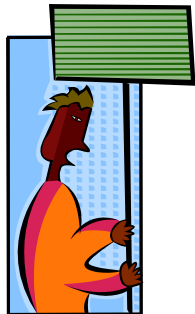


THE PRIMARY PURPOSE OF THIS
ASSOCIATION SHALL BE....

- To be the exclusive representative of a bargaining unit composed of employees within the scope of membership in all matters relating to employment conditions and employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment.
- To provide an opportunity for continued study and action on problems of the education support professionals representatives.
- To foster good fellowship among members.
- To promote professional attitudes and ethical conduct among members.
- To raise the standards of classified employment.
- To advance the general welfare of the schools.
- To encourage cooperation and communication between the profession and the community.
- To form a representative body capable of developing a group opinion on professional matters to speak with authority for education support professionals.
- To provide a means of representation for its ethnic and minority members.



Weingarten Rights

One of the extremely important benefits you receive as a RESPA member are your Weingarten Rights. Basically, this means if you, at any time, feel that a situation with Administration may result in disciplinary action and/or termination, you have the right to stop the interview process and request representation.

Bottom line:

1. If at any time during the discussion/ meeting/interview you feel the discussion is becoming disciplinary, respectfully request a RESPA representative be included in the meeting.
2. Remain respectful, but **STOP TALKING** until that representation arrives.
3. **DO NOT** try to explain, justify and qualify. Do not answer any additional questions until representation arrives.
4. **STOP TALKING.** Your only statement should be:

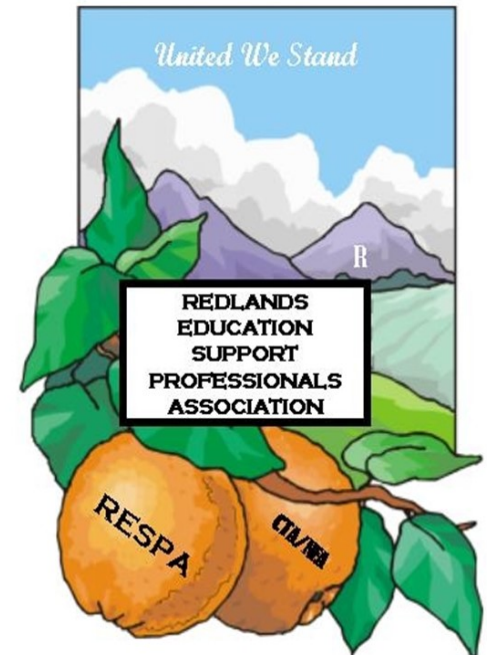
"I feel this discussion could lead to my being disciplined or discharged, I request my RESPA Union representation be present at the meeting. Without representation, I choose not to answer any questions and will sit here quietly until representation arrives."

R . E . S . P . A .
410 Alabama Street
Suite 102
Redlands, CA 9237
909 793-1526

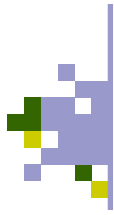
www.respaonline.org
Join us on FaceBook
RESPA Group



REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION



R . E . S . P . A



Benefits of Membership

- We give input and determine priorities and focus for contract bargaining proposals; we vote at contract negotiations.
- You have access to Leadership Development training opportunities and conferences.
- Representation on all matters relating to enforcing the collective bargaining agreement (Contract) with RUSD.
- Access to legal and professional representation and advice.
- Due process rights, wage and hourly issue.
- Discrimination cases under federal and state law.
- Discrimination based on union activity.
- Retirement issues.
- \$1 million in work related liability insurance.
- NEA Life Insurance coverage.
- CTA Disaster Relief Fund Grants.
- CTA Death and Dismemberment Insurance.
- Exclusive Discounted CTA and NEA Member programs including:
 - Auto and home insurance.
 - Voluntary life and disability insurance.
 - Investment tools and resources.
 - Travel, restaurant and purchasing discounts.
 - And more!



YOUR LEADERSHIP TEAM

Dan Kivett
President
respapresident@gmail.com

John Havard,
Vice President
havardjo@gmail.com

Mary Ambriz, Secretary
ambrizmary2015@gmail.com

Fred Nuñez, Treasurer

Directors - At - Large

Child Nutrition Services:
Joleen Carlson

Maintenance, & Service Center :
Richard Stead

Para Professionals:
TBD

Transportation: Patty Hale

Clerical:
Gladys Kershall

Fiscal and Technical
Mike Newmeyer

Redlands Education Support Professionals Association~ Our Three Goals for 2018-2019



GOAL #1

Promote a culture of respect and inclusion in order to increase member involvement.

GOAL #2

Build and Solidify the RESPA Infrastructure.

GOAL #3

Increase School Board Engagement

