



WinnebagoLand UniServ Update

September 2011

325 Trowbridge Drive, Fond du Lac WI 54937

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Look for us online!

www.weac.org/winnebagoLand/



Membership and Recertification --- What they mean.

Membership

Over the last few months ten (10) WU locals have gone through their initial drive for Membership renewal. These were the locals that had their Collective Bargaining Agreements expire on June 30th. The new law requires our locals to get members to sign papers to remain in the Union. Once you sign a membership continuation form you remain a member from year to year. In the past, the Union was legally obligated to represent all eligible employees. Under the new law those choosing not to belong will get no representation, services, or benefits from the Union except the negotiated pay increase in those locals where the Union remains the certified bargaining unit.

In another group of WU locals - those whose collective bargaining agreements will expire on June 30, 2012, membership committees are being formed to spearhead the effort to continue membership. Although membership will continue and dues will still be automatically deducted from paychecks through August of 2012, it is important to begin the effort to membership continuation early so that members have all of their questions answered. Having meaningful conversations among members regarding the value and expectation of being a Union member will only make our Union stronger. This same process will take place the following year in locals whose collective bargaining agreements expire on June 30, 2013.

Recertification

Under the new law local associations with expired contracts will also have to "recertify" each year to continue to be recognized as the official bargaining unit. This "recertification" process was announced at the last minute. It is designed to make it extremely difficult to recertify, costing tremendous resources and having to be completed in an unrealistically short timeframe. The new collective bargaining law sets an extremely high bar for locals to retain their bargaining status - 51% of eligible voters must vote "yes" for the local to certify, and anyone not voting counts as a "no" vote. Petitions to hold these "recertification" elections have to be filed before the end of September, and so before the end of the month all of WU's locals will be making a decision about whether to recertify.

The benefits of certification are unclear - certified locals have the ability to officially bargain for "base wages", but how that will be calculated and what the limits or bargaining are in practice has not yet been clarified. In spite of this many of our locals will look to recertify. The Union is a democratic organization with a diverse membership. The decision to pursue recertification is being left up to each local association, based their beliefs as to what is in the best interest of their membership and the union's strength.

Informed, United, and Organized

Whether or not a local chooses to recertify, our members will remain part of an organization that is fighting to preserve quality public education and middle class jobs in Wisconsin. No longer having collective bargaining agreements means that our tactics must change. No matter the outcome of these certification elections, the "Union" will continue. Your UniServ Directors will be working with locals to organize members for power. Our goal will be to teach locals how to use their collective power to influence administrators, school boards, and other elected officials to protect our profession and the children we teach. If we stick together and speak with one voice our collective actions will have an impact.

Stand together in **Solidarity**

Classroom tips from veteran educators

A little planning can help your school year be a successful one, not only for you but your students too. Here are some helpful tips from classroom veterans to guide you all year long:

- ✎ Make sure your parents are your allies. In the first week, send postcards to parents welcoming their children into your classroom. Follow up with regular communiqués. Breaking the ice is a good first step to success.
- ✎ Plan, plan, plan. You might want to create lesson plans for at least twice as much material as you can cover in a day. Detailed plans will provide a feeling of security.
- ✎ Create a paperwork system and complete paperwork from the school office as soon as you receive it. This will give you an excellent reputation with office personnel and prevent losing or misplacing forms.
- ✎ Establish a system for collecting books, sharpening pencils, leaving the room. Your students will appreciate the consistency in your classroom. Why not even include students in the development of rules and routines?
- ✎ Emphasize cooperative learning. When students work together in small groups, they discover each other's strengths and learn collective responsibility.
- ✎ Finally, be a model to your students. Students can spot hypocrisy very easily. So, if you've developed a set of standards for student, make sure you're holding up your own with consistency and fairness.

Meet Your New UniServ Director - Steve Johnson

At the September WU Council Steve Johnson was approved as our new Uniserv Director to replace Sherri Jones. Steve brings a wealth of experience as a director and with WEAC and we are pleased to welcome him on board. He will take over as the primary contact for Campbellsport EA, Fond du Lac EA, Fond du Lac ESPA, Lomira EA, Mayville EA, North Fond du Lac, Oakfield EA, and PEAC 6, as well as the Uniserv lead for our Internal Organizing initiative. **Welcome Steve!**



Coming soon to your home - it pays to be a member!

As a WEAC member, you receive exclusive discounts on a wide variety of products and services, including dining, lodging, golf, recreation, shopping, automotive, travel, health & beauty, cruise, condo, ski and much more! How? By registering in the OnWEAC Savers' Club with your Savers' Club card. You should be receiving your OnWEAC Savers' Club card soon, which is sent out via the U.S. Mail in August and September.

A flyer for WEAC membership benefits. The top left section is red and white, titled "National Education Association EDUCATORS' EMPLOYMENT LIABILITY (EEL) PROGRAM" with the phone number "302-833-4000". It states: "As a WEAC and NEA member, you are covered for: certain damages, attorney fees and personal injury related to your educational employment activities. The terms and conditions are set forth in the EEL policy. Call WEAC's Legal Department at 800-362-8234 for information." The bottom left section is purple and white, titled "WEA TRUST MEMBER BENEFITS" and says: "For information about the rate, bonus/return and additional liability insurance, and the tax-sheltered annuity and WEAC/NEA programs available to you as a WEAC member, call 1-800-279-4010." The right side of the flyer features a collage of photos of people and the text "WEAC an NEA affiliate WEAC Membership and OnWEAC Savers' Club Card 2007 - 2008". At the bottom right, there are logos for "OnWEAC SAVERS CLUB" and "NEA".

Don't lose this very important card; it is printed with your unique membership number! Please visit www.weacm.org to check out national and local coupons/savings.

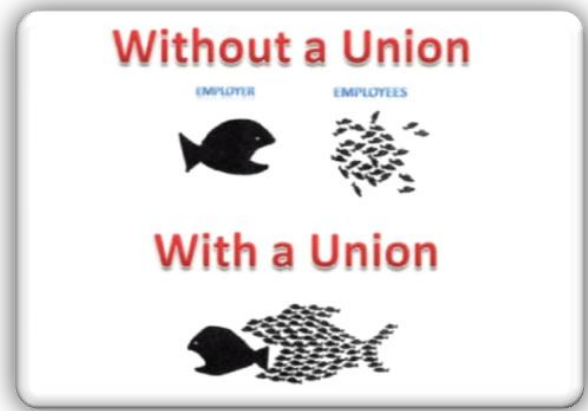
PAC Dues Reimbursement

A PAC contribution of \$7 has been added to your WinnebagoLand UniServ dues for 2011-12.

Any member wishing a refund of the monies must request such in writing by October 31st. Fair share fee payers as non-members do not need to request a refund. An automatic refund will be issued to all fair share fee-payers as soon as that person's fair share status has been certified.

For a refund of your WU PAC contribution, write to:

**WinnebagoLand UniServ
325 Trowbridge Drive
Fond du Lac, WI 54937**



*NOTE: Telephone or electronic requests will not be honored, nor will multiple requests on the same letter or in the same envelope. Each request must be on a separate letter including your name, addresses and local association and mailed separately. All requests must be postmarked by October 31st. A request is valid only for the year of that request.

WEA Trust Members Benefits

Understanding Long-term Care Insurance—Fond du Lac

Goodrich Little Theater

72 W Ninth Street
Fond Du Lac, WI 54935

Monday, October 17, 2011 from 4:30 PM to 6:00 PM (CT)

Long-term care has been called "the greatest uninsured financial risk today." This seminar will answer questions about this important coverage, including:

- What long-term care insurance is and what it covers.
- Why neither health insurance nor Medicare pays for extended personal care.
- How much LTC costs – at home, in assisted living, and in nursing facilities.
- Your options to personalize a policy and tailor it to fit your budget

Seating is limited. Spouses are welcome.

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