

ADDENDUM TO AGREEMENT

This Agreement is between the National Education Association (NEA) and the National Education Association Staff Organization (NEASO).

PREAMBLE

The parties hereby acknowledge and affirm as follows:

1. NEA plans to deploy to the State of Ohio as many as one hundred (100) NEA employee-volunteers to work on a campaign to repeal the Ohio law that strips teachers and other public employees of their collective bargaining rights. Such deployment will take place from October 28 through November 3, 2011 and from November 3 through November 9, 2011. NEA employees who volunteer to participate in the deployment may work on the campaign from October 28 through November 3, 2011, from November 3 through November 9, 2011, or from October 28 through November 9, 2011.
2. NEASO and NEA entered into an Agreement (hereinafter "Ohio Campaign Deployment Agreement") on October 5, 2011 regarding the Ohio campaign deployment (See attached). Accord, Item 2, paragraphs 1 and 2 of the Ohio Campaign Deployment Agreement provide as follows:

Consistent with Article 15, Section 3(a)(ii) of the CBA, NEASO members who volunteer for and are deployed to Ohio for the campaign in question will be provided breakfast and lunch by NEA during such NEASO members' deployment. Additionally, NEASO members will be reimbursed by NEA up to thirty dollars (\$30) per dinner during such NEASO members' deployment. In this regard, NEASO hereby waives, *for purposes of this deployment only*, Article 15, Section 3(a) of the CBA, EXCEPT that NEASO members who have dietary restrictions and are, therefore, unable to consume the breakfast and/or lunch provided by NEA will be entitled to receive the actual cost of their meals up to a daily maximum of seventy-four dollars (\$74), as set forth in Article 15, Section 3(a). NEASO members who have such dietary restrictions are encouraged to notify Tim Dedman and/or Karen White prior to commencement of the Ohio Campaign deployment.

Those friends and family members of NEASO members who volunteer for and are deployed to Ohio for the campaign will be provided breakfast and lunch by NEA during such friends' and family members' deployment. Additionally, those friends and family members of

NEASO members who volunteer for and are deployed to Ohio for the campaign will be reimbursed by NEA up to thirty dollars (\$30) per dinner during such friends' and family members' deployment;

3. NEA seeks to revise Accord, Item 2, paragraphs 1 and 2 of the Ohio Campaign Deployment Agreement, as NEA will no longer be providing lunch to those deployed to Ohio. In this regard, ALL other provisions of the Ohio Campaign Deployment Agreement will remain in-place and will have full force and effect.

ACCORD

The parties hereby agree as follows:

1. Accord, Item 1, paragraphs 1 and 2 of the Ohio Campaign Deployment Agreement will *now* provide as follows:

Consistent with Article 15, Section 3(a)(ii) of the parties' 2009 – 2011 Collective Bargaining Agreement, NEASO members who volunteer for and are deployed to Ohio for the campaign in question will be provided breakfast by NEA during such NEASO members' deployment. Additionally, NEASO members will be reimbursed by NEA for lunch *pursuant to Article 15, Section 3(a)(i) of the parties' 2009 – 2012 CBA* and up to thirty dollars (\$30) per dinner during such NEASO members' deployment. In this regard, NEASO hereby waives *in-part¹*, and for purposes of this deployment only, Article 15, Section 3(a)(i) of the parties' CBA, EXCEPT that NEASO members who have dietary restrictions and are, therefore, unable to consume the breakfast provided by NEA will be entitled to receive the actual cost of all of their meals up to a daily maximum of seventy-five dollars (\$75), as set forth in Article 15, Section 3(a)(i) and (f). NEASO members who have such dietary restrictions are encouraged to notify Tim Dedman and/or Karen White prior to commencement of the Ohio Campaign deployment;

Those friends and family members of NEASO members who volunteer for and are deployed to Ohio for the campaign will be provided breakfast by NEA during such friends' and family members' deployment. Additionally, those friends and family members of NEASO members who volunteer for and are deployed to Ohio for the campaign will be reimbursed by NEA for lunch *pursuant to the daily maximum meal allowance in the NEA Travel Policy and Guidelines*

¹ That is, as it pertains to reimbursement for dinner only.

