

## November's Election Changed Everything!

Pundits and political activists tend to focus on the results of the November election as wins and losses for Republicans and Democrats. However, it's not about political parties, it's about the values of those in office and the actions they plan to take that matter to us.

In November, very conservative, anti-union, anti-public education candidates for governor, assembly, and state senate were elected. This WILL HAVE a direct impact on your working conditions and your family's financial future. Based on campaign promises and past legislation proposed, your Association is anticipating just some of the following:

- ✗ **Changing the WRS investment board.** The governor is able to appoint individuals to the WRS investment board. This board manages your retirement savings. Governor-elect Walker has promised to have the WRS invest in more Wisconsin start-up companies. While this sounds very pro-Wisconsin, our state has one of the best funded and managed public employee pensions, due in large part to the conservative nature of the current investment board. Our members' retirement savings should not be used as a piggy bank for risky business.
- ✗ **Changing the make-up of the WERC.** The governor is able to appoint individuals to serve 6-year terms as the Commissioners of the Wisconsin Employment Relations Commission. These people render decisions on your pay, benefits, and working conditions by ruling on interest arbitrations, prohibited practice complaints, declaratory rulings, and unit clarifications. A Commissioner has been appointed by Governor Doyle to fill one interim term, but has not yet been confirmed. Another Commissioner's term is due to expire in March 2011. The ideology of the people who serve as Commissioners have a direct influence on the bargaining and maintenance of your local's collective bargaining agreements.

While the above may seem like a "done deal" based on the fact that the Governor has a right to appoint, the legislature still has the power to deny confirmation so effective communication with legislators can still have an impact. **Your legislators could also have an impact on the following bills that could be proposed in the next two years:**

- ✗ **Mandatory pension contributions by employees.** Most CWUC local contracts have bargained that the districts pay the employee's share of WRS (your pension). This equals as much as 6% of your salary. Should this idea become law, a teacher who makes \$45,000 would have his/her take home pay reduced by \$2700; an ESP member's \$25,000 take home pay would be reduced by \$1500.
- ✗ **Changing the WRS benefit to a defined contribution rather than a defined benefit plan.** Currently retiree members enjoy a defined benefit plan that continues as long as they live. In a defined contribution plan, your retirement benefit would be based on how much was contributed (the employer/employee's share) and how much that money appreciated over time. This could dramatically change our members' ability to retire.
- ✗ **Making health insurance a permissive or prohibited subject of bargaining.** Currently most locals who are unhampered by restrictive contract language are able to bargain with the district the employee's portion of the premium, prescription drug co-pays, insurance providers, deductibles, and what is covered by the plan. These changes are bargained typically as a quid pro quo for salary or other benefits. A change in state law would give the employer all rights to determine your health insurance benefits. One of Governor-elect Walker's proposals would be to force all public employees into the state health insurance plan.
- ✗ **Making all public employees pay 30% of their health insurance premium.** Currently the amount of premium share is a bargained item and members in our UniServ pay from 0% to 17% of the total health insurance premium. Should a 30% premium share become law, this bargaining chip would be gone and you can expect take home pay to be reduced accordingly.
- ✗ **Reinstate the QEO and make it apply to all public employees.** Previously, the Qualified Economic Offer (QEO) applied only to teacher bargains and while it restricted increases in salary, if a voluntary agreement could not be reached, unions were still able to maintain health benefits. This might not be the case in a new QEO law, and this time we could expect ESP bargains to also be negatively affected by the law. If a QEO-like statute is not enacted, the legislature could still alter the interest arbitration criteria, having the same effect – making bargaining even more of an uneven playing field for education.

Source: Bay Lakes United Educators Newsletter, Dec. 2010



### CWUC CALENDAR



Th., Fri. & Mon.,  
Dec. 23, 24, 27  
and  
Th. & Fri., Dec. 30 & 31

CWUC Office  
closed for  
Winter Holiday

#### 2011

Wed., Jan. 5 Negotiations Cluster I in Owen AND Negotiations Cluster II in Stratford  
**BOTH CANCELLED**

Fri. & Sat., Jan. 7-8 WEAC Board/Committee Mtgs. in Madison

Wed., Jan. 12 Negotiations Cluster IV in Waupaca – **CANCELLED**

Th., Jan. 13 CWUC Exec. Committee Mtg. – 6:00 p.m. at the CWUC Office, Mosinee

Wed., Jan. 19 Neg. Cluster III – 6:30 p.m. (Wis. Valley/ Great Northern Conf.) CWUC, Mosinee

Mon., Jan. 24 Layoff and Non-renewal Workshop sponsored by CWUC Contract Maint. Comm. Registration & Dinner begin at 5:00 p.m. (Members must pre-register to attend)

Tues., Feb., 1 Deadline for WEAC Award Nominations (See list of awards in this issue)

Tues., Feb. 8 PDP 101 Session – 5:30 p.m. – CWUC Office, Mosinee

The CWUC Contract Maintenance Committee is sponsoring a

### Layoff and Non-renewal Workshop

DATE: MONDAY, JANUARY 24, 2011

TIME: 5:00 – 5:30 p.m.  
Dinner and Registration

6:00 – 7:30 p.m.  
Layoffs

7:30 – 8:00 p.m.  
Non-renewal

PLACE: CWUC Office

All CWUC local associations are encouraged to participate in this important workshop. Members who have attended in previous years are welcome and encouraged to bring newer members along.

#### TOPICS:

- ✓ Seniority, Bumping, Partial Layoffs
- ✓ Statutory and Contractual Language/Timelines
- ✓ Unemployment Benefits

#### REGISTRATION IS REQUIRED

Call the CWUC office at 800-472-0010 or 715-693-1740 no later than Tuesday, January 18, 2011  
Mileage will be paid for 1 car per local association.

#### 2011 WEAC WINTER CONFERENCES

February 25-26, 2011 – Madison Marriott West, Middleton  
March 4-5, 2011 – Friday night at Howard Johnson, Wausau  
Saturday all day – Westwood Conference Center, Wausau

#### Middleton and Wausau Conferences

Friday night sessions 8:00 pm – 9:00 pm  
Saturday sessions 8:30 am – 4:30 pm

For detailed information and to register go online to: [www.weac.org/winterconference](http://www.weac.org/winterconference) or call WEAC at 800-362-8034

### Winter weather worries...

If you have a meeting at the

CWUC office or a negotiations cluster meeting at another location and the weather is causing travel problems for you, please contact the office to let them know that you are unable to make the drive. These same weather conditions can also require cancellation of CWUC or WEAC scheduled meetings on short notice. If you are in doubt about whether or not a meeting is still being held at the CWUC office, please call 1-800-472-0010 or 715-693-1740 to check for meeting cancellations.

### Call to Action By Dean DeBroux, BLUE President

For the last several years, we have been beating the drum that is essential to our well-being and the well-being of our students to elect pro public education candidates. Well, now we will find out if our fears were based in truth or fiction. With the election of Scott Walker and the Republican control of both the Senate and the Assembly, they feel they can do anything they want to do. The list of bad, stupid and wrong-headed ideas they have is long. We can sit around and dwell on the negative all day, but that doesn't get us anywhere. This will be the moment of truth for you and your organization. The question is, will you get active and support your organization? Will you be willing to

attend rallies? Will you support local efforts to screen candidates? Will you contact your legislators when asked to do so? Will you attend local union meetings? Will you vote? If not, then there is nothing we can do but let the wind of right wing conservatism take us where it will. Times have changed and we must adapt to the new political environment. The truth is, we simply cannot function the same way we have in the past. We need to get politically active and soon. The journey will be long and arduous. The fight will be bitter and bloody, but we have fought the difficult fight before, and we can do it again. There will be pain along the way. Hopefully, this will awaken the sleeping giant to its once dominating stature. We will be asking you to answer the call. Will you stand up and Fight, Fight, Fight?

## Holiday Greeting Card Contest winner announced



Congratulations to **Brooke Webb**, grade 3, for the winning entry in the CWUC Public Relations Holiday Greeting Card Contest. Brooke's

design has been printed on CWUC's greeting card for the 2010 holiday season. A certificate and a \$50.00 check have been awarded for this outstanding entry. Brooke's art teacher is Cathy Gulczynski of the Thorp Education Association.

## What's Your New Year's Resolution?

### ADD YOUR PROFESSIONAL FOLDER TO YOUR LIST OF "THINGS TO DO" THIS YEAR.

Papers related to your employment are important to keep in a file at your home. These records and documents could someday be an important resource for you and could provide protection for your job security. Many times the question is asked, "What should I keep in this folder?" Here are some suggestions for your peace of mind...

- Letter of employment
- Teaching certificate
- Teaching contract and any supplemental contracts
- Collective bargaining agreement
- Records relating to recertification
- College transcripts
- Evaluation
- District seniority list
- Commendations, awards, and honors
- School-related insurance policies
- Records of job-related seminars, workshops, or conferences attended
- Record of leave days
- Written records of any incidents which may increase your liability (i.e. disciplinary actions, student accidents, etc.)
- Record of assaults, violence or classroom thefts
- Correspondence to/from supervisors, including notes, self-development plans, plans of action and records of compliance with requests, etc.

Make sure that you keep this folder in an easily accessible place in your home environment. Be prepared and make a plan to update information on a regular basis.

## Congratulations to a special person for American Education Week recognition!

**American Education Week** provides a time for school communities to recognize education support professionals on National ESP Day. The CWUC Public Relations Committee sponsors a recognition opportunity for local associations and/or members to honor an individual who make a difference in their local and in their school district. This year's recipient of the ESP award is **Pam Fairchild** of the **Stevens Point Secretaries Association**. She will be receiving a fleece vest with a CWUC logo from the CWUC Public Relations Committee to honor her outstanding efforts on behalf of children and public schools.

## Using Common Sense with Social Networking...

WEAC has presented some social media training sessions at various meetings and functions. Social networking is a great tool for keeping in touch, getting the latest scoop on what's going on in the world, and for sharing ideas about education. However, social media has its traps, and some people, unfortunately, allow themselves to fall into them. A few tips of "common sense" can help you to avoid trouble with your accounts...

- ✓ Ask yourself: "Would I feel comfortable if what I am posting showed up on the front page of my local newspaper?" If not, do not write it.
- ✓ Don't accept friend requests from current or potential students or their family members on your personal Facebook page.
- ✓ Don't accept anyone whom you do not know personally as a friend.
- ✓ Don't join groups that may be considered unprofessional or inappropriate.
- ✓ Don't post any negative information about your students, co-workers, or school administrators.

For more information, go to [www.weac.org](http://www.weac.org) and click on the Multimedia and Social Networking site. There you will find links that include: WEAC Social Networking Guidelines; Social Media; and Basic Social Networking Advice: Use Common Sense.

## CWUC Scholarship Forms Available in High Schools

Do you have a graduating high school senior this school year? The 2011 CWUC and WEAC Scholarship forms for 2011 graduates are now available. CWUC scholarship forms are being mailed to high school counselors in all CWUC locals.

If you have a son or daughter who is currently a senior, make sure they apply for the CWUC scholarship. **The course of study is not restricted to education for the CWUC scholarship.** The deadline for **RECEIPT** of applications in the CWUC office is **FRIDAY, MARCH 4, 2011** by the close of the business day. **THERE ARE NO EXCEPTIONS TO THIS RULE!**

Recipients and alternates will be notified by mid-April and the scholarships will be presented at the CWUC Representative Assembly on Thursday, May 12, 2011.

High school seniors, graduating from a Wisconsin high school, are eligible if their parents(s) or legal guardian qualifies in one of the following membership categories: (1) active member of CWUC, (2) active retired member, or (3) a parent who died while holding an active CWUC membership. Children of fair share fee payers are not eligible. Students must rank in the top 25% of his/her class or have achieved a 3.0 cumulative grade point average at the time of application. If your child's high school does not have the application form, contact the CWUC office to have one mailed to you. Application forms will also be available online at [www.weac.org/cwuc](http://www.weac.org/cwuc)

**WEAC also sponsors scholarships that are intended for students who are pursuing an education major.** The deadline for applying for the 2011 WEAC Scholarship is February 20, 2011. Applications for the WEAC scholarship are available on the OnWEAC Members Only site at [www.weac.org](http://www.weac.org)

**TIME**... Imagine there is a bank which credits your account each morning with \$86,400, carries over no balance from the day to day, allows you to keep no cash balance, and every evening cancels whatever part of the amount you had failed to use during the day. What would you do? Draw out every cent, of course! Well, everyone has such a bank. Its name is TIME.

Every morning, it credits you with 86,400 seconds. Every night it writes off, as lost, whatever of this you have failed to invest to good purpose. It carries over no balance. It allows no overdraft. Each day it opens a new account for you. Each night it burns the records of the day.

If you fail to use the day's deposits, the loss is yours. There is no going back. There is no drawing against the "tomorrow." You must live in the present on today's deposits. Invest it so as to get from it the utmost in health, happiness and success! The clock is running. Make the most of today.

- ❖ To realize the value of ONE YEAR, ask a student who has failed his exam.
- ❖ To realize the value of ONE MONTH, ask a mother who has given birth to a pre-mature baby.
- ❖ To realize the value of ONE WEEK, ask an editor of a weekly newspaper.
- ❖ To realize the value of ONE DAY, ask a daily wage laborer who has ten kids to feed.
- ❖ To realize the value of ONE HOUR, ask the lovers who are waiting to meet.
- ❖ To realize the value of ONE MINUTE, ask a person who has missed the train.
- ❖ To realize the value of ONE SECOND, ask the person who has won a silver medal in Olympics.

Treasure every moment that you have. Treasure it more because you shared it with someone special; special enough to have your time...and remember: "Time waits for no one." Thank you for sharing your most precious gift...the gift of your time.

— Source: Eau Claire Association of Educators, INKWELL, Dec. 2010

## It's time to start planning for Read Across America on March 2

The National Education Association is building a nation of readers through its signature program, **Read Across America**. Now in its thirteenth year, this year-round program focuses on motivating children and teens to read through events, partnerships, and reading resources.

NEA's **Read Across America Day**, NEA's national reading celebration takes place each year on or near March 2, the birthday of Dr. Seuss. Across the country, thousands of schools, libraries, and community centers participate by bringing together kids, teens, and books. Plan ahead and go to [www.nea.org/grants](http://www.nea.org/grants) to find information and ideas to help you plan your special day.

Remember, on March 2, the National Education Association calls for every child to be reading in the company of a caring adult. Find out what your local association is doing to support this important national event.

## Coming Soon! CWUC'S Bookmark Contest to Celebrate Reading!

The CWUC Public Relations Committee will again be planning a special competition for all students in our area. The challenge will be to design a bookmark that will promote year round reading for everyone. The contest is open to all children in public schools in CWUC. The winning design will receive a monetary reward and special recognition. The bookmark that is chosen as the top winner in each category will be printed and then distributed at the upcoming CWE Convention in March.

CWUC members will be able to pick up multiple copies of the winning bookmark to distribute through their school libraries. This is a wonderful way to celebrate reading in central Wisconsin and to showcase the talents of CWUC students. Last year's contest resulted in hundreds of entries and each one was delightful to view. Watch for rules and entry forms that will be distributed in January to local associations!

## Recognize the efforts of a CWUC colleague, member, or reporter for WEAC's annual awards

Do you know someone who should be honored for their work to advance great schools in central Wisconsin? WEAC has a number of awards for which you can nominate someone special. Full details and nomination forms can be found at [www.weac.org](http://www.weac.org) in the "About WEAC" section. Take some time to nominate someone special in CWUC. Great things are happening in our UniServ and we need to get the word out to others about the impact we have on educating children and for supporting our union.

### Nominations for all awards are due February 1 to WEAC.

Check out the website for more details and application forms. What awards should you consider nominating someone for?

➤ **Outreach:** Outreach recognizes effective public relations and active community involvement by local associations and their membership.

➤ **School Bell:** This award is designed to recognize Wisconsin reporters, broadcasters, high school journalism teachers and students for excellence in reporting and analysis of public education news.

➤ **Cunningham, Dickinson, Watson Commemorative Staff Award:** Recognize a staff person for actions, ideas, initiatives, and /or consistent performance that enables members in Wisconsin to better themselves and advance the level of public education.

➤ **The Friend of Education Award:** This is similar to CWUC's award...an opportunity to honor an individual or group who have made significant contributions to education and/or the profession in Wisconsin.

➤ **The Lewandowski Award:** This award recognizes and encourages the involvement of members and affiliate associations in humanitarian efforts.

➤ **The Educational Support Professional Award:** Honor a person who shows outstanding accomplishments in enhancing the image and advancement of ESPs in the community.

➤ **The Tenia Jenkins Activist Award:** Recognize someone who has made a significant contribution to activism among our WEAC members for the benefit of students and members.

Remember...**all nominations must be made by February 1.** CWUC has had many recipients during past years for the outlined awards. Take some time to make this year's award presentation at the WEAC-RA a special one for CWUC!