

# **Benefit to NASCOE Members**

*Submitted by Bonnie Heinzman, Vice President*

NASCOE makes various benefits available to NASCOE Members. This article is about a NASCOE benefit that most NASCOE members prefer never to have the opportunity to request it. Many NASCOE members are probably not even aware that a NASCOE member can request, through the proper channels, that they be afforded an opportunity to talk with the NASCOE attorney. This is not for common legal matters such as obtaining a divorce, filing a legal suit over a car accident, or writing of wills. Obviously, the requests to be afforded this benefit should be limited to individual employment issues, generally but not always, adverse actions against the individual.

This is not an entitlement or a guaranteed benefit. Each request is looked at individually, and the decision to grant the request is made based on the merits of the request or the facts as they are known.

If you feel your situation would benefit from review by the NASCOE attorney you may request that you be afforded an hour with the attorney and a checklist is provided for that purpose. There is a process to go through to make your request:

First, document the FACTS of the case. Write a synopsis of the events as they occurred. Documentation should not contain conjecture or supposition. Remember that the documentation will have to be verified during the process and clear, concise information will speed the process. Also, you should consider what outcome you expect. In other words, What do you want to accomplish by proceeding with this?

Second, follow the proper protocol when submitting your request for consideration. Initial contact should be with your State President. The State President may suggest a more appropriate venue such as the State Grievance Board. If the State President feels your request is valid he/she will in turn contact the Area Executive Committee person for your Area. The Area Exec may call to discuss the issue with you, BUT, in all cases, the Area Exec will require a copy of your documentation. The Area Exec will then provide the Vice President with your synopsis of events and any other documentation. The Vice President will then review the information and ask the Area Exec for a recommendation.

Third, if your situation appears to be one that would benefit from further discussion with the NASCOE attorney, you will be contacted and asked to provide your documentation and synopsis of events to the NASCOE attorney for review. Follow-up by the attorney would normally be done by telephone so you will want to include a telephone number and time of day where/when you can be reached on all information and documentation. If you have employed a private attorney to represent you, the NASCOE attorney may wish to discuss your situation with your attorney.

This is the extent of NASCOE involvement in this process. Any further discussions with or representation by the NASCOE attorney is between the individual and the attorney.

If you have any questions, please feel free to call (304) 266-2480 or e-mail me at [bheinzman@charter.net](mailto:bheinzman@charter.net) .

Thank you for your help it is much appreciated.

*Becky Zirpel  
NASCOE Benefits Chairperson  
(605) 775-9122 ext. 19  
PO Box 353  
Burke, SD 57523*