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Magnifier

Volume XIX, Issue 10

May 21, 2009

WHAT TO DO IF YOU HAVE BEEN LAID OFF

Teacher and support staff layoffs seem to be more prevalent each year that we continue under the insufficient school funding formula. Layoff can be traumatizing when you are the victim. It is also a time to seek assistance from UNE to insure that your rights have been protected during the process, and that you have adequate information with which to proceed.

Only your school board can make the decision to reduce or lay off employees. Such decisions are not negotiable, but unwarranted or unnecessary layoffs can sometimes be combated through organizing members and the community to convince the Board to find other ways to reduce expenses.

Once an employee has been officially notified of a layoff, each UNE member has varying degrees of layoff rights outlined in the Collective Bargaining Agreement between UNE and your Board of Education. You should read your Agreement and consult with your UNE Director to determine if your contractual rights to seniority based layoff and bumping have been followed.

If the Board has not followed the Agreement, UNE will assist your local in filing a grievance to preserve your contractual rights, and your job. You also need to understand your recall rights under the Agreement and the need to keep the school district informed as to your address and telephone number in case a position for which you are qualified becomes available.

You should also be aware of your unemployment compensation benefits if you are laid off or reduced by 20% of your contract or more. Again, UNE can assist you in contacting the Department of Workforce Development to apply for unemployment benefits.

Remember, a layoff is based on economics, not job performance. It is nothing to be ashamed of.

If you are a support staff or teaching staff employee that has received a partial (reduction in hours) or full layoff notice from your school district, please attend the following information meeting:



UNE & Bayland Educators Layoff Workshop

Wednesday, June 3 -- 6:00 – 7:30 p.m.
Bayland Educators / UNE Office
1136 N. Military Avenue, Green Bay, WI

Topics of Discussion will include Unemployment Insurance, COBRA Health Insurance Benefits, and Recall Rights. Please bring a current copy of your local's contract with the District in order to get specific questions answered.

Please call to reserve a space at this important meeting: 1-800-472-5582 or 920-496-2440

Finally, WEAC has an on-line resource for members only, regarding layoff. To access WEAC's on-line resource on layoffs, follow these easy steps:

1. Go to www.weac.org and go to the "Username" and "Password" boxes at the top of the page. You will need to have a Username and Password. If you do not, "Create an Account."
2. Once you are in the "Members Only" site, look for the search engine at the top of the page. Type in "What to do if you've been laid off," and you will have access to an entire, easy-to-use guide.

PDP Review Workshop August 11, 2009

A Professional Development Plan Goal Review Workshop for Initial Educators will be held at the Bayland Educators/UNE office on Tuesday, August 11, 2009. Initial Educators who are Bayland Educators, United Northeast Educators, and Green Bay Education Association members are eligible to attend.

At this workshop, development plan goals will be reviewed by a fellow professional educator or pupil services professional, an administrative representative, and a higher education representative. When all of the representatives review and sign off on the plan, the Initial Educator will then be responsible to forward all documentation to DPI. Initial Educators have up to five years to work on the goals listed in the plan and must again have a review before being able to move to the Professional Educator level of licensure. [Note: If you are an educator moving from Initial Educator to Professional Educator, UNE & Bayland Educators will be offering a Plan Verification Workshop in December 2009, look for details in the fall.]

Participants in our PDP Writing Workshops are already on the mailing list for this summer workshop. Other Initial Educators, identified by local treasurers, will also be sent postcard reminders next month.

The review session is offered by appointment only on a first-come, first-served basis. Participants will pay a small fee of \$25 upon arrival at the workshop. Initial Educators interested in registering for this workshop should call Sarah Bauman at the Bayland Educators/UNE office at 1-800-472-5582, 496-2440, or email her at baumans@weac.org.

Financial Planning Appointments

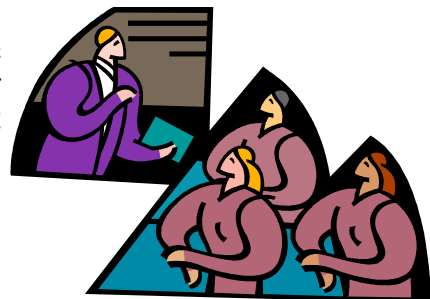


WEAC Member Benefits Specialist, Bob Moeller, will be providing personal financial planning appointments for members at the **Green Bay Education Association on Wednesday, June 17 and Thursday, June 18, 2009**. Appointments are also available at the Madison WEAC

Office throughout the summer. This is a valuable, no-cost member service. To schedule an appointment, contact Diana Buchholz at 1-800-362-8034, Extension 253.

WEAC Summer Academy

WEAC Summer Academy 2009 will be held **July 26–July 29 in La Crosse**. Check-in will be on Sunday and activities will end on Wednesday. Participants will enroll in one course for the entire Academy. Participation as teams of UniServ or local members and leaders is encouraged. This is a terrific opportunity to network with members from across the state and to develop basic and advanced skills in a specific area. Watch for more information at www.weac.org as new details are posted.



Summer Class for Teachers

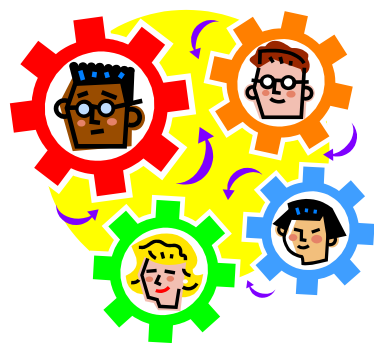
The Labor Management Council of Northeast Wisconsin (of which UNE is a member) and Viterbo University are offering a 2-3 Graduate Credit class for all educators this summer called **School-to-Career Program: Transitioning From School to Work**. For a complete description of the course and registration information, see the flyer at our website: www.weac.org/une/training. If this looks interesting to you, don't delay! Registration deadline is June 5, 2009.

Rave Reviews!

- The *Pulaski News* student paper and adviser Kathleen Gerds, a UNE member, were selected a 2009 WEAC School Bell winner for the *Pulaski News* website and submitted newspaper entries.
- The WEAC annual School Bell Awards competition recognizes Wisconsin reporters, broadcasters, school journalism teachers and students for excellence in reporting and analysis of public education news.
- The award was presented at the WEAC Awards and Recognition Banquet on April 25, 2009 during the WEAC Representative Assembly La Crosse.
- Congratulations to Kathleen and her students!

Does America Still Need Labor Unions?

The Employee Free Choice Act or “Card Check” for short, is one of the most controversial measures Congress faces this year. The bill—first introduced in the Senate in 2007 by Ted Kennedy and cosponsored by then-Senators Barack Obama and Joe Biden—would make it easier for workers to join unions and would tighten penalties for employers who try to stop them. Supporters such as Human Rights Watch and the NAACP say the bill provides important protections for the middle class. Opponents like the U.S. Chamber of Commerce and the National Restaurant Association say it increases labor costs and hurts the bottom line.



Both sides have spent millions on lobbyists and advertising to make their case.

With only 12% of American workers in unions, why should the rest of us care? Professor Clete Daniel, a labor expert at Cornell University, says a revived labor movement could benefit workers both in and out of unions. “There is definitely a need for forces that promote a fairer sharing of wealth,” he says, noting that the gap between America’s rich and poor is the largest it has been since 1928. Over the last 75 years, unions helped secure benefits like unemployment insurance, Social Security, and the 40-hour workweek.

Others contend that unions have outlived their usefulness. “The workplace is much better today,” says Michael Eastman of the U.S. Chamber of Commerce. “Employers know they need to offer certain benefits and good wages to keep good workers.”

Professor Daniel says Card Check likely would not increase union membership until the economy improves, since workers are currently more concerned about job security than wages and benefits. “Today, most workers are too fearful to take a risk for unions,” he adds.

*Does America Still Need Labor Unions?
Vote Tally on website—Yes 91% and No 9%*

Source: Lyric Wallwork Winik, *Intelligence Report*, *PARADE Magazine*, 2/22/09

Highlights of the UNE Representative Assembly

The annual UNE Representative Assembly (RA) was held on May 20 at the Rock Garden Conference Center in Green Bay. This year’s RA was attended by 91 delegates from 20 UNE locals. The delegates approved a 2009-10 UniServ budget that results in \$4.00 increase in annual UNE dues for a full-time member. In addition, the following members were elected for three year terms (2009-2012) on the UNE Board of Directors:

- ✓ Amy Gee (Pulaski EA)
- ✓ Peggy Johnson (Clintonville EA)
- ✓ Russ Johnson (Pulaski Custodians)
- ✓ Steve Thomson (Seymour EA)
- ✓ Russ Young (Oconto EA)

A big **Thank You** to all of the delegates who took the time out of their busy end of the school-year schedules, and a beautiful spring evening, to attend the RA. After all, there is no union without you.

Walk on the Child’s Side Mini-Walk and Rally for School Funding Reform

It has been 10 long years since we first put our feet to the pavement in Butternut, WI. This began the first of four 240 mile statewide walks to Madison to publicize the detrimental effects the school funding formula has on public education in Wisconsin. To commemorate our 10 year anniversary and to demonstrate that School Funding Reform needs to happen now, we are planning a “Walk on the Child Side” reunion in Madison, up State Street and to the Capitol, with a loud and clear message –

“TEN YEARS AND THE KIDS ARE STILL WAITING!!!”

Come to Madison on **Tuesday, June 16, 2009** to walk, rally & talk with your legislators.

11:00 a.m.— Meet at Library Mall, 700 block of State St.

12:00 p.m. – Rally on the Capitol steps.

Bring a sign or banner to tell where you or your group is from. Wear your original Walk T-shirt, if you have one, or a white shirt if you don’t.

For more information call Northern Tier UniServ at 800-367-4901, or visit the website: www.frontiernet.net/~ntu/index.htm.

UniServ Activity Calendar

<u>Date</u>	<u>Time</u>	<u>Event</u>	<u>Place</u>
May	25	—	Office Is Closed for the Holiday
May	26	5:30 p.m.	UNE-Retired annual meeting
May	27	5:30 p.m.	ESP Coordinated Bargaining Council
June	6	—	NEA Pre-RA
June	10	5:00 p.m.	UNE Board Meeting
June	16	11:00 a.m.	A Walk on the Child's Side
June	17-18	—	Bob Moeller, Financial Planning
July	1-6	—	NEA Convention
July	14	1:00 p.m.	Bayland/UNE IPD Committee
July	26-29	—	WEAC Summer Academy
Aug	11	8 a.m.-4 p.m.	PDP Goal Review Workshop

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Mike Savolt and Tim Majewski Financial Planners, Securities and Investment Advice Offered Through Capital Financial Services, Inc. Broker/Dealer Investment Advisor Member FINRA/SIPC

** SAVE THE DATE **

Who: Members of United Northeast Educators & Bayland Educators
 What: **Annual Fall Local Leadership Conference**
 When: **Wednesday, October 7, 2009**
 Where: Radisson Hotel and Conference Center, Green Bay, Wisconsin
 Why: To expand and develop programs that empower members to meet current and future needs. (UNE Board Strategic Plan Goal #2)

Mission Statement

UNE is an organization of public education employees who provide training and services to protect, improve, and enhance members rights and the professional and economic capabilities of its members, hence improving the quality of life of all its members.