

President's Message

To Mask Or Not to Mask, Is That the Question?

By Rob McFee, NEOEA President



Welcome back, NEOEA, to the school year. I wonder how many of you, like myself, thought we would go back to normal this year. I am not sure we will ever be able to define "normal" again. Masks went away, restaurants opened up, and we were all hopeful. Then the delta variant rose up and has forced districts across the country to revisit their protocols for this upcoming school year.

Educators across NEOEA rose to the occasion this past year. We learned how to educate our students through a computer, how to keep our

"Time and again we showed unmatched dedication and professionalism in so many ways."

schools clean and sanitary, how to provide meals and a safe space for all of our students. Time and again we showed unmatched dedication and professionalism in so many ways. I have no doubt that, again, the educators in NEOEA will lead the way in caring and planning for the success of our students, no matter the circumstances.

This summer I have watched districts struggle with the decision of whether to mandate masks or not, for both staff and students. The health department recommends wearing masks, but the Governor has not decided to implement mandated masks in our schools. Many of us have very strong personal feelings on this issue, and I will make no attempt here to try and decipher this complex issue.

What really concerns me isn't whether we should be wearing a mask, it is when did our society abandon the notion of open, frank, serious conversation on an issue? When did we abandon mutual respect not only for the conversation, but for whatever difficult decision is ultimately implemented? I have watched school board meetings on the news erupt into chaos as parents yell, scream and point fingers, not only at Board members faced with an impossible choice, but also at other parents who dare to express different opinions.

Masks are not the only place this is happening. Last year's presidential election not only ended friendships but also split families down political lines, causing intense emotional wounds. The mere mention of critical race theory evokes intense feelings on both sides which does nothing but stifle any significant conversation. The intolerance in our society for open conversation would never be tolerated in our classrooms. Perhaps the biggest thing we can do for our students is to provide a safe space, where they can ask questions, bring up difficult issues, disagree on possible outcomes, but accept each other regardless of their differences. Imagine what our society could accomplish if this was the case!

I wish you all a safe, productive year, and I hope our students learn to navigate these stormy seas through a productive lens, that is too often quickly abandoned. I also wish for healing, not only from Covid, but from the emotional wounds that are often less noticed but hurt even deeper.

NEOEA, together we are strong!

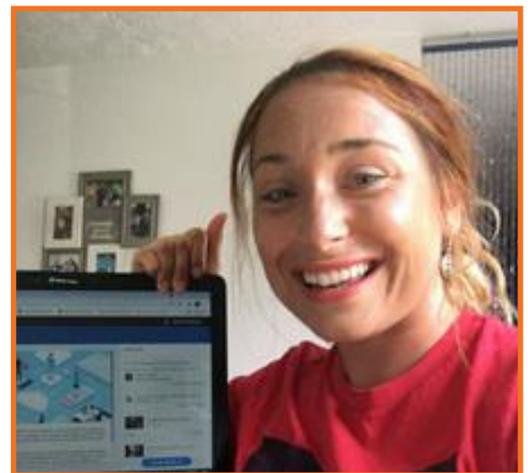
Rob



This fall our Representative Assembly will be at Eastlake North High School. At Rep Assemblies, delegates elect Association officials, vote on endorsements for OEA statewide office, adopt our budget, and enact Resolutions. How do you become a delegate? More details on page 3.



Many of our locals have taken advantage of one of the benefits of NEOEA—they applied for and received a \$250 Public Relations Mini-Grant. Your local association may use one of these grants for a public relations project that will promote a positive image of your association within your community. Details on this and other grants are on pages 4 and 5.



We were back to our "normal" Summer Leadership Conference format with 30 great sessions that members could enjoy — all from the comfort of their own home! Rachel Grabowski from Crestwood EA was one of more than 200 members who joined us. We missed seeing everyone in person, but it was great to catch up remotely. See the wrap-up on page 6.

Educators Prepare for NEOEA Day on October 8

NEOEA Day takes place on October 8 this year, and as always it offers a wide variety of programs that will be of interest to NEOEA's members. Members received their NEOEA Day catalogs by postal mail in mid-August. The catalog is also available at neoea.org/files/ND2021.pdf.



Some sessions will be available online (marked with a "V" for video conference), but most will be held in-person.

Generally, NEOEA Day programs have been approved for members' Individual Professional Development Plans (IPDPs), although members should check with their Local Professional Development Committees (LPDCs) to verify. Graduate credit will again be available through Lake Erie College.



For more information about NEOEA Day, see neoea.org/Education-Union/NEOEA-Day.

Quarterly Quiz

Hundreds of members participated in last year's "Quarterly Quiz," and they all were entered into a random draw for the grand prize: a pair tickets to an Indians game. Congratulations to **Kathy Kelly** from Youngstown EA. She'll receive a pair of Indians tickets for 2022.

Congratulations also to **Rebecca Pierce** from Geneva Area TA, winner of last

year's Summer "Quarterly Quiz" contest.

In each issue we'll be asking a question. We intend that the questions will be of varied kinds. (Often, this one for instance, the answer can be found in the pages of the newsletter itself.) All the entries will be made online, and one winner will be drawn each month to receive a gift card.

Ready?

The first question this year is: **What does FMCS stand for?**

We'll welcome all entries, but to be considered for the gift card, the winner needs to answer by Friday, October 22. To answer, go online to tinyurl.com/NEOEA-2021-09.

Thank you to all who have participated!



North Eastern Ohio Education Association
is affiliated with the
Ohio Education Association
and the
National Education Association

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Address all correspondence to the NEOEA Office, 6001 Landerhaven Drive, Suite D, Mayfield Heights, Ohio 44124-4190. Views are not necessarily those of NEOEA, the editor, or the officers and Board of Directors.

Address email for *News & Views* to desk@neoea.org.

Friday, October 8
NEOEA Day

Friday, October 8
Negotiations Conference
Will be held virtually

Saturday, November 6
NEOEA Representative Assembly
Eastlake North High School

November 15-19
American Education Week

Saturday, December 4
OEA Representative Assembly

For the most up-to-date information on the NEOEA calendar, go to neoea.org/Education-Union/NEOEA-Calendar.

Web Resources

Click "Join NEOEA Online" button in the upper right-hand corner of the website. In order to access the membership level, you will need your MEMBERSHIP NUMBER to create a log-in. A random password will be assigned to you.

- 2021-22 NEOEA Planning Calendar
- Communications Contest
- Community Involvement Grant
- Local Participation Grant
- Negotiations Conference
- NEOEA Day catalog
- NEOEA Friend of Education Award
- Positive Image Award
- PR Mini-Grant

Social Media

facebook.com/NEOEA

neoea44124

@NEOEAXD

Fun Fact

Although the format has changed over the years, NEOEA's Negotiations Conferences began in the fall of 1979.

“Wine Garden” Rights? Sign Me Up!

Good news! As a union member, you already have “Weingarten” rights! And they are owed to a fellow union member, Leura Collins, and her employer, J. Weingarten, Inc.

In June 1972, Leura Collins, a lunch-counter sales clerk, was called into her manager’s office and interrogated by the manager and an undercover investigator. During questioning, Leura asked for her union steward or another union representative from her local. Her repeated requests were denied. She was exonerated of any charges. Though told to keep the matter to herself, she reported the details of the interview to her union, and an Unfair Labor Practice charge was filed.

On February 19, 1975, the U.S.

Supreme Court issued their decision and ruled that an employee is entitled to union representation for investigatory interviews.

Wikipedia’s article on Weingarten Rights offers the following details:

During an investigatory interview, the Supreme Court ruled that the following rules apply:

Rule 1: *The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.*

Rule 2: *After the employee makes the request, the employer must choose from among three options:*

- grant the request and delay questioning until the union

- representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
- deny the request and end the interview immediately; or
- give the employee a clear choice between having the interview without representation, or ending the interview.

Rule 3: *If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.*

Cut out and save in your wallet.

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Columbus, OH 43216-2550

800.282.1500
www.ohea.org

National Education Association
1201 16th St., NW
Washington, D.C. 20036-3290

202.833.4000
www.nea.org

Weingarten Rights

Read this statement to Management:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my Union Representative or Officer be present at the meeting. Without union representation, I choose not to answer any questions.

“This is my right under the 1975 U.S. Supreme Court *NLRB v. J. Weingarten, Inc.* decision.”

Govern Your Association as an RA Delegate

The National Education Association and its state and district affiliates are governed by democratic bodies known as Representative Assemblies. Your local association can name at least two delegates to the NEOEA RA, and at least one to the OEA RA.

OEA and NEOEA are currently certifying delegates for their RAs; NEA will start its delegate certification process in December.

Representative Assemblies consider budgets, policy statements, proposed amendments, and new business items submitted by delegates. They also elect Association officers and members of the governing boards of OEA and NEOEA.

This will be a busy year, with most

electoral units experiencing elections. (To find out which electoral unit your local belongs to, go to [neoea.org/files/Units.pdf](https://www.neoea.org/files/Units.pdf).)

At its meeting on November 6, NEOEA’s RA will fill vacancies for Directors representing NEOEA Unit 7 and 9West. Applications were due weeks ago, but nominations may be made from the floor of the Fall RA.

To access the form, you’ll need to register on the website; go



to [neoea.org](https://www.neoea.org) and click the “Join NEOEA Online” button in the upper right-hand corner. You will need your MEMBERSHIP NUMBER to create a log-in, then a random password will be assigned to you. The form is available at https://www.neoea.org/MemberData/Nomination_Fall2021.pdf.

At its spring meeting on April 9, 2022, NEOEA’s delegates will elect an NEOEA President-elect, ESP Representative at-large, and Directors representing electoral Units 1, 2, 4, 5, 7, 8, and 9West.

If you are interested in serving as a local delegate, contact an Association Representative or your local President.

Recognizing Positive Public Education

Enhancing the image of public education is of vital interest to our members. Our awards highlight the accomplishments of our members and locals and recognize their positive impact on public education.

Friend of Education: This Award recognizes a person and/or organization whose leadership, actions, and support have contributed to the improvement of public education for a broad cross-section of northeastern Ohio. If a Friend



of Education is selected, NEOEA RA delegates will recognize the honoree on April 9, 2022. The deadline for submitting nominations is Friday, January 21, 2022. Nominations must be

signed by an NEOEA active member in good standing. More details and the nomination form are available at neoea.org/Education-Union/Friend-of-Education.

Positive Image Award: Positive Image Awards are presented to locals or members that enhance the image of members, their schools, school districts, or public education in general within the community.

Activities that are developed by members, work-related or not, that include the community are eligible for consideration. Submissions are limited to one entry per category (association or individual).

Does your project have what it takes?

- An **external** activity or project that **includes** the community and creates a positive image of your association.

- Proof** of your activity in *public* media through a newspaper article and/or photograph, TV video, radio tape, or audiotape highlighting the project.



If you can say “yes” to both of these, send a nomination letter with details of the activity to be considered for a Positive Image Award for your Association or for an individual member.

More details are available at neoea.org/Education-Union/positive-image-award.

Five Star Awards

By the NEOEA Public Relations Committee

In 2001, NEOEA’s Public Relations Committee and Executive Committee created the “Five Star Local Award” to recognize locals that promoted involvement with the Association at large – not only in your local, but also with NEOEA and OEA.



To receive the Five Star Award, a local association needs to fulfill five of the following six criteria between August and July in any given year. Winning the Five Star Award is about pride, not prize! Winners receive a certificate honoring their accomplishment, a press release for distribution to local newspapers, and a \$50 check. Winners are announced at the Fall Rep. Assembly.

However, it also benefits your local in a variety of other ways. Sending members to the Representative Assemblies, NEOEA workshops, and Leadership Council meetings ensures more information flows to members and keeps them in the know about issues

that affect them beyond their job, district, and local. It automatically gets more members involved in Association activities, not only as attendees at

these various events, but also in applying for grants and contributing to FCPE drives. As members from your local network with others from NEOEA- and OEA-land, they are able to develop relationships with leaders and members at the district and state levels, giving your local an additional channel of support and supply of new ideas. It’s a way for members to see their dues dollars at work.

Take a look at the criteria – all pretty easy to accomplish, and there is support available from leadership and other members. Hope to see your local’s name on that certificate!

Criteria:

1. Send a representative to both NEOEA Representative Assemblies;
2. Send a representative to both OEA Representative Assemblies;
3. Send a member to attend at least one NEOEA workshop other than NEOEA Day;
4. Send a representative to at least half of the meetings of a Leadership Council that met at least three times;
5. Have at least 25% of its members contributing to the Ohio Fund for Children and Public Education (FCPE); and
6. Submit an application for at least one of the following awards: Communications Contest, Community Involvement Grant, Positive Image Award, or Public Relations Mini-Grant.

Grants for Your Local Association

Free money for your members! Sounds too good to be true, doesn't it? Well, in this case, it's good, and it's true! NEOEA invites you and your local association to receive some of your NEOEA dues dollars back through our grants.

PR Mini-Grant: NEOEA's Public Relations Committee sets aside \$12,500 for grants of up to \$250 to local



associations. Grants can be used for a public relations project that will promote a positive image of your association within your community.

Examples of qualifying projects include: Grandparents Day, Graduation Congratulations Yard Signs, Giving Tree, or Interactive Playground. Check the website for more ideas.

Grants are awarded based on the public relations benefit to the association. Please be sure the primary purpose of the funding is to provide exposure for your association outside the school and in the community.

More details are available at neoea.org/Education-Union/Public-Relations-Mini-Grants.

Community Involvement Grant: Participation in community events offers affiliates the opportunity to enhance their visibility as vital, contributing members of their communities. NEOEA is offering up to 25 Community Involvement Grants in 2021-22 to encourage local affiliates to become



actively involved in local charitable events such as the American Cancer Society Relay for Life, Reach Out and Read, Special Olympics, or other highly-visible community charitable events.

More details and the application form are available at neoea.org/Education-Union/Community-Involvement-Grants.

Ohio Lottery—Partners in Education



The Ohio Lottery's Partners in Education program is designed to acknowledge teachers and students across the state who are working hard both in and out of the classroom. The program acknowledges the hard work, commitment, and outstanding achievements of students and educators throughout Ohio. During the months of September through May, monthly

drawings take place to choose award winners—for NEOEA-land in Akron/Canton, Cleveland, Lorain, and Youngstown areas.

Teachers and students receive a gift card and a Partners in Education merchandise prize pack, along with a certificate of excellence and their name on the website. The list of winners is available at <https://ohiolottery.com/>

About/Partners-in-Education/Teacher-of-the-Month.

For details on nominating an Academic All Star or Teacher of the Month, please visit www.ohiolottery.com. Check out their website to learn more about the School of the Year award, chosen each May. If your school submits an eligible nomination form during the current school year, your school will be entered in the School of the Year drawing.

The Ohio Lottery's Partners in Education program looks forward to receiving your nominations and appreciates your hard work as educators both in and out of the classroom. Please spread the word about the Partners in Education program and remember to submit your nomination for a deserving teacher or student today!

Labor Lines

The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America.

—John F. Kennedy

Summer Leadership Wrap-up

Using the Whova app brought this year's Summer Leadership directly to our members—all in the comfort of their own home! In addition to 30 great sessions, members could have virtual meet-ups, post photos, and rack up points on the leaderboard for some great prizes. This event was a new planning experience for the NEOEA Summer Leadership Committee and your NEOEA office, but members really enjoyed the sessions. Here are just a few of the comments we received:

Summer Leadership is a yearly must-attend event. Every year I walk away with new information to prepare me for the school year ahead. I appreciate that I can choose topics to help me with the needs of my local. — Gretchen Baptie (Madison EA)

I love meeting other members at summer leadership. It is good to reconnect and share ideas and information. We must stay strong and united to keep unions alive in America. — Coleen Bell (Mentor Class. Emp.)

As a newer member of local union leadership, I enjoyed the sessions about bargaining and how to utilize resources that can help every teachers' voice be heard on important work-related issues!

This gave me the confidence to step up and take on more of a leadership role within my association! — Andrew Holland (Clearview EA)

The speakers presented such useful information that I can use in the upcoming year as well as pass along to help support fellow educators. — Melissa Nicholas (Trumbull Co. Board Prof. Staff Assn.)

Really felt that this provided me a strong foundation on some of the concerns teachers will have this coming year. From OTES to legislation, this conference really provided me the answers I was looking for. — Elizabeth Noren (Westlake TA)

As a first-time attendee, I didn't know what to expect. I was pleased to attend

four great sessions led by experienced, welcoming, thoughtful presenters. I left feeling like I wanted to learn more and become more involved in my local union. I'm interested in attending this conference and other OEA/NEA conferences in the future. — Allison Paetz (Rocky River TA)

I came into this conference questioning my ability to be a good President. Leaving this conference I know I will be a very good President. Each and every one of my hosts bleed confidence, passed this feeling over to me. Use my resources, and LRC, LRC, LRC!!! I can't wait for next year's Leadership Conference! Thanks to all of my hosts! You ROCK! — Larry Sanders (Twinsburg SSA)

Consumer Corner

Bright Now! Dental

Bright Now! Dental has been involved in the union community for nearly 40 years and is pleased to be providing the NEOEA an exclusive discount on general and specialty dental care (brightnowdental.com). Whether you have dental benefits or not, you will experience cost

savings of up to 35% on general dentistry and 30% on specialty dentistry.

This is not an insurance plan. There is no cost to participate and no restrictions. Your choice to receive dental care at one of their offices is voluntary. There are nine locations in Cleveland making access to

one of their offices convenient. Evening and weekend hours are also available.

Contact Bill Jedrzejek, Union Account Executive, directly with your questions at bill.jedrzejek@smilebrands.com or 440.409.5412.

Best Benefits Club

NEOEA's group buying power makes discounts possible for our members through Best Benefits Club (BBC). As an NEOEA member, you already belong to Best Benefits Club; you do not pay any dues to take advantage of BBC membership benefits.

How will I learn about BBC discounts?

Best Benefits Club does not contact individual members directly; it contacts them through their organizations. You can learn about BBC deals in several ways:

- You'll hear about some BBC deals through *News and Views*.
- The best way to learn about BBC offers is through the Best Benefits Club website, bestbenefitsclub.com. The BBC website contains all of the BBC deals, BBC activities, and the most up-to-date information on them. Each

discount has its own unique way of obtaining the discount, so please read the discount description carefully.

- You can sign up for the BBC weekly e-newsletter by clicking in the E-NEWS tab on the top of the BBC homepage.

How do I access Best Benefits Club discounts?

Each person must register individually with the website to access the discounts. Go to bestbenefitsclub.com, click on the Login tab near the top of the homepage. Click on the words REGISTER HERE and use the activation code **NEOEA0613** when filling out the small form that comes up. Users will now be required to make up their own username and password. Please enter NEOEA as your company name to avoid delay of account activation.

Due to the COVID-19 issue, most

waterpark/theme parks are not offering a discount through BBC at this time. However, Columbus Zoo, Toledo Zoo, Cleveland Zoo and Cincinnati Zoo are still offering a discount! You can find more details on zoo ticket pricing by viewing their listing on the BBC website. Please check the BBC website to determine if the offer you seek is still available. Offers are subject to change without notice. If you don't see something that was previously on their website, it may have been taken down because there is no discount available right now. There are still many great offers to be had, so please check them out!

For answers to BBC questions, you can call BBC at 330.273.5756. Their office in Brunswick is open Monday through Friday between 8:00 a.m. and 4:00 p.m.

Have You Taken Care of Business?

Back in 1987, the NEA Members Insurance Trust created the NEA Dues-Tab Life Insurance Program which we now know as the NEA Complimentary Life Insurance Plan. NEA Complimentary Life Insurance is life and AD&D insurance guaranteed to active, staff, reserve and life members at no cost to you. Coverage is automatic; however, members are strongly encouraged to register a beneficiary with NEA Member Benefits. Registering your beneficiary ensures that any benefit will be paid as you wish and it increases the likelihood that a claim will be filed if needed by making a paper trail for your family.

The problem is that nearly 19,000 NEOEA members have never designated a beneficiary. And, some of the 10,000 or so members who have done so have experienced life changes but neglected to update their beneficiary. NEA Member Benefits tells us that they regularly have to pay benefits to ex-spouses of members who do not keep

their beneficiary current.

NEOEA will be participating in a project this fall with building reps contacting members who do not have a beneficiary. Only you will know if your beneficiary is current. But it is easy to designate a beneficiary or make a change. Simply go to www.neamb.com/products/nea-complimentary-life-insurance today!

Additionally, if you are a first-time member (other than having been an Aspiring Educator Member), you also have at no cost an NEA Introductory Life Insurance Policy. This \$15,000 policy is provided at no cost during your first year of membership and can be continued after that at a nominal cost (around \$20 a year) with no underwriting. But there is no obligation to continue the coverage. Your beneficiary for this plan will be same as above.

So, please, help us help you help protect your loved ones. Register or update your beneficiary TODAY!



Make sure your loved ones receive your benefits

Take the NEA PROTECTION CHALLENGE

We know it's important for you to **help protect your loved ones** even if the unthinkable happens.

That's why we're urging you to **take the NEA Protection Challenge**. We're on a quest to make sure as many loved ones as possible are designated to receive the benefits of the no-cost complimentary term life insurance we provide to eligible NEA members.*

Register or update your beneficiary today to get a **FREE TOTE BAG** — and some peace of mind.

Go to neamb.com/challenge to take the NEA Protection Challenge today.



Scan and go!



Brag Box

Unsung Hero of the Labor Movement

Each year, the United Labor Agency recognizes a limited number of "Unsung Heroes of the Labor Movement." Unsung Heroes honored in recent years have included thirteen union activists from seven NEOEA locals.

As its name suggests, the United Labor Agency is a community service agency drawn from local community and labor organizations. It provides job skills training for workers who have lost employment due to plant closings, economic downturns, and changes in the labor market. ULA is active in Cuyahoga, Geauga, and Lake Counties and Allegheny County in Pennsylvania.

Unsung Heroes should be members whose contributions have made a difference for their fellow union members. ULA desires that they be "unsung," which typically means that they have not served in high-profile positions such as local president or higher leadership positions. Nominations are made by submitting a letter which identifies the reasons why the member is being submitted. The bulk of that letter is printed in the program for ULA's Annual Dinner.

The NEOEA officers will select and submit the nominee to be honored at the ULA Annual Dinner on Thursday,

November 18. The Unsung Hero and nominator attend compliments of NEOEA.

If your local has an Unsung Hero who you feel should be honored by the ULA, please write a letter of support and send it to NEOEA Executive Assistant Linda Grunden at desk@neoea.org. Information must be received by Friday, October 1.

There are Unsung Heroes around us all the time, and this type of honor may be of interest to locals outside the ULA service area. Perhaps your local association should consider honoring its own Unsung Hero!

Thanks and Best Wishes

NEOEA thanks the following members of our Board of Directors whose terms of service ended this summer:

- NEOEA Unit 10 Representative Kathy Abrahamson, Newton Falls EA
- OEA/NEOEA Unit 7 Representative Debra Lipnos, Twinsburg EA
- OEA/NEOEA Unit 4 Representative Teri Mackey, Wadsworth EA
- NEOEA Unit 6 Representative Tammy Segulin, Chardon EA
- NEA ESP Director at-Large HaSheen Wilson, YSU-ACE
- NEOEA Minority Representative at-Large Karen Winston-Carpenter, East Cleveland EA



Workshops and Conferences

NEOEA Negotiations Conference

The annual NEOEA Presidents Plus Two Negotiations Conference will be held virtually on Friday, October 8 (NEOEA Day). We will welcome mediators from the Federal Mediation and Conciliation Service (FMCS) as the presenters this year and are planning on an engaging and interactive morning of leadership development. FMCS concentrates its efforts on assisting employers and employees in coping with the demands of a rapidly-changing workplace. They offer various services in the areas of negotiations, decision-making, and conflict resolution. Mediators help build better relationships through joint problem-solving and constructive responses to inevitable conflict.

The morning will consist of three mediators from the Great Lakes area who will first offer a thorough overview of FMCS – who they are, what they offer, and how locals can enlist their services. In addition they will also present the following topics:

- View from the Bridge – a service that will help teams get to know their own community and stakeholders.
- Tips for Your Bargaining Team – from a

neutral’s perspective and how you will be able to use these suggestions in your local’s bargaining.

- Models of Bargaining – overview of various types of bargaining and explanations in order for your team to decide what is best in your local.

The Negotiations Conference will provide information for all members

regardless of classification. We encourage participating locals to send entire bargaining teams and negotiation committees. We have built in time for you to have your questions answered and concerns addressed. We have a unique opportunity for your team to gather a lot of information necessary for bargaining within a short amount of time.

North Eastern Ohio Education Association
6001 Landerhaven Drive, Suite D
Mayfield Heights, OH 44124-4190



Presidents Plus Two Negotiations Conference — October 8, 2021

Registration Process:

- 1) Mail to NEOEA, Negotiations Conference, 6001 Landerhaven Drive, Suite D, Mayfield Heights, OH 44124-4190 OR email to desk@neoea.org.
- 2) An email confirming your enrollment for the NEOEA Negotiations Conference will be sent after receipt of your registration.
- 3) On Monday, October 4, another email will be sent to you containing information about joining the Zoom meeting.

Questions: Please call us at 216.518.0200 or email us at desk@neoea.org. For a Word-fillable form, login to the NEOEA website at neoea.org, go to the “Resources” section, then “Conferences.” **Pre-registration deadline: Friday, October 1.**

Submitted by _____ (check if local President)

Local Association or organization (full name, please) _____

Address _____

City, State, Zip _____

Cell phone _____ Non-work email _____

Name(s)	
Name	
Non-work email	
Name	
Non-work email	
Name	
Non-work email	

For presidents registering more than a total of three, please copy this form as needed. Individual members may register as well.