



Your Association—Your Benefits—Your Job

AN ACTIVE MEMBERSHIP IS THE STRENGTH OF **NASCOE**

Membership is Important

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WHAT CAN I DO TO HELP—WHAT CAN I DO THAT WOULD MAKE A DIFFERENCE

- > BECOME A MEMBER
- > Submit negotiation items
- > Contribute to the PAC
- > Submit suggestions to improve program efficiency through the program committee
- > Offer your input to your leadership boards on how to improve your job and benefits
- > Talk to your co-workers about your Employee Association
- > Become active in your State Association
- > Serve on Special Committees
- > Keep informed about your Employee Association
- > Come to the NASCOE Convention and to your state and area rallies

What can I Gain? What could I lose? What has NASCOE done for me?

WHAT COULD I GAIN BY BECOMING A MEMBER?

- Being part of the **team** that works for protecting our jobs, benefits and fair treatment of County Office Employees.
- Ability to work with management through our negotiation process
- Upward mobility for all CO employees even to GS positions
- Close **fellowship** with other county office employees for a vast network of support
- **Voice** in formulation of programs and benefits with Congress through a strong Legislative process including our legislative consultant
- Cell phone discounts
- **SAMS Club** membership discount

WHAT COULD I LOSE BY NOT SUPPORTING MEMBERSHIP?

- Your **Benefits**
- Equal/fair treatment
- **Jobs**, as budget continues to dictate our number of employees to serve our customers FSA and the programs we support for our customers
- **Negotiation** process with management
- Our **united voice** for a strong message to management to protect what is needed to serve our customers
- Our **retirement** benefits as much of the work force gets closer to retirement
- If not NASCOE, who would be there for us?

WHAT HAS NASCOE DONE SINCE IT'S FORMATION?

- **Pay and raises** each time Congress grants Federal Employees a raise
- **Benefits Equal** to other Federal Employees
- Grievance Procedure
- Employee/Management agreement
- Reclassification for CED's and PT's
- More grade 8 potential for PT's (Key PT, Lead PT)
- Negotiation process with management
- Strong Legislative Program
- **Legal services** for our members
- Shared Leave Program
- **Scholarship Program**
- Credit for years of service for sick leave for FERS employees

NASCOE Represents

"Loyalty, Service, Courtesy, & Effort"

Why: NASCOE is our only voice to FSA Management and to congressional leaders on issues that affect our employment

When: NOW

How: By joining your State Association

**There is power in numbers!
Join NASCOE today!**

www.nascoe.org

NASCOE Executive Committee

President: Brandon Wilson, KS
Vice-President: Marcinda Kester, FL
Secretary: Richard Csutoras, PA
Treasurer: Curt Houk, IA

NASCOE Area Executives

MWA: Mary Roberts, IA
NEA: Annette Hyman, NY
NWA: Joel Foster, SD
SEA: Beth Farmer, AL
SWA: Marla Hammer, KS

NASCOE Committee Chairs

Awards/Scholarships: Julie Goetzman, TX
Benefits/Emblems: Chris Lary, VT
Co-Legislative: Neil Burnette, NC
Co-Legislative: Clint Bain, TN
Membership: Glenn Thomas, SC
Programs: Chris Hare, IN
Publicity: Teresa Holmquist, MN
COAC: Morgan Limmer, TX