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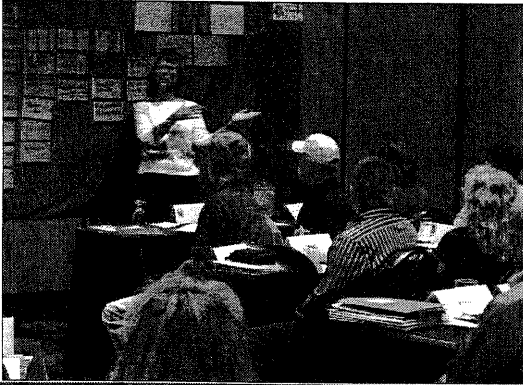
Volume XIX, Issue 4

November 13, 2008

Local Leadership Training a Success

UNE and Bayland Educators held Local Leadership Training on Wednesday, October 1, 2008 at the Radisson Hotel and Conference Center. Four new sessions were offered this year: Dealing with Member-to-Member Conflict, Internal Organizing, School Safety and Crisis Response, and Student/Employee Rights and Responsibilities. Over 135 UNE and Bayland members attended, making this year's conference one of the best yet.

Professor Corliss Olson discussing Member-to-Member Conflict



Nonrenewal and Layoff Workshop

UNE and Bayland Educators will hold their annual workshop on the nonrenewal of teacher contracts and member layoffs on Tuesday, December 16 at 6:00 p.m. at the UniServ Office. Local presidents and grievance chairs are encouraged to attend. To register, please contact the UNE office 920-496-2440 or 1-800-472-5582.

UNE Schools Recognized as Wisconsin Promise Schools

State Superintendent Elizabeth Burmaster named 182 "New Wisconsin Promise Schools of Recognition" for the 2008-2009 school year.

"Being named a "New Wisconsin Promise School of Recognition" celebrates the efforts these schools make to create a learning climate that supports every student," Burmaster said. It is the work of teachers, parents, administrators, and other staff members at these schools that contributes to students success and helps us fulfill our new Wisconsin Promise to provide a quality education for every child and to close the achievement gap between economically disadvantaged students and their peers."

UNE commends the following schools for this honor (number in parentheses indicates the consecutive years that school has received the award).

- Crivitz Elementary School (2)
- Crivitz High School
- Crivitz Middle School (3)
- Lena High School
- Marinette Middle School



UNE President Mike Kaczmarzinski (left) and Bayland President Dean DeBroux (right) talk to local presidents and vice presidents.

It is Finally Over

by David Harswick

There can be a downside to being a swing state — too many political commercials. However, as a social studies teacher, I have to admit that I'm glad Wisconsin gets to be so much a part of the national conversation when electing a president.

The following pro-public education candidates were elected or reelected Tuesday night.

President/Vice President - Barack Obama & Joe Biden
U.S. House 8 - Dr. Steve Kagen
Senate 2 - Robert Cowles
Senate 30 - Dave Hansen
Assembly 2 - Ted Zigmunt
Assembly 5 - Tom Nelson
Assembly 88 - James Soletski



David Harswick has served as president of the Green Bay Education Association since March 2004. He is on full-time release from his Social Studies teaching position at Preble High School.

In the end, it was a great night for public education.

However, our work does not end in the polling booth. We need to hold all elected officials accountable. There is no doubt that large challenges loom on national, state and local levels.

As educators you deal with many of those challenges every day. Students who are homeless or live in unimaginable poverty. Families that struggle with alcohol/drug abuse, lack of mental health care, or access to affordable health care. All of these challenges flow into our classrooms.

President-elect Barack Obama has called upon our better natures to work together to meet these challenges. Our continued role will be to advocate for the students in

our schools and their families who have no voice or have lost it in the disillusionment that no one seems to care.

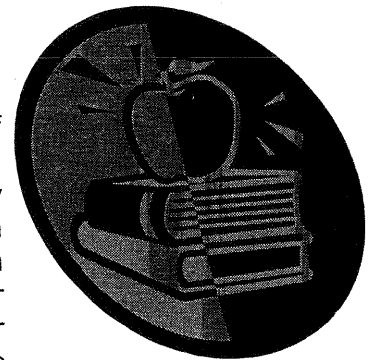
At the state level we have seen some significant changes. Democrats took control of the State Assembly for the first time in 14 years. Democrats will now control both houses of the Legislature as well as the governor's office, the first time that has happened in more than 20 years. This will hopefully allow for a reasonable and intelligent discussion about school funding. Currently

WEAC is part of a coalition which is working on finding a better funding formula.

It will take more than just our collective voices to move this forward. We will need to be willing to talk to our neighbors, our friends and our families about the importance of finding a way to better fund our schools. To quote a man who let nothing stand in his way of obtaining an amazing historical accomplishment, "Yes We Can!"

American Education Week November 16-22 Great Public Schools: A Basic Right and Our Responsibility

NEA's 87th annual American Education Week (AEW) spotlights the importance of providing every child in America with a quality public education from kindergarten through college, and the need for everyone to do his or her part in making public schools great.



Our annual tagline, Great Public Schools: A Basic Right and Our Responsibility, reflects the Association's calling upon America to provide students with quality public schools so that they can grow, prosper, and achieve in the 21st century.

- **Monday, November 17: Open House Day.** From national commemorations to local community events such as AEW house parties, millions of Americans will celebrate public education nationwide.
- **Tuesday, November 18: Parents Day.** Schools will invite parents into the classroom for a hands-on experience of what the day is like for their child.
- **Wednesday, November 19: Education Support Professionals Day.** Individuals who provide invaluable services to schools are recognized for their outstanding work.
- **Thursday, November 20: Educator for a Day.** Community leaders will be invited to serve as educators to get a glimpse at a day in the life of a school employee.
- **Friday, November 21: Substitute Educators Day.** This day honors the educators who are called upon to replace regularly employed teachers.

Contract Maintenance and Member Rights Issues

SIGNIFICANT VICTORY IN INSURANCE CARRIER CHANGES

A long-awaited Stevens Point grievance arbitration decision has finally been received. Although the decision has some limitations, WEAC and the Stevens Point Area Education Association (SPAEA) have won a significant victory over Board imposed insurance carrier changes.



The controversy began when the Stevens Point District changed carriers from the WEA Trust to Security Health Plan. Change-in-carrier language was negotiated in 1981, and the Trust was named as the insurance carrier in the prior collective bargaining agreement. The SPAEA and the District bargained language allowing the District to change the carrier so long as the resulting benefits were "equal to or better than" those of the existing Trust plan.

In his decision, Arbitrator David E. Shaw found that the real issue was not the change of carrier, which was allowed by the contract language, but whether the resulting benefits were in fact equal to or better than the benefits in place at the time of the change.

In the course of winning a determination that the contract had been violated, the SPAEA accomplished two major goals for this phase of the hearing. First, the SPAEA established that the burden cannot be placed on individual members to police a new plan, and to discover and document differences. Second, the SPAEA established that any new plan must be provided in writing at the time of the implementation of the plan, or within a reasonable period thereafter. The new plan, or formal amendments to it, must meet or exceed all benefits explicitly identified in the existing plan, including administrative features that "are such a basic part of the plan as to constitute a benefit."

SPAEA was not able to establish that the unique features of the Trust, such as the composition of the Board, nonprofit status, pool rating, customer satisfaction, etc., were "benefits" that any new plan would be required to replicate. Arbitrator Shaw rejected this argument, reasoning that when the Union agreed to changes in carrier, it did so knowing that any change would necessarily be away from the Trust.

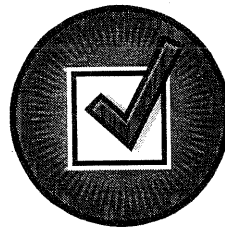
This arbitration was a bifurcated hearing, meaning that if the Union proved there was a contract violation, the next phase is to determine the remedy for the violation. The SPAEA and the District will try to determine a remedy voluntarily prior to a hearing from which the Arbitrator will impose the remedy.

This arbitration decision holds significance for NUE bargaining units.

The Stevens Point decision will definitely give UNE guidance as we battle to maintain quality insurance benefits for our members.

Adapted from the NUE Memo, 10/17/08

Successful Health Care Referenda



In the months leading to the election on November 4, very little attention was paid by voters to the fact that 22 Wisconsin cities and counties had health care advisory referenda on the ballot.

The health care referendum question on most ballots read: *Shall the next state Legislature enact health care reform legislation by December 31, 2009 that guarantees every Wisconsin resident affordable health care coverage as good as what is provided to state legislators?*

Each referendum passed by a landslide, garnering 74% of the vote and over 411,000 total votes statewide. The referenda actually ran 18 points ahead of President-elect Barack Obama!

The referendum question does not tell the Legislature which health care reform to adopt. Rather, it tells legislators to develop a health care reform plan by the end of 2009 that is guaranteed, affordable, and of a certain minimum quality standard. Despite its apparent simplicity, the referendum contains clear instructions and a powerful message to the Legislature in Madison.

It's time to deliver on meaningful health care reform. Maybe it will not be called *Healthy Wisconsin*, but like *Healthy Wisconsin* it must be guaranteed, affordable, quality and soon. For more information, see <http://www.citizenactionwi.org/>.

UniServ Activity Calendar

<u>Date</u>	<u>Time</u>	<u>Event</u>	<u>Place</u>
November	16-22	American Education Week	
November	18	6:00 p.m.	NEA Education Support Professionals
November	19		NEA Education Support Professionals
November	19	5:30 p.m.	M&O ESP Meeting Holiday Inn, Suring
November	27-28		Thanksgiving holiday—Office Closed
December	2	6:00 p.m.	Bay Negotiators Meeting UniServ Office
December	3	5:30 p.m.	M&O Meeting Holiday Inn, Suring
December	10	6:00 p.m.	UNE Board Meeting UniServ Office
December	16	6:00 p.m.	Nonrenewal Workshop UniServ Office

UNE President
Mike Kaczmarzinski
mkaz@netnet.net

Suzanne Dishaw Britz
UniServ Director
britzs@weac.org

David A Campshure
UniServ Director
campshured@weac.org

Kim Plaunt
UniServ Director
plauntk@weac.org

Sarah Bauman
Associate Staff
baumans@weac.org

Shirley Forrest
Associate Staff
forrests@weac.org

Neva Paque
Associate Staff
paquen@weac.org

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

New Member Benefit!

UNE members can now receive a 25% discount on all tax and accounting services, one free financial planning consultation, and a free pre-retirement analysis including your WRS pension from **Tax Management Services**: details on the "Members Only" tab on the UNE website.

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.