

To: All Teachers  
From: Teachers' Chapter, RHEA

This year, NYSUT and the National Education Association\*New York (NEA-NY) unified to form one statewide union of NYSUT locals and former NEA-NY locals. By combining resources, NYSUT is in a position to improve its advocacy for school employees. As a result of the unification, RHEA members are also now members of the National Education Association (NEA). You may already be receiving the NEA newsletter.

The constitution of the Rush-Henrietta Employees' Association and the constitution of each of its member associations govern these affiliations. Amendments to both constitutions are attached. Adoption of these amendments will ensure that the constitutions recognize the affiliation changes at the state level and preserve the structure of the local associations. There will be no change in each association's structure or level of service.

In 1980 the employee unions in the Rush-Henrietta Central School District recognized that they could provide better service to their members if they combined together. The unions joined together to form the Rush-Henrietta Employees' Association (RHEA). The Association is comprised of five Chapters that include the Teachers' Chapter, the Paraprofessionals' Chapter, the Facilities and Mechanics Chapter, The Bus Drivers' Chapter and the Administrative Support Professionals' Chapter. The RHEA represents almost all of the non-management employees in the district.

The Chapter Presidents meet several times each year. The Chapters coordinate on key issues including Board of Education elections, negotiations, and election of delegates to state and national organizations. The RHEA, representing almost 1200 employees, has been affiliated with the New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT). The RHEA chapters receive assistance in negotiations, grievance, employee discipline, and training of local leaders from NYSUT. The Rush-Henrietta Employees' Association is proud of the level of service each chapter provides to its members.

After over twenty years of experience, the Rush-Henrietta Employees' Association remains a model of how employee unions can work together to benefit their members. Each chapter remains dedicated to working with the other RHEA Chapters, NYSUT, the AFT and the NEA to improve the salary, benefits and working conditions in the District.

**Please review the attached amended constitutions. You will be receiving a ballot in your mailbox in about two weeks asking for your approval of the amendments. Please return the completed ballots to your building reps as soon as possible.**