

DIRECTIONS

DIRECTIONS is published by Capital Area UniServ-North

Volume 1, No. 2 – September 30, 2011

4800 Ivywood Trail, McFarland, WI 53558 / 800-397-2287 / www.weac.org/caus-north/ | E-mail: LewisS@weac.org

CAUS LOCALS GEAR UP FOR 2012 RECERTS

Because all CAUS-North and South locals have contracts which extend at least until June 30, 2012, none of our locals will have to file for recertification this year. However, whether our locals ultimately decide to recertify or not, we all need to be aware of what the recertification procedures are. Keep in mind, we do not have to recertify to keep our Union.

1. A Union seeking to recertify must file a petition with the Wisconsin Employment Relations Commission (WERC) on or before the first of **September 30** after the contract expires. For most CAUS-North Unions, this is **September 30, 2012**. The petition must include a filing fee; the filing fee is based on the size of the bargaining unit. The filing fee schedule is as follows:
 - \$200 for locals with 1-100 bargaining unit members;
 - \$350 for locals with 101-250 bargaining unit members;
 - \$500 for locals with 251-500 bargaining unit members;
 - \$750 for locals with 501-1000 bargaining unit members;
 - and more for larger locals.
2. **Within 10 days** of receipt of the petition, the District must provide the WERC and Union with a list of names of eligible voters; **within 10 days** of receipt of the District's list of names, the Union must provide the WERC and District with a list of names of voters that should be added to or deleted from the District's list of voters. The WERC then establishes the eligible list of voters. The District or Union may challenge the eligibility of any voter.
3. An election shall be conducted by secret ballot. As of this moment, it appears that the elections will be conducted by telephone, using means determined by the WERC to be fair and reliable.
4. The District must post notices to staff concerning the election.
5. If the Union secures 51% support from those eligible to vote, it shall be entitled to serve as the exclusive representative for purposes of collective bargaining. The Union would have a duty to represent non-

members only on matters subject to collective bargaining – Base Wages. Non-members would not have access to benefits and services provided by the Union, CAUS, WEAC, or NEA.

6. If the Union does not file a petition for recertification, or if it files but fails to secure 51% support from those eligible to vote, it shall not be entitled to serve as the exclusive representative for purposes of collective bargaining. The Union would not have a duty to represent non-members on anything, and non-members would not have access to benefits provided by the Union, CAUS, WEAC, or NEA.

SCHEDULE OF EVENTS

October 2011

- **PDP Training–New Member Goals Workshop**
Saturday, October 8, 8:00 am, CAUS Office
- **CAUS-North Board of Directors**
Thursday, Oct. 13, 5:00 pm, CAUS Office
- **Member Advocacy Training**
Tuesday, Oct. 18, 5:30 pm, Sheraton Hotel

CAUS-NORTH POSTCARDS STILL AVAILABLE

CAUS-North post-cards are still available, free of charge, to all our members. Descriptions and order forms can be found on our website at www.weac.org/caus-north/. These cards provide positive communication to parents and students. The postcards are 4-1/4" x 5-1/2" on colored card stock. There is enough space to write a message. The other side is blank for mailing purposes.

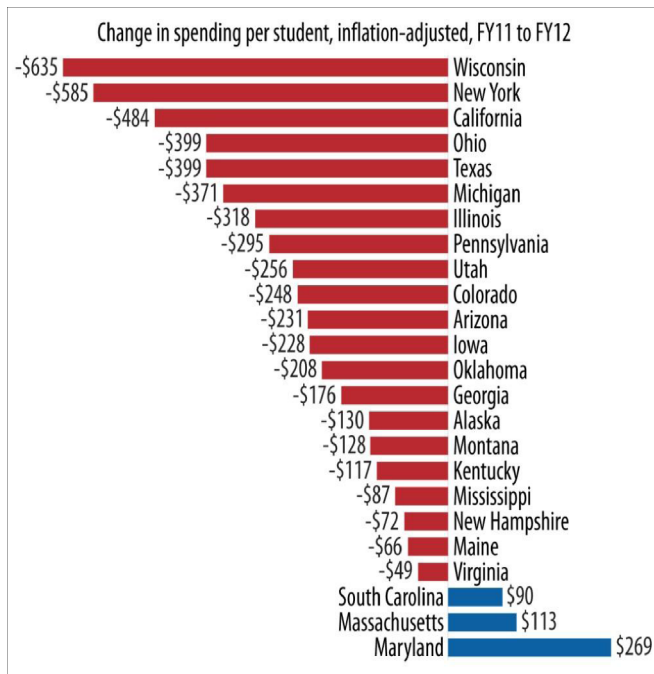
CAUS-North will gladly supply you with as many cards as you are interested in receiving now or any-time during the year.

The postcards are usually sent along with a member from your local at one of the CAUS-North meetings in order to keep postage costs down.

Enjoy!

HOW BAD IS THE SCHOOL FUNDING CRISIS IN WISCONSIN?

Take a look at this chart from the DC-based Center on Budget and Policy Priorities. Not a lot to cheer about if you value education as almost all states cut funding for kids this year. Of all the states with available data, Wisconsin was the worst, spending \$635 per student less than last year. States used emergency fiscal relief from the federal government to cover about a third of the budgetary shortfalls last year, but that aid is mostly absent this year.



Source: CBPP budget analysis and National Center for Education Statistics enrollment estimates.

RISING TIDE IN WATERLOO

How about some positive news today? Many of you have heard that Waterloo ended up with one of the harshest master contracts and is the only place in CAUS-North where members have to sign up for dues deduction this year. Add to that the loss of nearly all their union officers due to retirement or resignation and you might expect to see a local barely staying above water. Nothing could be further from the truth. Led by new Co-Presidents Diane Lamia and Shelly Scharenbrock, the 61-member Waterloo Education Association is vibrant and active. Its nine-member leadership team met this week to discuss membership, handbooks, and increased collaboration with the support staff union. Upbeat and focused, they are committed to making a difference for teachers and students in Waterloo.

MARSHA HERMAN OF SUN PRAIRIE NAMED TEACHER OF THE YEAR

The state Department of Public Instruction announced four Wisconsin outstanding educators have been selected as Teachers of the Year. We are especially proud that the 2012 Wisconsin Elementary Teacher of the Year is from CAUS-North: Marsha Herman, a kindergarten, first-grade, and learning disabilities teacher at Westside Elementary School in Sun Prairie.

WHY MEMBERSHIP MATTERS — LEGAL SERVICES

Today's workplace can be challenging. Do you want to tackle it on your own, or be a part of an organization whose job it is to watch out for your best interests. One critical benefit that membership provides is legal services. Even after this year's contracts expire, CAUS-North and WEAC will continue to provide legal representation for members who stay in the union and they:

- ◆ Are disciplined or have workplace safety issues being processed through the new grievance procedure.
- ◆ Have disputes that can be processed under complaint procedures for violations of any employee handbook or district policies.
- ◆ Are discriminated against or harassed because of your race, gender, age, disability, marital status, sexual orientation, religion, nationality or pregnancy.
- ◆ Are denied leave required by state or federal family medical leave laws.
- ◆ Have your teacher contract not renewed or terminated and desire representation in private conferences, hearings before the Board of Education, or in court.
- ◆ Have private information from your personnel files publicized in violation of open records or open meetings laws.
- ◆ Need help in negotiating your individual employment contract.
- ◆ Are retaliated against for or aren't allowed to participate in union activities, such as leafleting or picketing.
- ◆ Are denied the 30-minute duty-free lunch for educators required by state wage and hour law.
- ◆ Are ordered to work in a mold-infested building in violation of workplace safety laws.
- ◆ Are improperly denied unemployment compensation.
- ◆ Need help in dealing with violent students.
- ◆ Need help in knowing when you are required to report child abuse and neglect.

Adapted from GBEA Perspective