

# WEAC Region 2 Reporter

Volume 6, No.3 | March 2020

## Thinking Ahead About Retirement-Wausau

March 18, 2020, 5:00pm **Postponed**

Registration: <http://bit.ly/RetiredRSVP2020>

[Event flyer](#)

## WEAC Representative Assembly

April 25, 2020, Wisconsin Dells

See your local leadership about being a delegate.

## WEAC Region 2 Representative Assembly

May 7, 2020, 5:30pm, Merrill

See your local leadership about being a delegate

### *Change of Date*

## August 'Welcome Back' Roundtable

for leaders and building reps has moved to

August 12, 2020 due to scheduling conflicts!

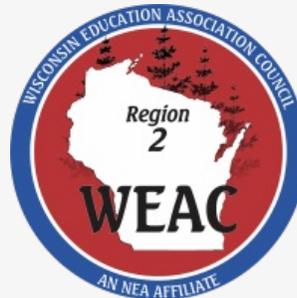
*Mark your calendars!*

## GSafe Workshop

Saturday, Sept 26, 2020, 2020,

WEAC Region 2 Office in Mosinee

Save the date!



## Retirement Bill Win

A bill to raise the teacher retirement age (SB 612 / AB 670) won't likely move forward this session now that Assembly has adjourned. The bill, which WEAC registered against, would raise the minimum retirement age for teachers to 59.5, who can now retire at 55. Under the proposal, retired public employees could work up to 36 months while collecting their pensions. The bill would apply to employees under the age of 40. While the bill would have applied to teachers, a primarily female workforce, it would not have applied to employees in male-dominated fields of protective services, including police officers, firefighters, most correctional officers and the state patrol.

## American Income Life Insurance (AIL)

What are the phone calls and messages on my door regarding my union benefits?

WEAC Region 2 staff have been receiving phone calls and concerns from members regarding the complimentary life insurance benefit and American Income Life sales representatives' approach to the benefit program rollout. So, we have compiled a list of frequently asked questions to address concerns.

1. What is this all about? Is this legit?

All members are provided a fully paid group Accidental Death and Dismemberment benefit through the co-operation of WEAC Region 2 and American Income Life Insurance Company (you do not need to do anything to receive this benefit other than be a member. This is at no cost to the Region 2 members. AIL is a 100% unionized insurance company that offers members additional supplemental insurance benefits. AIL's benefits are presented in the spirit of "Be Union - Buy Union." It is a voluntary program and all additional insurance benefits purchased through AIL include a waiver of premium during an authorized strike or qualified layoff.

2. Do we have to return the (yellow) card to receive the benefits?

No, all members are covered for the Accidental Death and Dismemberment benefit whether or not they return their card. If members do not return the card, they will not be able to take advantage of the added Family Health Services Discount Program or the Child Safe Kit. Members who return their cards can designate their beneficiary intent, receive the Health Services Discount card information, Child Safe Kit(s), and receive a follow-up courtesy visit including additional information on voluntary supplemental insurance benefits for which you may qualify. NOTE: If you fill out the card, a home visit is required for additional benefit offerings.

[Click here to learn more about what AIL has to offer!](#)

## Schools and Coronavirus: What You Need to Know

From NEA.org

Governor Evers held a March 17, 2020 news conference, saying early in his remarks that he would be “expanding the school closure order until further notice.” WEAC is working to get more details around the statement, and will keep our members posted on developments after some additional meetings this afternoon to gain clarity. Follow us on Facebook or find resources here:

[www.weac.org/coronavirus](http://www.weac.org/coronavirus)

The Evers administration also:

- Ordered bars and restaurants closed to in-house patrons and a more restrictive ban on mass gatherings in an escalating response to the coronavirus outbreak. The new restriction, effective this afternoon, will ban gatherings of 10 or more people after the administration yesterday ordered a ban on crowds of 50 or more.
- Ask the Legislature to repeal a one-week waiting period for laid-off workers to begin collecting unemployment after they first file for the benefits.
- Issue an order tomorrow modifying work and work search requirements for those on unemployment to address the impact of the coronavirus on the state's workforce.

Department of Health Services Secretary Andrea Palm also said on the call the state is now prioritizing testing because the rapid increase in the number of requests sent to labs has resulted in a shortage of the ingredients needed to process them.

[Watch the news conference here.](#) *Governor Evers' comments came pretty early into his initial comments at the beginning.*

## Don't Panic Over Stock Market Volatility

by WEA Member Benefits

As we finish out February 2020, markets are poised to extend their period of correction based on global events. Understandably, the news about the downward direction of the stock market may cause you to feel some anxiety and confusion.

[Continue Reading](#)

## Non-Renewal Basics

In Wisconsin, non-renewal of any person who holds a teaching certificate that is required to perform the job must follow the procedure as found in WI § 118.22. With the elimination of the right to collectively bargained lay-off procedures, non-renewal is now also used for staff reductions (including reduction of positions to part time) for economic reasons. It is important to note that the statute applies *only* to full-time positions.

- Preliminary notice of non-renewal must be given by the board by April 30
- Teachers have five (5) days in which to request a private conference with the board
- Final notice of non-renewal must be given by the board on or before May 15
- Teachers must accept or reject contracts by June 15

Individuals who are facing non-renewal generally have three options:

1. Accept the non-renewal
2. Request a private conference with the board to contest the non-renewal
3. Negotiate a resignation agreement in lieu of being non-renewed

Every situation is different and the pros and cons of each choice very depending on the reason for non-renewal, the make-up of the board and its independence, local support and dozens of other factors. Members should always contact their Regional Director immediately upon receipt of a preliminary notice or, better yet, upon learning that non-renewal is being considered.

## GSAFE WORKSHOP



The Wisconsin Education Association Council is committed to the creation of welcoming and inclusive learning environments for all LGBTQ+ youth. This one-day workshop facilitated in partnership with [GSafe Wisconsin](#) offers educators an opportunity to develop and enhance their expertise and professional development resources. Additionally, train-the-trainer elements will be embedded into this session equipping participants with the resources needed to present and facilitate a 1-hour Safe Zone Training that emphasizes: increasing knowledge about LGBTQ topics and terminology; identifying community, state, and national supports and resources; simple best practices everyone can use; addressing and responding to comment questions and comments. Additional strategies for preventing bias-based bullying, supporting transgender and non-binary students, and creating a gender inclusive school culture will be highlighted.

**Save the date: Saturday, September 26, 2020**

**Register today by  
clicking here!**

## THINKING AHEAD ABOUT RETIREMENT?



Are you trying to put the puzzle pieces together for retirement?  
Let your retired colleagues help you out.

Join us for an informal panel and conversations with retired educators that will provide information, resources and common-sense insights that you may not have considered. A short presentation with plenty of time for questions, comments, and conversations.

CWUC-Retired invites you to your choice of three locations.

Time: 5:00 pm



**Wausau**

Wednesday, March 18  
Whitewater Music Hall  
130 1st ST.  
Wausau, WI



**Stevens Point**

Wednesday, April 8  
District 1 Brewery  
200 Division St.N.  
Stevens Point, WI



**Rhineland**

Thursday, April 16  
Rhineland Brewing Co.  
43 S. Brown St.  
Rhineland, WI

**Register Today at**

<http://bit.ly/RetiredRSVP2020>

Questions- contact Mary Jarvis (mejar@aol.com)

Central Wisconsin Uniserv Council



and Northern Tier-Retired

Light Snacks, Cash Bar, Door Prizes  
Donations Accepted

## Town Hall Forum on Disrupted Learning

### RAISE YOUR VOICE – How are unmet needs affecting your students and classroom?

Right now, many students are entering our classrooms unready to learn. Factors include homelessness, trauma, unmet mental health needs, and more. Challenging behaviors can disrupt learning for all students. At the same time, class sizes are growing, resources are shrinking, and educators are being asked to do more with less.

WEAC is hosting town hall forums across the state to increase awareness of this issue and work toward building safe, inclusive and welcoming classrooms for all students.

Join us for a discussion to share your experiences, contribute ideas and solutions to ensure all students have the opportunity to learn and grow. Together we can create a better learning environment for ALL kids!

Watch for more information coming soon!

## Collective Bargaining Making a Comeback

At the 2019 WEAC RA, the body passed a new business item #9 to restore collective bargaining to public sector employees. A statewide committee with representatives from each Region and Urban has been formed to develop and implement a strategy to fulfill the charge of NBI #9.

Region 2 has recruited a 10-member team to work on moving parts of the strategic plan forward and has had great success thus far! There has been a tremendous response from across the Region thus

far and plans are moving forward. At this time, both the Senate and Assembly have introduced 'Unlimited, full and fair negotiations bills' ( **SB 853 / AB-945**). Despite the Assembly adjourning, the effort is a much needed first step to future momentum to reestablish collective bargaining and an expected first step in the long-range plan. Next steps to advance this campaign are already under way. Stay tuned!

Know of members or potential members looking for a quick history lesson on collective bargaining and what WEAC is doing for the profession?

Check out this WEAC video link [Stand With Us-WEAC](#)

## Our Freedom, Our Right to Negotiate Together

### Unlimited, Full, Fair Collective Bargaining

Collective bargaining is an agreement between a union employer, codified with a written and signed document. Through collective bargaining, educators are empowered as professionals to have input on teaching conditions, career compensation and educational practices. It is a process through which both parties sit down to talk about and come to agreement on issues of mutual concern, educators. Let's face it. There's power in numbers when educators have the freedom to stand together. Here are some benefits of collective bargaining:

- **Level playing field** – Having a binding contract that lays out enforceable rights puts educators on a more even playing field with administrators, so everyone in the school community is working together and knows their rights and obligations.
- **Just cause for discipline and nonrenewal** – Knowing there is fairness and objectivity in discipline and dismissal allows teachers to openly share their professional opinions, advocate for sound educational practices and stand up for students without fear of repercussions.
- **Objective, predictable salary systems** – The ability to negotiate over all compensation provides stability for students and educators in schools, resulting in less staff turnover and a clear path forward for educators and their families.
- **More control over professional time** – Collective bargaining agreements are not just about pay and benefits. They include working conditions including day start and end times, preparation time, school calendars, meeting requirements, personal days and more.
- **Reasonable workloads** – In collective bargaining negotiations, both sides come to agreement on the amount of mandatory duties educators are required to perform, along with the associated compensation, so everyone is clear about their roles and responsibilities.
- **Input in health care decisions** – Negotiations include how much educators pay in health care contributions, deductibles, and co-pays, and also requirements for wellness programs. Work assignments and transfers – Contracts generally include a fair and transparent process for both.
- **Fair layoff and recall system** – Contracts generally include a fair and objective process for deciding who is reduced when there is a budget crisis and their rights to return.

Through collective bargaining, educators experience the respect and professional influence they deserve. Make it happen by joining together with Wisconsin Public School educators through your union today.

What are your priorities for the return of collective bargaining?

Participate in the survey today!

Legislative Action Alerts – be the first to be informed!

Sign up for key WEAC Education Advocacy

Quick sign up can be found

Updates to stay on top of the issues you care about and connect with your legislators.

HERE.

### **WEAC RA**

The WEAC RA will be held on Saturday, April 25 in the Wisconsin Dells at the Chula Vista Resort. Delegate registration information will be mailed directly to your local President. Your President will have all the information you need to register to be a delegate and to make your hotel reservations.

### **Region 2 RA**

The Region 2 RA is right around the corner and will be held on Thursday, May 7 at Les & Jim's Lincoln Lanes in Merrill. Buffet dinner starts at 5:30. The agenda and other materials will be mailed to delegates approximately one week prior to the RA. Contact your local leadership if you are interested in representing your local as a delegate.

Visit us at [Region2.weac.org](http://Region2.weac.org)