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# Magnifier

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## ***Bay Lakes United Educators—BLUE***

### **Regional Information Meetings Are Scheduled in March**

Board members from United Northeast Educators (UNE) and Bayland Educators will be coming to YOU in the month of March to provide you with information about the proposed merger of the two UniSerts into **Bay Lakes United Educators (BLUE)**. Regional meetings are planned so that you may more easily attend to hear presentations from Board members and ask questions.

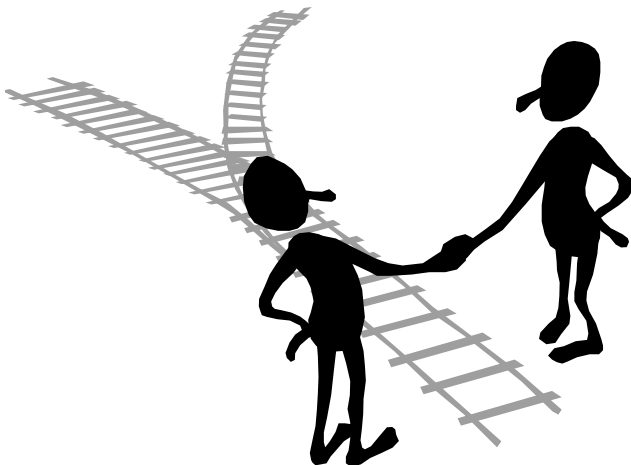
At the February 10 board meetings, both the UNE and Bayland Educators Board of Directors approved a Constitution and Bylaws for BLUE. Through this action, the boards are recommending the merger to the membership. Both Boards also reviewed a 2010-11 budget for BLUE, which will be up for approval at the March 10 Board meetings.

If the respective Representative Assemblies approve the merger on May 19th, the merged entity, Bay Lakes United Educators will already have a Constitution and Bylaws and a budget in place and, therefore, will be able to hit the ground running at the start of the 2010-11 fiscal year on September 1.

In the last three editions of the *UNE Magnifier*, information has been given about the possible merger of UNE and Bayland Educators. For almost a year, the two Boards of Directors have been discussing the pros and cons of merging the two UniSerts.

#### **How do I find out more?**

Please attend any one of the Information Meetings in March – find the date and place that's most convenient for you. Bring a friend from your local! Discussion will be encouraged!



To reserve your place at one of these meetings please call the UNE office at 920-496-2440 or 800-472-5582, or send an email to [baylandune@weac.org](mailto:baylandune@weac.org) :

**Tuesday, March 2 - Rookie's Bar, Denmark**  
**Wednesday, March 3 - Bayland/UNE Office**  
**Monday, March 8 - Ladder House, Sturgeon Bay**  
**Tuesday, March 9 - Tap Haus Grill, Kaukauna**  
**Thursday, March 11 - George Webb, Peshtigo**  
**Monday, March 15 - Amico's, Shawano**

All meetings will start at 5:30 p.m. and last approximately one (1) hour. Food and beverage will be provided.

## The Four P's of Email Use at School

While at school, you open your mailbox to see your sister has sent you an email—and it's not nice. You type a response and then move the cursor over "Send." Stop! That might not be in your best interest, as a current court case questions whether any email sent from school can be released to the public, regardless of the personal content.



While Jina L. Jonen, WEAC Legal Counsel, with written support from the State Attorney General, insists that personal emails are not public records under the law, the Circuit Court did not agree. The case is now in the Appeals Court, awaiting decision. This case could hugely impact how district personnel communicate electronically. The argument is that anything sent from a school computer is public record. Jonen counters that personal email is not public record if it's not related to official school business.

"The case tells us that teachers have to be aware," says Jonen. "They have to understand that emails they send could become public record." She adds: "Basically, don't email something you don't want other people to read."

### Best Defenses

Email use at school boils down to four P's: be **Professional**, respect **Privacy**, know your **Policy** and realize the emails you send may become **Public** record. To protect yourself and maintain a professional image when emailing at school:

1. **Treat email as professional correspondence**, complete with proper grammar, punctuation and voice. Also, think before sending. Determine whether the information to be shared would be better suited for a phone call or in person conversation. Information that is confidential, complicated or emotional can be difficult or inappropriate to convey in written word, and tone, sarcasm and humor can be misinterpreted by the recipient.
2. **Remember the student privacy act**: you should only communicate about Susie to Susie's parents. Are you part of a student's IEP team? Talk with your principal about the best way to handle electronic communication in this situation to protect confidentiality.
3. **Read and know your district's computer and email use policy**. If you don't understand it, ask your union for clarification. Need a policy? This language is a mandatory bargaining topic.
4. **Limit who you give your school email address to** and restrict how much you use it for personal business. Districts have a duty to maintain records such as emails for up to seven years—and they can potentially become public record.

"The best thing to do is consider the four P's before you make the decision to hit 'send,'" says Jonen.

*ECAE Inkwell, November 2009*

## Labor History Bill Passes

On December 10, 2009, Governor Doyle signed a bill that requires the history of organized labor and the collective bargaining process be incorporated into the state's model academic standards for social studies. The law helps make students more aware about working class heroes who have led the charge to bring equity and justice to the workplace. Senator Dave Hansen (D-Green Bay) co-authored the labor history bill.

Workers have held a special place in the history of Wisconsin. All you need do is look at the Great Seal of Wisconsin. It's all about workers: farmers, miners, blacksmiths, sailors, and the tools of their trade. It's the only state seal in the U.S. that so honors its workers.

Wisconsin has historically been an industrial giant of the U.S. Milwaukee was the machine tool capitol of the world. Our river valleys (Fox, Wisconsin, and Flambeau) were the sites of massive paper production. Eau Claire and La Crosse were huge in rubber manufacturing and other goods. Janesville and Kenosha manufactured automobiles, and Racine farm equipment and auto parts.

In each of these industrial areas, workers unionized. They struggled and fought to gain decent wages and conditions and helped to give all Wisconsin citizens a decent standard of living. Their struggles were dramatic, like the eight-hour day massacre of workers at Bay View in 1886, the citywide strike of millworkers in Oshkosh in 1898, and the sit-down strikes and organizing of the 1930s. Wisconsin was the first state to allow collective bargaining by public school employees fifty years ago.



Wisconsin's Progressive traditions also stem out of the support from the state's labor unions during the early 20th century, including passing the nation's first workers compensation and unemployment compensation laws. Organized labor historically supported a strong public school system and was key to the creating of our state's first-rate University and technical college systems.

For most of the 20th century, Wisconsin was one of the nation's most heavily unionized states. Virtually every family in Wisconsin has a union member past or present in its family tree. To leave out the history of unions in Wisconsin is to leave out a major part of the state's history. This bill ensures that will not occur.

## Will Your Local Be Represented?

A Representative Assembly (RA) is the governing body of our UniServ. The RA is the primary legislative and policymaking body of the UniServ and derives its powers from, and is responsible to, the membership. The RA adopts the budget (where your dues dollars are spent), and votes on proposed amendments to the Constitution and Bylaws. Delegates elect the Board of Directors and make decisions that impact the way the UniServs operate. According to each of the Constitutions and Bylaws, every local Association can send one delegate for every 25 members, rounded up (example: 88 members ÷ 25 = 4 delegates). UNE locals are entitled to a total of 166 delegates and Bayland Educators locals are entitled to 141 delegates.

### Our Goal is 100%!

A letter will be going out to all the local Presidents this month, asking for delegate names. Don't miss your opportunity to have a voice at the UNE RA on May 19. Each local needs to elect delegates to the RA. If you are interested in attending, please contact your local President and tell him/her that you are interested in representing your local at this crucial meeting. Elections must take place and certification of the delegates must be turned into the UniServ office prior to May 2010. An election does not need to be a formal balloting process. Your local can decide the easiest way to accomplish this task. What is most important is that people volunteer to be considered as a delegate to the RA.

## Non-renewal Deadline Is Coming!

For a number of teachers, March 1 may have a special meaning. Wisconsin Statute (118.22) requires that any Board of Education that is considering the non-renewal of any teacher's contract must notify that teacher at least fifteen (15) days prior to March 15. This means the Board has until the last day of February to let a teacher know if he/she is being considered for non-renewal. This is called the Preliminary Notice of Non-Renewal and must be in writing. **Please notify your local leader immediately and call the UNE Office if you receive such a notice.**

## Local Presidents Meeting

The spring Local Presidents meeting will be held March 13 in the Wisconsin Dells. Local Presidents gave input last year about location of these meetings. The consensus was to have the spring meeting at a "family friendly" resort in WI Dells. **Cut-off for hotel reservations is February 19.**

**Attendance: Please RSVP** to Dianne Hellenbrand at [hellenbrandd@weac.org](mailto:hellenbrandd@weac.org) or by calling 1-800-362-8034 ext. 216. Please list your home email, Local Association and position (if not the president) when responding. WEAC needs to know who is attending so it has a count for meals. WEAC will provide a continental breakfast at 9:00 am and lunch at 12:00. WEAC reimburses mileage for those traveling more than 200 miles round trip. If you need housing for Friday night, you or your local are responsible for those expenses. Please go to [www.weac.org/une](http://www.weac.org/une) for more information about this meeting.

## NEA ESP Leaders for Tomorrow

Applications for the 2010-2011 NEA ESP Leaders for Tomorrow program are now available. Leaders for Tomorrow is open to any NEA ESP member – from K-12 and Higher Education – who is currently an ESP member and who has been an NEA member in good standing for at least the last three years. The first session will be held July 21-25, 2010, in Minneapolis, MN. The second session will be held November 12-15, 2010, in Washington, D.C., and the third session (which includes attendance to the NEA ESP National Conference) will be held March 6-13, 2011, at a location to be determined. Check [www.weac.org/UNE](http://www.weac.org/UNE) for more information.



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## UNE Activity Calendar

- February 22**  
**BE/UNE Legislative Committee**  
5:00 p.m. UniServ Office
- February 26-27**  
**WEAC Winter Academy South**
- March 1**  
**UNE/Bayland/GBEA Dinner w/  
Area Legislators**  
5:30 p.m. Rock Gardens, Green Bay
- March 2**  
**UNE/Bayland Merger Information Meeting**  
5:30 p.m. Rookie's Bar, Denmark
- March 3**  
**M&O EA Meeting**  
5:30 p.m. Holiday Inn
- March 3**  
**UNE/Bayland Merger Information Meeting**  
5:30 p.m. UNE/Bayland office
- March 5-6**  
**WEAC Winter Academy North**
- March 8**  
**UNE/Bayland Merger Information Meeting**  
5:30 p.m. Ladderhouse, Sturgeon Bay
- March 9**  
**UNE/Bayland Merger Information Meeting**  
5:30 p.m. Tap Haus Grill, Kaukauna
- March 10**  
**UNE Board Meeting**  
6:00 p.m. UniServ Office
- March 11**  
**UNE/Bayland Merger Information Meeting**  
5:30 p.m. George Webb, Peshtigo
- March 13**  
**WEAC Local Presidents Meeting**  
9:30 a.m. Wisconsin Dells
- March 15**  
**UNE/Bayland Merger Information meeting**  
5:30 p.m. Amico's, Shawano
- March 16**  
**Bay Negotiators meeting**  
5:30 p.m. UNE/Bayland office
- March 17**  
**UNE/Bayland ESP Negotiators meeting**  
5:30 p.m. UNE/Bayland office

## WEAC Winter Conference

This year WEAC is holding two Winter Conference sessions in two locations at two different times. The sessions offered differ slightly — so sign up for the one that works best for you and your local! The NORTH conference will be held in Wausau Friday and Saturday, March 5-6. The SOUTH conference will be held in Middleton Friday and Saturday, February 26-27. For details, including online registration, visit [www.weac.org](http://www.weac.org).



## Bookmarks Available

Call the Bayland Educators office at 800-472-5582 if you would like to receive free bookmarks for your school. Check out the NEA website for great ideas about how to celebrate "Read Across America Day" on March 2nd: <http://www.nea.org/readacross>



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