper discussing the need for longevity compensation and proposing an approach. Since management did not do its share of the work, you provided it to the Chancellor.
- Develop a questionnaire, do a comprehensive analysis and publish a report on make up and economic condition of your bargaining unit – Personal Economies.
- Do your own negotiations.
- Organize local/campus base food drives.
- Participate honestly and openly in an outside assessment, conducted by the National Education Association, of ACSUM and your bargaining unit's view of it.

There is always more to do. There are always too many things to do. However, there is no question about the level of skill and competence of ACSUM and its

members to do it. Rather, the issue is simply to have enough hands that will make the work lighter and more feasible.

### **MAINE EDUCATION ASSOCIATION SUPPORT FOR ACSUM**

This support is made possible by dues which come from dues paid by Maine Education Association members from all over Maine.

- During the past couple of years MEA and NEA have provided over \$54,000 in assistance to ACSUM and its members
  - By direct financial assistance to the local for expenses that result from arbitrations and contract negotiations (MEA policy 1.3)
  - By legal representation in workers compensation proceedings
  - By legal representation through charges arising out of work related incidents (which is at least partially reimbursed by the National Education Association)
- MEA Higher Education Council has provided \$2,000 for ACSUM and UMPSA to use for Newsletters this year.
- MEA pays ACSUM's membership in the NEA's National Council of Higher Education and makes assistance available, when necessary, to delegates from ACSUM that attend the NCHE annual meeting.
- MEA's President Walker is on the Governor's Health Action Team and helped to protect the interests of University employees in relation to health care coverage.
- Representation in the arbitration process.
- Provide member training in several areas including Member Advocacy (grievances, bargaining).
- Paid for an analysis of the University's Fiscal Year 2002 Annual Report (\$1,000).
- MEA has representation on the Governor's Health Action Team and is working to protect the interests of University employees in relation to health care coverage.
- MEA has provided additional material to you for membership related activities in Higher Education.
- Regular publication of articles relating to Higher Education in the Maine Educator:

- Arbitration victories for both ACSUM and UMPA.
- Discrimination and unfair treatment of ACSUM unit employees in an explanation of Personal Economies.
- Regular updates on the status of negotiations at the University.
- Special events such as the nomination of two ACSUM activists for USM classified employee of the year and NEA sponsored workshop presentation on Personal Economies.

A comparison of services provided to ACSUM with those provided to Kindergarten through 12<sup>th</sup> Grade units is attached to the report on page 6.

### **NATIONAL EDUCATION ASSOCIATION SUPPORT TO ACSUM**

This support is made possible by dues which comes is paid by National Education Association members from all over the United States.

- Assessment by NEA Staff, Out of State Staff and Local leaders from other states.
- In cooperation with MEA, obtained a \$9,500 membership recruitment grant for ACSUM and UMPA.
- NEA provides money to support the UniServ program. The amount is currently \$31,450 per UniServ District, based on a ratio on 1 UniServ District per 1,200 dues paying members. (Your UniServ District includes ACSUM, UMPA and several K-12 School Departments and does not quite come to 1,200 members.)
- Emerging Leader training.
- By paying for legal representation needed for liability and other charges arising out work related incidents. The latter legal service has been used by ACSUM members with the last year.
- Lobbying on Higher Education Issues with Congress.
- College and University Data Analysis System CD-ROM.
- Higher Education Contract Analysis System CD-ROM.
- Higher Education Advocate.
- Higher Education Almanac.
- Training by the Higher Education Cadre.

### *What Remains?*

#### **Membership!**

Each 100 new members equals \$3,500 per year in ACSUM's treasury.

Members are the source of visibility, talent, participation in addition to finances. Associations cannot exist unless all of these are done.

In an association, the rights and strength of the individual are always dependent on the rights and strength of the organization.