

The Word

SEPTEMBER
2009



Membership **Angela Bina**

Please keep me up to date with name and address changes. I can be reached at Jefferson Elementary School (4100 ext. 2412) or email binaa@wawm.k12.wi.us . Thanks for your help in keeping your information current.

For brand new teachers, be on the lookout for your WEAC card in your homeUSPS mail. You will need that card to attend the WEAC Teacher’s Convention in October if you choose to (it’s right in Milwaukee this year!). You’ll also need your card to take part in the WEAC Saver’s Club (online). For veteran teachers, you should still have your card from last year; it is good for two years. If you have misplaced yours, please contact WEAC at BuchholzD@weac.org .

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From Negotiations Chair:

Chad Lehman

The beginning of the school year is always a hectic, and often stressful, time. The beginning of this school year is presenting us with challenges we have not had before. We are all adjusting to the new start and end times as well as the changes in our daily schedules, which now include collaboration time and intervention time. We are witnessing the financial troubles our district is facing with more traveling teachers and tighter schedules across the board. You may also have noticed how closely the District is calculating instructional and prep minutes this year, which they certainly can do, even if it's a



big change from past practice and something we're not used to.

Our day looks different and there are going to be road

bumps while new procedures and practices are implemented. While this is certainly easier said than done, please be patient. Bring any of your contractual concerns to your Head Building Rep, who will then pass them on to the appropriate people. Know that your concerns will be heard. I can't guarantee all of your concerns will be solved in the manner you want, but our Labor Management Team will be meeting with the District twice a month to work out as many of the issues we can, as quickly as we can. Minutes from these meetings will be shared electronically with the entire staff.



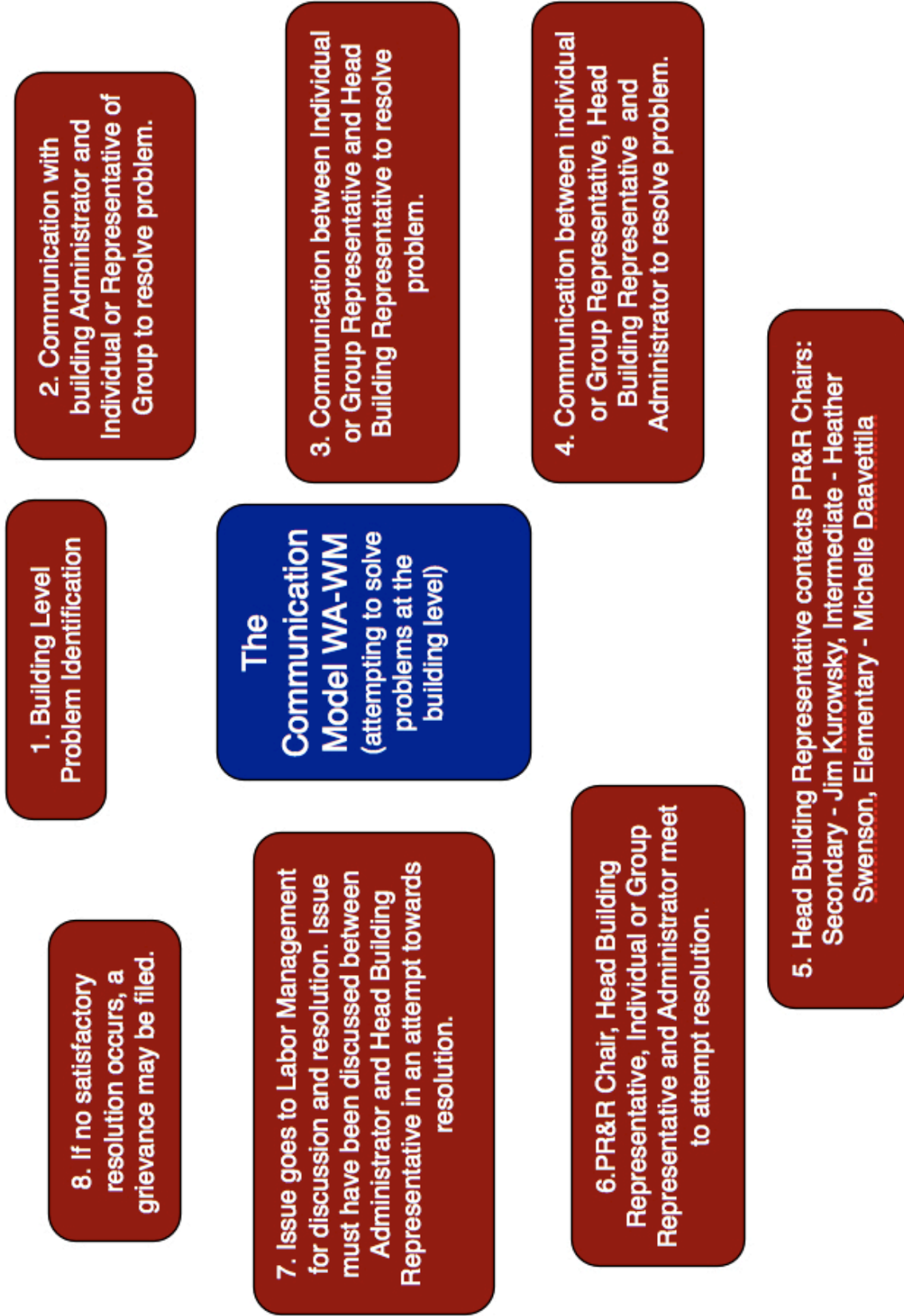
I hope you have a great school year and would also like to ask you to keep an open mind as we all work through the challenges of yet another school year. We will never have the perfect schedule or the perfect day, but we can do our best to continue working hard to make what we do have work for us and our students.

The Communication Model WA-WM

(attempting to solve problems at the building level)

Several years ago WAWMEA and the West Allis - West Milwaukee School District developed a model for working through member issues. Please try to follow this model. Your Association has scheduled two Labor Management meetings per month this year, until YOUR concerns worked through. Your Association will also request a "refresher" session on the Communication Model, for District Administrators as well as Association Building Representatives. Hopefully this will occur in the very near future.

1. Building Level Problem Identification.
2. Communication with building Administrator and Individual or Representative of Group to resolve problem.
3. Communication between Individual or Group Representative and Head Building Representative to resolve problem.
4. Communication between individual or Group Representative, Head Building Representative and Administrator to resolve problem.
5. Head Building Representative contacts PR&R Chairs: Secondary - Jim Kurowsky, Intermediate - Heather Swenson, Elementary - Michelle Daavetila
6. PR&R Chair, Head Building Representative, Individual or Group Representative and Administrator meet to attempt resolution.
7. Issue goes to Labor Management for discussion and resolution. Issue must have been discussed between Administrator and Head Building Representative in an attempt towards resolution.
8. If no satisfactory resolution occurs, a grievance may be filed.



BARGAINING IN AN ERA OF HEALTH CARE REFORM

Why is promoting health care reform in our interests?

The current system is financially unsustainable.

Employers will continue to whittle down our benefits until, like much of the private sector, they no longer resemble what we now have and will dramatically shift costs to our members.

Rapidly increasing insurance costs will further jeopardize your early retirement benefits which are normally linked to the benefits of active employees. (Don't fall prey to the false hope: "If we can only sustain the status quo until I retire.").

Growing legions of uninsured threaten to add significant costs to the premiums of those who remain insured. Currently those costs are about \$1,000 per year.

As private sector employers continue shedding their benefits, we see the burden of health care costs being disproportionately borne by unionized public sector employees. Just a few years ago, these costs were borne equally by spousal plans. Now we see that spouses in the private sector often opt out of costly poor coverage placing the entire burden on the insurer of public sector workers.

Political target: The same private sector employers shedding their benefits belong to Associations that target public sector unions for their "Cadillac benefits".

Do we join or oppose growing public support for health care reform? 22 recent referenda on the ballot last fall passed with overwhelming margins. Do we want to be aligned with the status quo, or be perceived as leading the effort for health care reform?

If we are not perceived as playing a leadership role in reform, what influence can we expect have on such reform on important issues like maintaining our collective bargaining rights?

Arguments that allay our members' fears of embracing reform (with the possible exception of what the Governor recently suggested).

Health insurance benefits remain a mandatory subject of bargaining.

Employee premium shares, deductibles and other plan features are mandatory subjects of bargaining and like

WRS contributions the employee's share of such costs can be picked by employers.

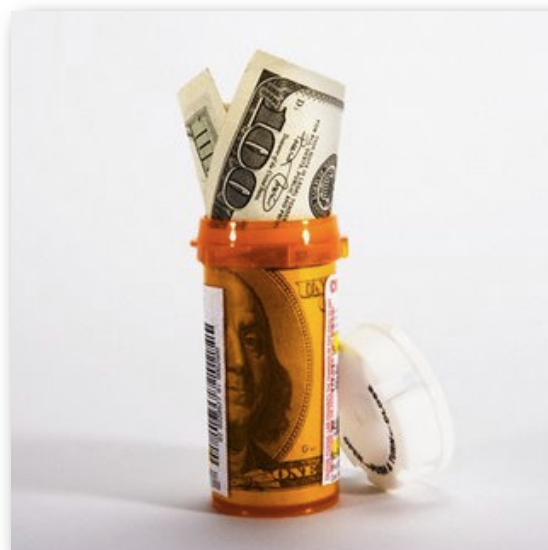
We lower costs through the competition offered through a government plans (Obama), take much of the cost of the uninsured and underinsured out of our premiums, and reduce the cost of health care to our employers - so the more money can be spent on salaries.

Cost savings on a unit of 300 members under Healthy Wisconsin were \$2,000,000 per year. In most of your contracts this amount would go a long way in lifting salaries at all levels.

The Obama plan allows you to keep the plan you have if you prefer it but offers a public plan that both reduces costs of the uninsured and underinsured and shifts costs back to the private sector employers that have been shedding benefits.

We align ourselves with public sentiment and to the extent we are seen as promoting broader reform we change the perception from one of an organization primarily focused on self-interest, to one that is seen as being in the vanguard of the public's interest.

We increase the eligibility of our own members for coverage. Currently ESP members are losing benefits all together due to cost and contractual eligibility requirements. These employees can form the internal comparables that in interest arbitration can be afforded great weight when seeking significant concessions from teachers.





WEAC and UW partner to promote outstanding students

The Wisconsin Education Association Council (WEAC) has formed a new partnership with the University of Wisconsin-Madison athletics to promote outstanding students across the state. The goal of the program called "WEAC Kickoff Kids" is to help our union's members engage in a proactive public relations effort within their communities.

Below is some basic information about the program, criteria for nominating male or female students and the dates of Badger home football games where a WEAC Kickoff Kid still needs to be selected.

Nominate a student to be a WEAC Kickoff Kid. WEAC invites families, teachers and school staff from across the state to tell us why your student stands out in your community and your school and should be the WEAC Kickoff Kid for September 19, October 17, October 31, or November 14 games. Go to the WEAC Web site at www.weac.org and complete the form to nominate a student from your school or family.

Guidelines/criteria for nominating a WEAC Kickoff Kid.

Student must be age 8-13.

You need only nominate a student once. Tell us what the student has done in your school and/or community that distinguishes them from their peers.

The person who nominates the chosen WEAC Kickoff Kid will be notified by email. The nominator must respond within 3 days after notification. If not, another honoree will be selected.

Guardians will need to sign a release allowing WEAC to use photographs and video footage of the student in our publications and on the Internet.

Questions: For more information, email or call WEAC Media Relations Specialist Anne Egan-Waukau at waukaua@weac.org or 800-354-7816, extension 1109.

WEAC is proud to sponsor the University of Wisconsin athletics. Just like with any sport, it takes teamwork to ensure student success in the classroom.

2009-2010 Calendar

September 9 : WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP
September 15; WSC Exec Board- 5:00 p.m.
September 29: Do You Have More Month Than Money? Brookfield UEP Light Lunch 4:30 pm 5:00 Seminar - Please RSVP the UEP Office at 262-789-6000 to reserve your seat no later than Sept. 18
September 30: Do You Have More Month Than Money? Brookfield UEP Light Lunch 4:30 pm 5:00 Seminar - Please RSVP the UEP Office at 262-789-6000 to reserve your seat no later than Sept. 18
October 1: USEFULL presents Overview of PI34 and the PDP - 4:30 Meal - 5:00 Presentation Brookfield UEP
October 5: USEFULL presents Know Your Contract - 4:30 Meal - 5:00 Presentation Brookfield UEP
October 7: WAWMEA Exec Board 4:15p.m. Brookfield UEP
October 14: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP
October 21: West Suburban Council Representative Assembly - 4:30p.m. Brookfield UEP
October 29 - 30 - WEAC Convention
November 2; WSC Exec Board- 5:00 p.m.
November 4: WAWMEA Exec Board 4:15p.m. Brookfield UEP Office
November 5: USEFULL - Goal Writing Workshop and Approval Day - 4:30 pm
November 11: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP
December 2: WAWMEA Exec Board 4:15p.m. Brookfield UEP
December 3: USEFULL - Goal Approval Night - 5:00 pm
December 7: WSC Exec Board- 5:00 p.m.
December 9: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP
December 14: Retirement Forums - UEP - 4:30 - 6:30 p.m.
January 6: WAWMEA Exec Board 4:15p.m. Brookfield UEP
January 13: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP
January 19: USEFULL – Medical Issues: Rights & Responsibilities
January 20: West Suburban Council Representative Assembly - 4:30p.m. Brookfield UEP
February 1: WSC Exec Board- 5:00 p.m.
February 3: WAWMEA Exec Board 4:15p.m. Brookfield UEP
February 8: USEFULL – Privacy in the Workplace, Part II – 5:00 p.m.
February 10: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP
March 1: WSC Exec Board- 5:00 p.m.
March 3: WAWMEA Exec Board 4:15p.m. Brookfield UEP
March 9: USEFULL – PDP Annual Progress Workshop
March 10: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP
April 12: WSC Exec Board- 5:00 p.m.
April 14: WAWMEA Exec Board 4:15p.m. Brookfield UEP ??
April 21: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP ??
April 23, 24 and 25th - WEAC RA
April 27 USEFULL – PDP Verification Night – 5:00 p.m.
May 5: WAWMEA Exec Board 4:15p.m. Brookfield UEP
May 12: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP
May 19: West Suburban Council Representative Assembly - 4:30p.m. Brookfield UEP
June 2: WAWMEA Exec Board 4:15p.m. Brookfield UEP
June 7: WSC Exec Board- 5:00 p.m.
June 9: WAWMEA Representative Assembly - 4:15p.m. Brookfield UEP



PRESENTS

OVERVIEW OF PI 34 & THE PDP

Thursday, October 1st
 4:30 p.m. Light Meal
 5:00 p.m. Presentation Begins
 13805 West Burleigh Road



You will learn:

- ◆ How PI 34 affects your license to teach
- ◆ How to get started with a 5-year Professional Development Plan
- ◆ What online resources are available to help you with re-certification
- ◆ How your association can support your re-licensure process...
 ...every step of the way!

Seats are limited so register by email today at weaverl@wi.rr.com.

All USEFULL workshops are open to and free for members of Council #10, Lakewood Uniserv Council, North Shore United Educators, TriWauk Uniserv Council and West Suburban Council.