

The Word

OCTOBER 2011



WAWMEA Submits Recertification Petition

On Tuesday, September 27, WAWMEA submitted a recertification petitions along with three other bargaining units represented by the West Suburban Council UniServ, to the Wisconsin Employment Relations Commission (WERC). This was done because our collective bargaining agreement expired June 30, 2011.

Under the new bargaining law a union must re-certify every year in order to bargain base wages. After the union submits a recertification petition, the school district has ten calendar days to submit a list of bargaining unit members in that unit to the WERC and WAWMEA. The Association then has ten calendar days after receiving the list to determine whether it is accurate.

Once the list is provided by the school district and examined by the union, the WERC will notify all employees on the list and any additional employees proposed by the union as to the method and time-lines for voting whether or not to re-certify the bargaining unit. In other words, you will receive communication from the WERC regarding how and when to vote. It appears that voting will be by phone with the employees calling a toll-free phone number, providing identification, and then voting yes or no to the question of recertification.

It will take a "yes" vote from 51% of all eligible voters to re-certify

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WAWMEA. Eligible voters who choose NOT to vote will be counted as a "NO" vote. Members should all vote to preserve the sanctity of the election. Imagine if our governor and legislators tried to get elected by these standards!

Why is WAWMEA seeking to re-certify bargaining units when we can bargain only cost-of-living wages? Your Association will continue to exist with or without recertification. Several other state employee unions don't see the point in jumping through the hoops the governor has established to negotiate cost-of-living wage increases. The local union can remain strong and viable even without recertification.

WAWMEA is engaging in the recertification process due to the sheer pride our members have in their membership and the good work the Association can do for members as well as the community. We are recertifying to preserve our rights to bargain with the District, but moreover, to show that we remain united.



YOUR RIGHT TO A REPRESENTATIVE WHEN MEETING WITH A SUPERVISOR (WEINGARTEN RIGHTS)



Every WAWMEA member has a legal right to representation when meeting with an employer representative if the meeting could lead to discipline. This basic right to representation was established by the U.S. Supreme Court in 1975 in a case involving a lunch counter employee in the Weingarten department store. If you are called to meet with your supervisor or another employer representative you should always ask the purpose of the meeting and whether or not the meeting may result in disciplinary action. The following details your rights under Weingarten.

The Rules According to Weingarten

RULE 1: An employee is entitled to Association representation **upon request** when the purpose of the meeting is to investigate an employee's performance or to obtain admissions of misconduct or other evidence.



Calendar

October 11 - USEFULL - [Overview of PI34](#) - 4:30 p.m. Brookfield UEP

October 12 - WAWMEA Representative Assembly - 4:00 p.m. Brookfield UEP

October 18 - USEFULL [ESP Learning Workshop - Mental Health Issues of Students](#)

October 19 - West Suburban Council RA - 4:30 p.m. Brookfield UEP

November 2 - WAWMEA Exec Board 4:00 p.m. Brookfield UEP

November 7 - West Suburban Council Board of Directors - UEP - 4:30 p.m.

November 9 - WAWMEA Representative Assembly - 4:00 p.m. Brookfield UEP

November 12 - USEFULL - [PDP Goal Writing Workshop-9:00 - 12:00 Saturday](#)

November 17 - USEFULL - [PDP Goal Writing Workshop](#)

December 5 - West Suburban Council Board of Directors - UEP - 4:30 p.m.

December 7 - WAWMEA Exec Board 4:00 p.m. Brookfield UEP

December 13 - USEFULL - [PDP Goal Approval](#) - 4:30 p.m. Brookfield UEP

December 14 - WAWMEA Representative Assembly - 4:00 p.m. Brookfield UEP

RULE 2: An employee is entitled to union representation when the purpose of the meeting is to ask the employee to explain the employee's conduct or defend it.

RULE 3: An employee is entitled to union representation when the purpose of the meeting is to compel the employee to answer questions or give evidence.

RULE 4: Generally, an employee is entitled to union representation UPON REQUEST at any interview or meeting with management when the employee will be questioned about something which could result in disciplinary action against the employee, including discharge or termination of employment.

What do I do if I am called into a meeting with my administrator?

1. Ask the administrator the purpose of the meeting. Get an answer that satisfies you. Know the purpose of the meeting. If the meeting is to discuss your performance, parent complaints, or other issues relating directly to you, demand union representation. The statement below may be used, or paraphrased, in requesting this representation:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union representative be present at this meeting."

2. The District must make reasonable accommodations to your union representative. That means the meeting must be scheduled at a time which is reasonable, given the circumstances.

3. SPEAK TO NO ONE ABOUT THE SITUATION!

4. Attend the meeting and take notes. Make it clear to the administrator that you are taking notes. If you wish, ask to tape the meeting. If the administrator wishes to tape the meeting, agree but demand a copy of the tape. Keep your notes at home.

BUT, I attended a meeting to discuss something else and suddenly the administrator started asking questions about my performance.

1. Inform the administrator that the purpose of the meeting is different from the current discussion.

2. Request union representation and attempt to leave.

3. If ordered to remain, inform the administrator (again) that you desire union representation of your choice. Request that the administrator put his/her directive to meet without representation in writing. Participate as little as possible. You cannot be disciplined for not responding to questions or accusations. When asked to respond, state that you are unable to respond until you have consulted Sandy Nass, (262-789-6000) your WSC UniServ Director. TAKE NOTES!

4. Do not provide a written or verbal statement to the police, social worker, police liaison officer, or even your administrator, involving a situation where you are accused of doing something wrong until you have consulted Sandy Nass, (262-789-6000) your WSC UniServ Director.

Director's Corner

Sandy Nass

What is it? Each month, I share with the UniServ Board and the local Executive Boards information about meetings, member representations, and other services provided to members. Due to the often sensitive and personal nature of issues, individual member names are only shared with Association leaders serving a direct role with the member.

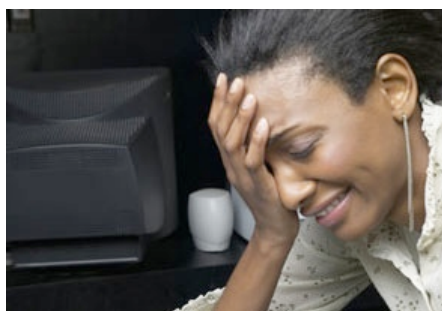
I have listed below examples of representational or member service activities that have taken place during the first month of this school year.

1. Meetings and witness preparation on behalf of a member terminated based on allegations made by a former student.
2. Representation of a member terminated following a worker's compensation claim resulted in the member not being able to return to the same position as held prior to the injury.
3. Assist several employees in the filing of Long Term Disability claims.
4. Represent members during administrative investigations in the following situations:
 - A. Inappropriate interaction with a student

- B. Complaint filed by an outside organization against a member
 - C. Sexual harassment complaint
 - D. Parent complaints regarding several members instructional practices
5. Phone and personal meetings with members regarding retirement options



6. Investigate member questions regarding salary schedule placements, percentage of employee individual contract, and classification of positions.
7. Assist members in rebuttals to evaluations

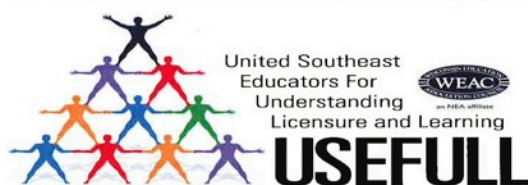


8. Meet with members that have or are being placed on performance improvement plans.



9. Meet with regional and state staff regarding re-enrollment and recertification procedures.
10. File petitions for recertification on behalf of all bargaining units and review employee lists provided by the Districts.
11. Attend local governance meetings of all locals.
12. Respond to member questions on a wide variety of individual topics.





FOR ALL **WEAC** MEMBERS OF:
Council #10
 Lakewood UniServ Council
 North Shore United Educators
 TriWauk UniServ Council
 West Suburban Council

2011-12 CALENDAR OF WORKSHOPS

PI34 "LICENSURE" WORKSHOPS:

Tuesday, October 11, 2011: Overview of PI34 Workshop
Saturday, November 12, 2011: Goal Writing Workshop 9:00-12:00
Thursday, November 17, 2011: Goal Writing Workshop
Tuesday, December 13, 2011: Goal Approval Night
Saturday, January 28, 2012: DPI Reviewer Training 9:00-4:00
Thursday, February 16, 2012: PDP Annual Progress "Check-in" Night
 (prep for verification)
Tuesday, March 27, 2012: PDP Verification Night

GENERAL "LEARNING" WORKSHOPS:

Saturday, October 8, 2011: Toolkit for Teachers 9:00-12:00
Monday, October 10, 2011: Growing Mentors as Teacher Leaders
Tuesday, October 18, 2011: ESP Workshop: Mental Health Issues of Students
Thursday, January 19, 2012: Mentoring-Keeping the Communication Open
Thursday, January 26, 2012: ESP Workshop: Strategies for Dealing w/Problem Behaviors
Wednesday, March 21, 2012: ESP Workshop: Dealing with Diverse Students
Date TBA: April, 2012: Overview of National Board Certification

~ WORKSHOP DESCRIPTIONS ON BACK ~

USEFULL IS....

- ◆ *your professional organization providing professional development and licensure assistance to you at no additional cost!*
- ◆ *members helping members!*
- ◆ *your union dues working for you!*

Seats are limited and fill quickly!

Watch for these flyers and register early!

All workshops begin at 5 p.m. (unless indicated otherwise) at the UEP Building in Brookfield, with a light meal being served at 4:30 p.m.

PI34 "Licensure" Workshop Descriptions

Overview of PI34 Workshop

An explanation of and brief history of the PI34 law will be provided to all participants. After that, the group will go into two specialized sessions, one for Initial Educators and one for Professional Educators (educators who received their license prior to August 2004) where the Professional Development Plan (PDP) process will be explained.

Goal Writing Workshop

Experienced educators will be on hand to help educators develop and write their goal for their PDP, as well as access internet support.

Goal Approval Night

DPI approved reviewers will work with Initial Educators to approve their PDP goal so they can officially begin carrying out their Professional Development Plan.

DPI Reviewer Training

This one day workshop will take participants through the DPI training that enables them to be certified as PDP Team Reviewers.

PDP Annual Progress "Check-in" Night Workshop

This class will make sure you have completed Step III and Step IV of your PDP correctly, including exemplary examples of pieces of evidence. This is necessary to prepare you for your PDP verification.

PDP Verification Night

PDP Reviewer teams will be available to read and verify educators' Professional Development Plans in time to meet the June 30th deadline.

General "Learning" Workshops

Toolkit for Teachers : "Organize, Manage, and Survive!"

This workshop is designed for teachers who have been in the profession for less than 5 years, yet can be beneficial for any educator! The focus of this workshop will be classroom organization, time management, classroom management, and student engagement. Participants will walk away with a wide array of teaching tools.

Growing Mentors as Teacher Leaders

Participants will learn the role of teacher leaders and explore strategies on how to grow professionally as leaders. Key techniques for developing high quality mentor/mentee relationships will be shared, and participants will develop an action plan and set goals for the school year using mentor standards.

ESP Workshop: "Mental Health Issues of Students and How Best to Deal with Them"

Come to find out effective ways of identifying and working with students who are experiencing a variety of mental health issues.

Mentoring – Keeping the Communication Open

Participants will explore coaching language and the thinking behind it. Strategies on how to organize and focus communication between mentor and mentee will be shared. This session will provide a mid-year "boost" with fresh ideas on how to continue a positive professional relationship even during challenging situations.

ESP Workshop: "Strategies for Dealing with Problem Behaviors"

This workshop will provide Education Support Professionals with strategies to effectively deal with students, parents, and colleagues who exhibit problematic behaviors.

ESP Workshop: "Dealing with Diverse Students"

This will be an excellent opportunity for Education Support Professionals to learn about techniques they can use to help EVERY student they work with succeed!

Overview of National Board Certification

Come to this workshop to learn the "ins and outs" of National Board Certification, as well as support opportunities available if you decide to pursue it.