

# Lakewood Lookout

A Publication of Lakewood UniServ Council

Hamilton • Kettle Moraine • Mukwonago • Muskego • New Berlin • Oconomowoc • Watertown • Public Schools

October 2010

## Lakewood Officers

President - Debbie Martin  
Vice President - Tim Suski  
Treasurer – Cinnamon Theder  
Secretary - Sue Wood

## WEAC Board

### Representatives

Lisa Glaser  
Cinnamon Theder  
Leah Klotz (Alternate)

### Executive Directors

Steve Cupery  
Miguel Salas

Staff Assistant  
Marguerite Keith

### Websites:

LUC [www.weac.org/luc/](http://www.weac.org/luc/)

WEAC [www.weac.org](http://www.weac.org)

### Dates to Remember:

#### October

- 16 – Moving WI Forward Rally at Madison State Capital
- 20 - Lakewood Board Mtg. 5:30
- 28-29 - WEAC Convention

#### November

- 2 - Election Day – VOTE!
- 9 - USEFULL Goal Writing Workshop



Message from Debbie Martin:

Please attend the *Moving Wisconsin Forward Rally*,  
and **Show Your Support!**

When: Saturday, October 16, 11:00 a.m. – 1:00 p.m.

Where: State Capital, Madison (State Street Entrance)



On October 16, join Wisconsin educators and proponents of the essential services that make our state special at the Moving Wisconsin Forward rally on the steps of the State Capitol in Madison. We'll be rallying with other groups and organizations to support resources such as strong public schools, first-class safety services, reliable infrastructure, and access to affordable health care. Join us and rally to show support for investing in the public services and structures that improve the quality of life for our families and in our communities.

### Why do we need to come together now?

Wisconsin values the great quality of life that makes our state special. As educators, we know that in order to keep our schools strong, the funding system must be changed. This is a great chance for us to make the urgent call for reform, standing shoulder to shoulder with others who support investments in Wisconsin.

### Fun for the whole family

This is a family-friendly event and will be held near the Farmers' Market on the Capitol Square, and is within blocks from the newly-refurbished Madison Children's Museum. Plan for a day of music, solidarity, activism and fun.

### Free park & ride

4 Shuttle buses making 11 stops are available throughout the Milwaukee area. The day's schedule can be found at [www.weac.org](http://www.weac.org). To register or for more information, please call Marguerite at Lakewood UniServ Council 262-789-6000.

**Also, don't miss WEAC Convention Keynote Speaker: Susan Moore Johnson!**  
(Thursday October 28, 10:30 a.m.)

Teachers today are at the center of intense efforts to improve schools. Depending on the policymakers, teachers are either treated as the agents of change or the targets of change. In some districts, teachers join with administrators to develop better approaches for hiring, induction, professional growth, evaluation, and compensation. In other districts, where the potential of teachers to lead change is largely ignored, new policies are adopted that prescribe and regulate teachers' work. In this session, Susan Moore Johnson will explain what teachers and their unions are doing and can do to improve their workplace and their work.

Johnson, a professor at the Harvard Graduate School of Education and director of the Project on the Next Generation of Teachers, has been studying teachers' work for more than 30 years. Johnson has written four books about teachers and their work: *Teacher Unions in Schools*, *Teachers at Work*, *Finders and Keepers*; and co-authored *Redesigning Teacher Pay*. A former high school teacher and administrator, Johnson advises policymakers, administrators, and teachers about how best to advance student learning.

## Lakewood UniServ Council Mission Statement

Through the power of collective action, Lakewood UniServ Council will promote the rights of its members to influence and build their professional and economic environment.

### Does it Really Matter if We Have a Pro-Education Governor and Legislature?

#### When We Have a Pro-Education Governor and Legislature:

- Education Support Professionals (ESPs) received fairness and better benefits under the Wisconsin Retirement System (WRS). (2009 Wisconsin Act 28, Assembly Bill 75)
- Education funding was protected despite the historic economic downturn. (2009 Wisconsin Act 28, Assembly Bill 75)
- School boards will soon be required to negotiate with educators over preparation time. (2009 Wisconsin Act 34, Assembly Bill 95)
- Collective bargaining was reformed to no longer discriminate against teachers. (2009 Wisconsin Act 28, Assembly Bill 75)

#### What will Happen If We Don't Have a Pro-Education Governor and Legislature?

- Our right to bargain over health care could be taken away. (2009 Senate Bill 430, Senate Bill 46, 2007 Assembly Bill 110).
- New limits could be placed on educator compensation - no longer limited to teachers and significantly worse than the QEO. (2009 Assembly Bill 450)
- Schemes like the "Taxpayer Bill of Rights" (TABOR) could limit investments in our future. (2005 Senate Joint Resolution 63, 2005 Assembly Joint Resolution 77).
- Badger Care which provides affordable insurance to many of our students and their families could be time limited and ended for many people (Milwaukee Journal Sentinel, August 25, 2010).
- The state attorney general could be authorized to join the lawsuit challenging the new federal health care reform law (2009 Assembly Resolution 21).
- School districts could be encouraged to use student standardized test scores for evaluating teachers. (2009 Senate Bill 357, 2009 Assembly Bill 538)
- School districts and other public employers could be required to make us pay at least three percent out of our salaries towards the Wisconsin Retirement System (WRS) – effectively a three percent pay cut for everyone. (2009, Assembly Bill 337).

**PAC REFUND:** Members who do not wish to support our political/legislative program may make a written request for reimbursement of their \$2.00 PAC contribution to: Debbie Martin, LUC President, 13805 West Burleigh Road, Brookfield WI 53005. Requests must be postmarked by October 31, 2010.

### Who's Who in Lakewood UniServ?

#### Building Representative:

Your first source of information and assistance is your Building Representative. He or she is familiar with your specific contract and workplace and is there to be a resource (or if not, to refer you to who would be helpful) when issues of concern arise. Their names should be posted in your school and are available on the Lakewood web site.

#### Grievance Representative:

If you believe your rights under your union contract have been violated or you believe you may be asked to attend a meeting that could result in disciplinary action, you should seek immediate representation from your Grievance (or sometimes referred to as T-R-A-C-E, *Teacher Rights and Contract Enforcement*) Representative. These names should be posted in your workplace and are available on the Lakewood web site. They will be your advocate in such meetings and can file grievances on your behalf should your rights be violated.

#### Local Union or Chapter:

There are presently 15 Chapters or Local Unions, within the Lakewood UniServ Council. This includes the following organizations: eight teacher locals in Hamilton, Kettle Moraine, Mukwonago, Muskego, Brown Deer, New Berlin, Oconomowoc and Watertown; one Paraprofessional local in Kettle Moraine; four Support Staff locals in Watertown representing Clerical, Custodian, Food Service and Paraprofessional employee groups; 2 Support Staff locals in New Berlin representing Clerical and Paraprofessional groups. Names of Local Officers are posted in your workplace and are available on the Lakewood web site. These locals or chapters are created to address the specific contracts and negotiations of each district through the appointment or election of local officers and building representatives.

#### Lakewood UniServ:

The Lakewood UniServ was created to provide "unified service" to the 15 locals/chapters noted above. The idea is that our power comes through collective action and organizing and that the UniServ provides the organization to do so. To effectuate this philosophy, Lakewood staff members (called UniServ Directors) are there to coordinate and assist local union, UniServ and WEAC activities and to provide Building Representatives, Grievance Chairs, Chief Negotiators and local officers with the information, tools, resources and backup necessary to handle grievances, negotiations, and other problems. Your UniServ Director makes on-site visits and along with your Building Representative and Chapter Officers, will approach you from time to time to participate in union activities. **Miguel Salas** is assigned to the Hamilton, Kettle Moraine, Mukwonago and Muskego and Brown Deer School Districts. **Steve Cupery** is assigned to the Watertown, Oconomowoc and New Berlin School Districts. **Marguerite Keith** is the Staff Assistant.

# Governor Candidates on the Issues

	<b>Tom Barrett</b>	<b>Issues</b>		<b>Scott Walker</b>
	<p>"I believe the QEO is a strike against local control and we are better off without it."</p> <p>Wisconsin State Journal, 6/24/10</p>	<p><b>The QEO</b></p> <p>Qualified Economic Offer</p>		<p>Under a Walker administration, "The Qualified Economic Offer (QEO) will be restored and tied to revenue caps to align each district's expenses with their revenues." In fact, Walker wants to expand the QEO to include ESP and all state workers.</p> <p>Candidate Website</p>
	<p>Mayor Barrett has not promoted legislation that would require public employees to pay the Employee share of the WRS contribution. Instead he has demonstrated a belief that any such changes should occur through the local collective bargaining process.</p> <p>Barrett Campaign</p>	<p><b>WRS Retirement</b></p> <p>Currently your employer pays both the employer's and employee's share of the WRS contribution.</p>		<p>One of Walker's major campaign issues is to require all public employees to pay the Employee share of the pension contribution. This would mean a reduction in take-home pay of about 6.5%. "Milwaukee County Executive Scott Walker said Thursday if elected governor he would save \$176 million per year by requiring state employees to contribute toward their pensions."</p> <p>Milwaukee Journal Sentinel, 6/17/10</p>
	<p>Barrett opposes legislation that would take school employee's voice out of the decision-making over health care by allowing school boards to unilaterally change employee's health care coverage plan providers.</p> <p>"I believe in collective bargaining."</p> <p>WEAC Interview, 5/15/10</p>	<p><b>Health Care</b></p> <p>The right to bargain over your health insurance carrier and plan.</p>		<p>Walker supports a bill that would take away the right of unions to negotiate health care benefits. Ryan Murray, Campaign Policy Adviser for Walker, said "The way the proposal would work is we would take the choice out of the collective bargaining process."</p> <p>Milwaukee Journal Sentinel, 8/29/10</p>

**Solidarity 2010**

**Vote November 2nd**