

Magnifier

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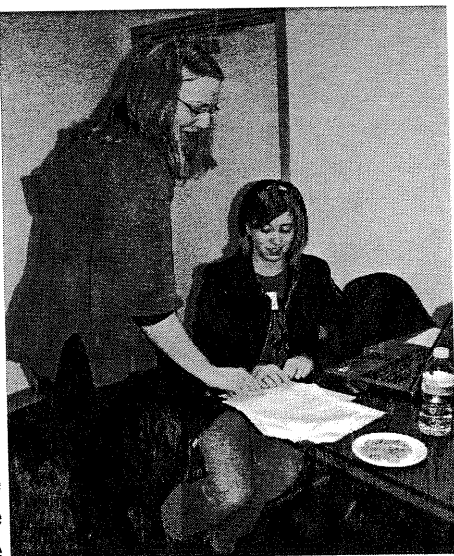
March 14, 2008

PDP Writing Workshop a Success

By Kathy Rohde, Bayland Educators Director

On Saturday, March 8, 2008 over fifty initial educators participated in a workshop designed to help them write an effective PDP plan. Bayland Educators joined with UNE and GBEA to provide this opportunity for our newest members. All Initial Educators are required by the DPI to have their Professional development Plans written and approved by January 1st of their second year of employment.

Veronica Ellingson, a 10-year teacher from Hudson and chair of WEAC's Instructional and Professional development Committee (shown at right assisting a workshop participant) has conducted these workshops across the state. She provided guidance for writing effective goals and gave all the participants an opportunity to work on their goals during the workshop. She also offered them a chance for her to review their goals before official approval.



A follow-up workshop is planned for August 12, 2008. In that PDP Review workshop, participants will pay a small fee and have their goals reviewed by panels of reviewers.

The Supreme Court Race is Heating Up! Remember, There is a Lot at Stake

The race for Wisconsin Supreme Court between incumbent Justice Louis Butler, the WEAC-recommended candidate, and Burnett County Circuit Judge Michael Gableman is heating up as the April 1 election is now in sight.

One thing has become very clear in the past couple weeks: Gableman is willing to stretch the truth to try to win the race. In campaign materials and in his own public appearances, Gableman has claimed that Butler provided the deciding vote to overturn a sexual predator decision by a circuit court, resulting in the release of a predator. But the reality is that the predator was never released and is in fact still incarcerated.

And another thing is abundantly clear about this race: conservative activists and business interests are not taking a pass on the election. For example, members of the Walton family, heirs to the Wal-Mart fortune who have helped bankroll the pro-voucher movement throughout the country, have been giving generously to Gableman. Christy Walton (Jackson, WY), Jim Walton (Bentonville, AR), and Lynne Walton (also Bentonville, AR) have each given him \$2,000.

As for the business community, the Club for Growth Wisconsin PAC and Wisconsin Manufacturers and Commerce (WMC) are running ads for Gableman. They are part of a national strategy by business interests to take control of state supreme courts.

This year's race is particularly important because the seven-member court currently has three

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conservative members. If an additional conservative is elected, that would create a four-member conservative majority.

Judge Gableman has labeled himself a judicial conservative in the mold of former Justice Diane Sykes, who was part of the minority of justices who refused to adopt any standard of educational adequacy in the Vincent v. Voight school funding case. She also took positions against an employee's ability to use arbitration and tool restrictive views of due process rights for employees.

Justice Butler, on the other hand, is a pragmatic member of the court who is able to work effectively with other justices to produce reasonable decisions. His record is one of supporting workers' and children's rights. That's why it is so important that we support him in this race, and remember to vote for him on April 1!

This is a Wisconsin Statute 11.29 communication for UNE members only.

Good Boss, Bad Boss

The *New York Times* recently ran a story titled "Good Boss, Bad Boss, Which Are You?" Although the focus of the article is corporate and business settings, the ideas have relevance to public schools.

Superintendents and Principals, as well as Directors of Special Education, Pupil Services, and Human Relations all serve as bosses. Teachers and ESP are bosses in their own classrooms, kitchens, buses, and buildings. What kind of boss are you? What kind of boss do you work for?

Bad bosses tend to publicly criticize, take credit for others' work, use fear tactics, demean and punish, demand compliance with any order, play favorites, and check up on everyone's work. Bad bosses control rather than delegate, and they sometimes yell at people. If you know of someone who uses one or more of these tactics, they are likely to be a bad boss. Good bosses inspire confidence, have integrity, and act in a humble manner. Good bosses know what they are talking about, trust their employees, and support employee independence and growth rather than control every detail of their work.

The worst bosses aren't around when you need

them, ask you to justify everything you do, and often say "No, we can't do that." They rarely smile, distrust everyone, and talk about themselves a lot. One "boss expert" tells bosses to stop immediately if they do any of the following: Fail to give employees a clear direction, say important things only once (if it's important, repeat it!), or concentrate only on shortcomings.

What's a bad boss to do? Here are some tips:

1. Correct people in private.
2. Give people full credit for what they do.
3. Project a caring image, and mean it.
4. Temper accountability with a chance to explain.
5. Clearly define duties and deadlines.
6. Speak to everyone with respect—all the time.
7. Provide feedback and training—allow time for growth.
8. Have clearly defined, fair sanctions for misconduct.
9. Treat people fairly and equally.
10. Don't be oppressive or suspicious—trust!
11. Encourage initiative and decision making.
12. Encourage discussion and questioning.
13. Have a fair and open complaint and dispute resolution process.
14. Provide written policies and procedures that are clear and fair.

**** Please pass these tips on to any bad bosses you know!**

WECA Reporting Volume 34 Issue 14 January 28, 2008

Have You Cyber Lobbied Lately?

Cyber lobbying is a convenient way to contact your legislators and the governor about your concerns. It's easy! Simply log on to the WEAC Members' Only site at www.weac.org click on the Political and Legislative Action tab on the left and you will find Cyber lobby. There are a number of ways to send email. The easiest is to click on "Send Personal Message to State or Federal Legislators." It will bring up the names of your legislators and provide a box to key in your message. Fill in your thoughts, hit send, and you've "cyber lobbied." Regardless if you choose to email, call, or write, I would encourage you to stay on message (QEO, revenue caps, budget bill) and keep it brief. Also, if you feel they are doing a good job, please mention what you feel they have done that is positive.

Campaign Contributions

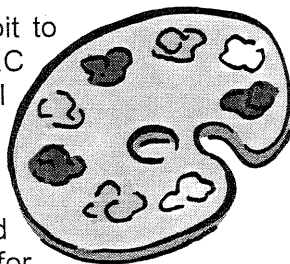
As we head into the spring and fall election cycles, UNE locals should keep in mind a couple of critical rules to follow when soliciting campaign contributions:

- ✓ Do not use any local dues money for political contributions. Direct union contributions can be made **ONLY** if your local has established and maintained an official Political Action Committee (PAC) with the State of Wisconsin (UNE, WEAC, and NEA have established PACs). Contributions must then come from the separated PAC fund, not from local dues money.
- ✓ Every single dollar that goes through the union from a fundraising event (such as "passing the hat") or individual donations must be accompanied by a written account of each donor's name, address, and workplace, as well as the amount given. Keep a union copy of the account.

UNE strongly recommends contacting Sue Dishaw Britz, Dave Campshure, or Kim Plaunt at the UNE office for advice before making any financial commitments to a candidate for any office. Please don't let this advice discourage fundraising efforts supporting friends of education at the national, state, or local level. Be aware, however, that the consequences of illegal union political activity can be severe. Sometimes it is safer to seek advice first rather than seek forgiveness afterwards!

2008 WEA Art Showcase

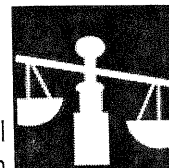
WEA sponsors an annual exhibit to display the art of WEAC members. The showcase will open on August 11, 2008, at the WEA Trust office in Madison. Any WEAC member, including WEAC-Retired members, may submit art for consideration in the exhibit.



All mediums are acceptable. All art submitted must be original work. Each artist may submit up to two works of art. The Pre-registration form to submit art to the exhibit must be sent by April 11, 2008.

The UNE office has more information on the Art Showcase. Give us a call and we'll send you the brochure.

Contract Maintenance & Member Rights Issues



On February 18, 2008, Arbitrator Paul Gordon issued an arbitration award in which he found that Northeast Wisconsin Technical College (NWTC) violated its contract with the Educational Support Specialists (ESS) when it failed to post a position included in the recognition clause of the collective bargaining agreement. The contract required the College to post part-time positions once the person working in the position worked more than 832 hours in a year. The College contended that because a student was working in the contested position, it was not required to post the position, as it was an "intern" position, thus making it "temporary," and thus falling outside the scope of the recognition clause.

The decision illustrates the continued attempt by employers to attempt to define positions in a manner that would exclude them from the collective bargaining unit and the importance of Associations' attention to these attempts. Here, once the individual worked beyond the contractual limit and the Association requested that the position be posted in accordance with the Agreement, the College attempted to construct after-the-fact arguments to exclude the position from the bargaining unit. The Arbitrator rejected the College's arguments, noting that only after the Association had requested that the position be posted did the College attempt to differentiate between student employee positions and collective bargaining unit positions. The Arbitrator found that the actual characteristics of the position required the position to be included in the unit.

Welcome (back) to UNE!!!

UNE is happy to report that it is once again representing the teachers and support staff in Gresham. Effective July 1, 2007, the community of Gresham seceded from the Shawano-Gresham School District. In October 2007 the Gresham School Board agreed to voluntarily recognize UNE/WEAC as the collective bargaining representative for Gresham EA. On March 3, 2008, the Wisconsin Employment Relations Commission (WERC) counted ballots cast by the Gresham ESP and certified UNE/WEAC as their representative. Each unit is now in the process of creating a Constitution and Bylaws and preparing to bargain an initial contract. The Shawano EA and ESP continued to be represented by UNE without interruption.

UniServ Activity Calendar

<u>Date</u>	<u>Time</u>	<u>Event</u>	<u>Place</u>
March	21	Holiday—Office Will Be Closed	
April	9	5:00 p.m.	UNE Board Meeting
April	9	7:00 p.m.	Pre-WEAC-RA
April	10	6:30 p.m.	Financial Planning, Bob Moeller
April	16	5:30 p.m.	M&O Meeting
April	24-25		Professional Staff Meeting
April	30	5:30 p.m.	ESP M&O Meeting

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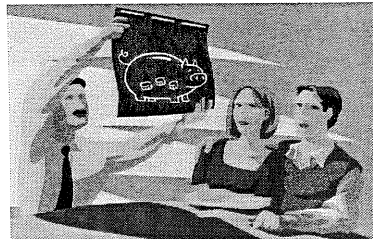
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Mission Statement

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.

Financial Planning Seminar and Summer Financial Planning Appointments

WEAC Member Benefits Specialist, Bob Moeller, will be offering a Financial Planning seminar on April 10, 2008 at 6:30 p.m. at Lombardi Middle School in Green Bay. The address is 1520 South Point Road, Green Bay, WI 54313. We urge our members to include spouses or significant others for this seminar. Please call our office to register at 1-800-472-5582 or 496-2440.



Bob will be at the Green Bay Education Association office on Wednesday, June 18 and Thursday, June 19, 2008 for individual appointments. You may schedule your appointments by contacting Diana Buchholz at WEAC, at 1-800-362-8034, Extension 253. This is a valuable, no-cost member service.

UNE Website

Have you checked out our new website? The URL is www.weac.org/une and it's the best place to go for quick updates on activities. Changes in times or places and cancellations of meetings will be posted here. Need to contact someone? Check the website for the names of Board members, staff, and your own local leadership team. We also have information about the WEAC RA and the UNE RA.

