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*Dear TEA Members,*

*I apologize for the delay in distributing information regarding our agreements and ratification process. Your TEA Negotiations TEAm has worked tirelessly on your behalf. As you know we are ratifying for two years after the difficult ending we had with negotiations last year. TEA leadership recommends that we ratify the 2010-12/2012-13 White Collar/Food Services and Consensus Agreements as so that we may proceed with negotiations on salary and benefits in March. Attached are summary of changes for each agreement. They have also been posted on our the TEA website.*

*Ratification will take place between February 3<sup>rd</sup> and February 15<sup>th</sup> with the online elections.*

*In addition we will be gathering input on which other areas (two articles per each) of the agreements we want to strategically open. Please contact your TEA leadership with any questions or input for reopeners.*

*Thank you for commitment and support!*

*Frances Banales*

**TEA** President

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*"Never doubt that a small group of thoughtful citizens can change the world, indeed, it's the only thing that ever has."*

*Margaret Mead*