

## History of Bayland/UNE

Prior to the creation of UniServ by the National Education Association (NEA) in 1970 - 71 the various state associations and NEA had tried a variety of methods to build strong locals. Some of the efforts included temporary financial help, the establishment of regional offices within states, and the employment of part-time teacher negotiators and grievance processors. These efforts met with some success; however, they did not achieve the desired outcome of delivering the needed expertise in some consistent, uniform manner. The NEA decided that what was needed was a local association which employed a full-time staff person delivering services to teachers in their school buildings, district and local association. NEA decided it would be necessary to partially fund the local UniServ units created.

Most of the UniServ units were found in larger urban areas. This was because many urban associations (Milwaukee, Madison, Green Bay) had employed full-time professional staff for some time, and in some cases several years. As a result, it was the larger urban associations that provided the big push for financial assistance from NEA and in the case of Wisconsin, from state associations. The UniServ was really implemented as an NEA project to provide financial assistance to urban locals.

It did not take long for the smaller local associations to realize that the UniServ program was a good deal for them too. However, locals of a smaller size (less than 800 or 900 members) could not hire a full-time staff person, set up an office and afford the expenses on their own. In 1972 the NEA RA voted to allow a UniServ unit created by joining two or more locals into a single entity and be funded through a combination of NEA grants, WEAC funds and local member dues. The first conglomerate UniServ unit in Wisconsin was founded in 1972 -73, most of which were located in the southeastern part of the state.

In the late 1960's a group of teachers from the northeast area; Bob Nelson (Suring EA), Bill Roberts (Sturgeon Bay EA), Merle Colburn (Algoma EA) and George Doncheck (Kewaunee EA), met to discuss organizing to serve teachers better in the area. A Steering committee was formed, and met periodically in the Green Bay office.

During the fiscal year 1972 - 73 teachers in northeast Wisconsin with the assistance of WEAC regional staff person Philip Borkenhagen, met to discuss the forming of a UniServ unit. The Steering committee met and planned through the winter and spring of 1973, and the decision was made to proceed and have a unit ready to go by the beginning of the 1973 -74 school year. An interim Board of Directors was formed, conducted interviews of several interested candidates and employed a teacher from the Greenfield, WI school district, Larry Gerue. Arrangements were made to set up an office with the WEAC regional office in Green Bay, and the Green Bay Education Association. The three groups shared office space and a full-time secretary. The first year of operation was spent organizing more locals to join United Northeast Educators and working out the enormous amount of details.

In April of 1974, UNE consisted of the following locals; Algoma EA, Bonduel EA, De Pere EA, Gibraltar EA, Hilbert EA, Howard-Suamico EA, Kewaunee EA, Lux-Casco EA, Marinette EA, Sevastopol EA, Seymour EA, Southern Door EA, Sturgeon Bay EA, Suring EA, and West De Pere EA.

The first UNE Board consisted of: Algoma EA (Merle Colburn), Bonduel EA (Sam Wheeler), De Pere EA (James Wiza), Howard-Suamico EA (Tom Stevens), Lux-Casco EA (David Miller), Marinette EA (Francis Stiglbauer), Seymour (Norma Bain), Sturgeon Bay EA (William Roberts), and West De Pere EA (Robert DeGroot).

The attempts on the part of UniServ leaders and staff to organize new local associations was so successful that within one year the decision was made to divide UNE into two UniServ units and employ a second staff person.

In June of 1974, it was approved that UNE split into two UniServ units. Merle Colburn (Algoma EA) and William Roberts (Sturgeon Bay EA) were named to be on the Screening Committee for a new director. Dennis Muehl was hired in August of 1974 for the new unit which was called Bayland Teachers United (BTU). *Per William Roberts; BTU is the acronym for British Thermal Unit and they liked the idea of the new energy that it implied.* By September 1, 1974 this division had been accomplished, and UNE reformed itself with sixteen locals making up the new UNE.

The first Bayland locals consisted of: Algoma EA, Gibraltar EA, Hilbert EA, Kaukauna EA, Kewaunee EA, Luxemburg-Casco EA, Sevastopol EA, Southern Door EA, and Sturgeon Bay EA .

In May of 1975, after discussing the possibility of building a new building with GBEA; it was decided by UNE and BTU to rent office space, sharing the cost and a full-time secretary.

In 1979, due to the rapid growth of both UNE and BTU it was decided jointly to fund, and hire a third professional staff person. Larry Gerue moved to the joint UNE/Bayland position and Ron Bacon was hired to become the UNE director.

In 1990, ESP members and locals were added to Bayland and UNE. Since 1973 staff has increased to five full-time UniServ Directors (Richard Engel, Kathy Rohde, Sue Dishaw Britz, Kim Plaunt, and Dave Campshure), and a support staff of three full-time staff assistants (Sarah Bauman, Neva Paque, and Shirley Forrest).

Over the years there has been a substantial increase in types and amount of services to the members. Our numbers have grown; Bayland Educators consists of 35 locals, and UNE has 40 locals with a total of 6,977 members.