



Your Association—Your Benefits—Your Job

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

# Membership is Important

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

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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

**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](http://www.nascoe.org)

### NASCOE Executive Committee

President: Marcinda Kester, FL  
Vice-President: Joel Foster, SD  
Secretary: Richard Csutoras, PA  
Treasurer: Jessi Colgrove, NE

### NASCOE Area Executives

MWA: Kayla Mattson, MN  
NEA: Tina Williams, VT  
NWA: Lacey Orcutt, MT  
SEA: Donny Green, TN  
SWA: Tracy Wilson, OK

### NASCOE Committee Chairs

Awards/Scholarships: Taylor Stucki, OK  
Benefits/Emblems: Chris Lary, VT  
COAC: Morgan Limmer, TX  
Co-Legislative: Neil Burnette, NC  
Co-Legislative: Clint Bain, TN  
Membership: Glenn Thomas, SC  
Co-Programs/Negotiations: Katie Taylor, KY  
Co-Programs/Negotiations: Chris Hare, IN  
Publicity: Julie Goetzman, TX