

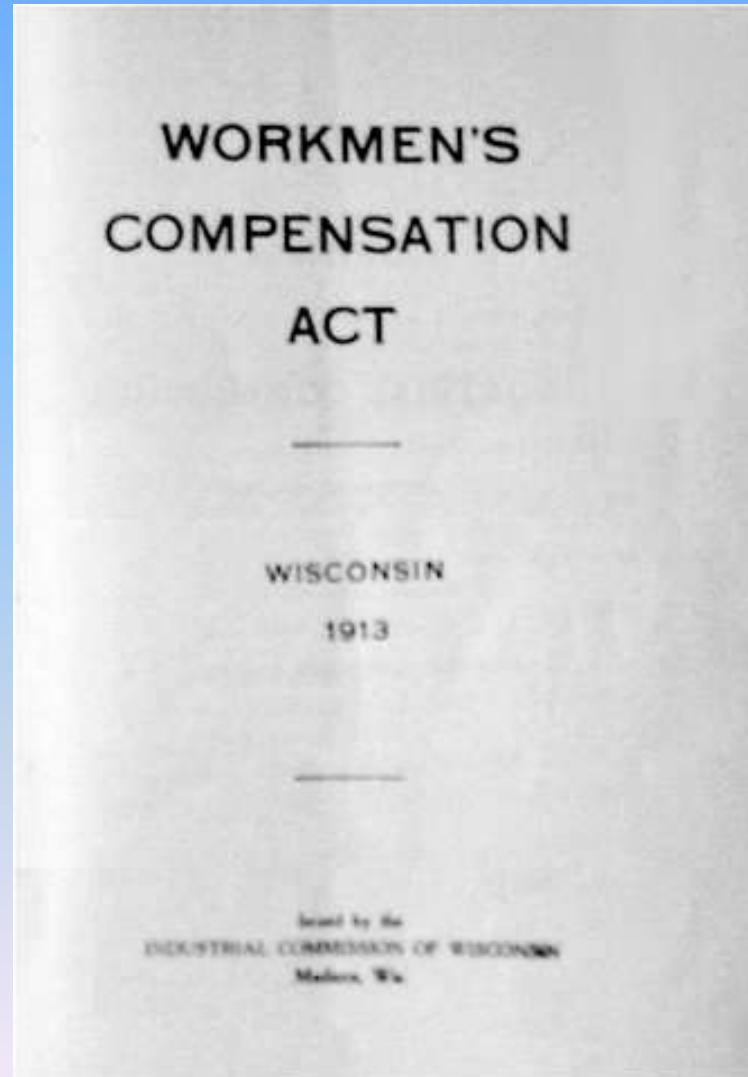
HSSD Unions

“Life, Liberty, and the
Pursuit of Happiness”

Presenters

- Jason Berna HSEA President
- Ruth Lund HSESPA President
- John Samorske Local 3055, AFSCME
- WEAC Vice President Betsy Kippers
- Sue Dishaw-Britz BLUE UNISERV

Quick History



1911

- The Wisconsin legislature enacted more laws to regulate hours, wages and employment conditions of women and children.
- Work week for children reduced to 48 hours.
- Work week for women set at 55 hours.
- **Nation's first modern apprenticeship law**
- **Nation's first state constitutional Workmen's Compensation Act**

1913

- The Industrial Commission completed an extensive study in 1913- 1914 of the working conditions and cost of living of employed women in Wisconsin; and most pertinent - the constitutionality of the Oregon Minimum Wage Law (which was similar in principle to the Wisconsin law) was being challenged in the courts from 1914 to 1917, when a tie vote of the U.S. Supreme Court sustained the Oregon Law and thus helped clear the way for action in Wisconsin.

1914

- In 1914, the first building code in Wisconsin was adopted to help in the enforcement of the safe place statutes for all buildings and places of employment, including factories, stores, **schools**, theaters, churches, and hotels.

1916

- The Wisconsin Industrial Commission created a Women's Department and assigned it the responsibility for the administration of laws concerning women and child labor, including the **Minimum Wage law**.

1917

- The **U.S. Smith Hughes Act** (Public Law 347) establishes federal-state vocational education program and creates Federal Board of Vocational Education.

1919

- Occupational diseases were added to **Worker's Compensation** coverage.
- A 22-cent minimum wage was established for women and minors 17 years of age and older.

1931

- New legislation required employers to pay all laborers, workman and mechanics on state public works projects at the "prevailing" wage rate of the area.

1932

- The Wisconsin Legislature passed the nation's first unemployment compensation law, three years in advance of the **U.S. Social Security Act** which established a nationwide program.

1941

- In 1941, the federal Fair Employment Practices Commission was established to hear complaints of racial discrimination in war related industries.



1945

- Wisconsin became one of first three states to prohibit discrimination on the basis of race, creed, color, national origin or ancestry in employment. This law became known as the **Fair Employment Law**.

1959

- Legislation makes it illegal in Wisconsin to discriminate on the basis of age in employment.
- Legislation to prohibit discrimination for organizations having contracts with the state.
- **In 1959, the legislature granted bargaining rights to local government workers**

1965

- Wisconsin is the first state to outlaw job discrimination on the basis of disability.

Our fight

- Wisconsin has long been a leader in both educational reform and labor reform movements
- This is an attack on your rights!
- We need to take action **NOW!**

What is at stake?

- Governor Walker's sees the following information as a “**Modest Contribution**”
- He is attempting to give local governments the “Tools and Flexibility to reduce spending for municipalities.”
- http://www.wisgov.state.wi.us/journal_media_detail.asp?prid=5622&locid=177

What is at stake?

- 5.8% WRS (contribute the other ½)
 - Approximately \$2900 per employee per year
 - District savings of \$1.2 million
- 12.5% on Premium contribution on Health Care
 - Healthcare is removable
 - Increase of 7% for HSEA
 - Approximately \$1800 per employee per year
 - District savings of \$2.5 million
- This would equate to \$4700 each

What is at stake?

- Not required to be in a Union
- SB's not required to deduct Union dues
- Non-renewal will still exist
 - **NO JUST CAUSE** will not
- **NO SENORITY**
- ESP/Custodial/Food services could be **outsourced**
 - You cannot bargain over subcontracting
 - Could have to reapply for your job each year

What is at stake?

- Wages capped at **CPI**
 - 0.0% last 2 years max of 1.5%
 - Applied to the base
 - Referendum would be required each time
- **Collective Bargaining Agreement**
 - **Null and Void**
 - 2009-11 contracts are good, all others will end June 30th
 - We could be laid off and decide who to hire back

What is at stake?

- Contracts can only be one year
- Unions- if they still exist
 - 51% of entire membership would need to vote to have a union
 - As long as you have a Union, you can negotiate the salary

What is at stake?

- No salary schedule/lanes
- No working conditions details
- Working hours/schedule/days not negotiated
- Overtime pay?
- PLC's could be mandatory on Saturday
- No class size language
- Prep time/Comp time?
- Sick leave/personal days?

Retirees

- Former retirees, you could be next
- WRS is not on the block as of right now
- VECT- goes with Retirees, however changes could occur
- Current individuals stand to receive nothing

Overwhelmed yet?

- Ready for some simple actions?

So what do **YOU** need to do?

1. Contact your local legislator
 - Email/Call/Facebook/Cyberlobby
 - Make sure to leave your name, number, address
2. Have your friends & family do the same
3. Contact those Legislators who are in support as well (tell them you support them)
4. County Boards, City, Village, and/or Township Reps needs to be contacted as well
5. Please be respectful and polite

Action!

1. Contact the Chamber of Commerce
2. Contact the businesses you frequent
3. -\$2.5 million impact locally

Action!

- Wear Red Tuesday
- Place a sign in your vehicle “**Stop the Attack**”
 - Abide by State Laws
- Post comments on the Press-Gazette or MJS blogs/Local TV station blogs
- Candlelight vigil on Tuesday in Madison
- Rally on Wednesday in Madison- possibly again on Thursday

More Information

- HSEA website: <http://www.weac.org/hsea/>
- BLUE website: <http://www.weac.org/blue/>
- WEAC website: <http://www.weac.org/Home.aspx>
- NEA website: <http://www.nea.org/>
- Wisconsin Government:
<http://www.wisconsin.gov/state/index.html>

WISN Survey

- <http://www.wisn.com/index.html>

Final Thoughts

- Don't let Governor Walker's "Budget Fix" destroy our Public Education System
- Remember, this will effect your life as you know it.
- Education and Unions created the Middle Class

Boycott Options

- <http://www.wisdc.org/index.php?module=wisdc.websiteforms&cmd=searchadvanced&id=102575&name=Walker%2C+Scott&from=&to=&interest=Education&filter=+Search+&p=1&qty=100&CTGTZO=-360&CTGTZL=-360>