

COUNCIL #1 NEWSLETTER

March 2010 – Vol. 21, No. 1

CALENDAR OF EVENTS

**Council #1
Board Meetings**

**May 1, 2010 also
Council #1 RA
Sheraton Madison**

**WEAC RA
April 23-25, 2010
Green Bay**

**NEARA
July 1-6, 2010
New Orleans**

**WEAC Convention
October 28-29, 2010
Madison**

**COUNCIL #1/WEAC
152 W Johnson
Room 202
Madison, WI 53703
608-256-4730
1-800-853-4730
Fax: 608-251-0220
Farrisd@WEAC.org
Moorem@WEAC.org
3/23/2010**

Dear Council #1 Members;

Our union has a long standing tradition of representing all of our members. This tradition has always impressed me. We should take pride in that. Members of other unions have commented to me that they are impressed by how our union not only represents, but also supports, each other. Our union represents a wide variety of professions across our state. We should also be proud that our membership remains supportive of each other. That speaks highly of our membership. This has been a difficult year for everyone, yet we continue to support and represent each other.

On May 1, 2010, we will have our Representative Assembly (RA) in Madison. I am hoping that all work sites send their allotted number of representatives. There are several reasons for this. It benefits all members if each work site is represented. The representatives get to meet other members and have an opportunity to speak for you. I look forward to having a chance to meet with members Friday evening and Saturday morning. There is definitely something to be said for being able to meet someone face to face as opposed to corresponding through emails. I am also hopeful that some of our newer members may attend and continue to become involved in our union. We continue to need new members to become involved if we wish to have our union continue to be effective into the future. *Please email the names of your elected Council #1 RA delegates to: farrisd@weac.org*

I am coming to the end of my second term serving you as your president. I am glad the year is coming to a close. I do not know how much more we could have fit into a twelve month period. There is a Chinese expression, "May you live in interesting times." This second term has proven far more interesting than I desired.

Last year, "furlough" took on new meaning for state employees. According to one human resource person, "Furlough" has become the new "F" word. A few of our members could recall furloughs, but most of us were unfamiliar with the concept. We were kept informed as furlough plans were drafted, changed, and implemented. We have faced furloughs for the first time in a number of years.

One of the things that I have always been extremely proud of our union has been, and continues to be, that our union actively represents all of our members. Our Bargaining Committee is composed of members from varying locations and departments. They truly represent the diversity of our membership. The Bargaining Committee has met and we have started bargaining with the employer. The Committee works hard to fashion and present proposals to the employer and, hopefully, makes some progress in attaining necessary changes to the contract.

Thank you for your support and participation over the past year. If you do not participate in union activities on a regular basis, please start doing so. If you are an active member, thank you and please continue.

Yours in solidarity,

Michael Senn, President

Council #1 Representative Assembly (RA)

CANDIDATES FOR COUNCIL #1 BOARD OF DIRECTORS

**May 1, 2010 - Sheraton Madison
(Elected RA delegates only - are eligible to vote)**

OFFICERS

One-year terms – July 1, 2010 – June 30, 2011

President

Mike Senn – Redgranite Correctional

UPCOMING EVENTS

Vice-President

Mary Joas - Ethan Allen School

Secretary

Laurie Rasmussen-Duran – Department of Public Instruction

Treasurer

Michelle Springer – Racine Youthful Offender Correctional Facility

WEAC Board Director – Three year term

July 1, 2010 – June 30, 2013

Scott Carey – Jackson Correctional

CAUCUS DIRECTORS

3 Year Terms – July 1, 2010 – June 30, 2013

Caucus I

Mark Johnson – Wisconsin Technical College System

Caucus II

Joel Cartier – Fox Lake Correctional

Mickey Kaiser – Fox Lake correctional

Caucus III

Sandra Kracht – Sandridge Secure Treatment Center

BARGAINING AND LEGISLATIVE UPDATE

We met with the employer's team on February 12th to clarify and answer questions they had regarding our package of initial language proposals. There are 60 separate proposals that range from simple date changes to substantive changes in transfer language. Compensation proposals will be exchanged at a later date. We are awaiting word from the employer regarding the scheduling of additional meeting dates. We have also requested any compensation information gathered by the employer regarding the recently completed survey of Archivists, Curators and Librarians conducted by the Office of State Employment Relations.

In the Legislature, we are tracking a number of bills including AB 634 which would make the issue of protective status for the purposes of retirement a mandatory subject of bargaining. We also have a special interest in SB 447 and AB 792, companion bills winding their way through the process. These bills would further limit the ability of the employer to contract out and provide greater transparency to the process. In all these areas, we cooperate with other unions and constituencies whenever possible.

We also are looking at alternative funding mechanisms for juvenile corrections. This is a very complicated and sensitive topic so we must be patient and be aware of affected groups and how they may view changes.

As always, we will keep you posted via email regarding any developments in bargaining or the Legislature. Thanks for all the support.

Following are the members of your bargaining committee:

Sherman Banker - Wisconsin Historical Society – 608-264-6507

Ray Decker – Lincoln Hills School (Chair) – 715-536-8386

Jean Grossman - Columbia Correctional – 608-742-9100
 Brad Hentges - Green Bay Correctional – 920-432-4877
 Courtney Jenkins – Department of Public Instruction – 608-267-9157
 Tony King – WI Center for the Blind and Visually Impaired – 608-758-6119 #2
 Courtney Spitz – Department of Public Instruction – 608-264-9339
 Council #1 President – Mike Senn – Redgranite Correctional – 920-566-2600

***If you have a new member
 at your worksite, please let she/he know new member materials are available on the
 Council #1 Homepage at: www.council1.org***

2009 (Calendar) COUNCIL #1/WEAC/NEA DUES

FULL TIME EMPLOYEES (FTE)

12 Deductions @ \$36.33

8 Deductions @ \$36.53

Where your dues deductions go:

WEAC = 43%

NEA = 22%

Council #1 = 35%

FTE TOTAL Council #1/WEAC/NEA Dues = \$728.20

HALF TIME EMPLOYEES – HTE (50% or less)

12 Deductions @ \$18.41

8 Deductions @ \$18.51

Where your dues deductions go:

WEAC = 43%

NEA = 22%

Council #1 = 35%

HTE TOTAL Council #1/WEAC/NEA Dues = \$369.00

POLITICAL ACTION COMMITTEE (PAC) REBATE 2010-2011

The amount of dues paid to WEAC PAC (\$19.99 FTE) is refundable if a rebate letter is sent to the President of WEAC requesting such within 60 days of joining, and then yearly thereafter by the end of August.

Your membership will not be affected by such a request.

Please send request to Mary Bell, WEAC, PO Box 8003, Madison WI 53708.

*Request must be made in writing per member. Group requests are not acceptable.

If you would like to request your \$1.00 Council #1 PAC rebate, please request by emailing farrisd@council1.org.

See Council #1 Homepage For:
Member and new member information; Collective Bargaining Agreement;
Bargaining Updates; State Wide Worksite Map; Past Newsletters;
Current News and much more

Please go to
www.council1.org

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PROFESSIONAL LEAVE –
MUST USE BEFORE THE END OF THE CALENDAR YEAR

Letter from OSER

DATE: March 22, 2006

TO: Michael Moore
Wisconsin Education Association Council

FROM: Jim Pankratz, Administrator Division of Compensation and Labor Relations

SUBJECT: WEAC Professional Days Article 11/2/4

During negotiations of the 2005-2007 WEAC Agreement, modifications were made to Article 11/2/4. The Employer and the Union agree the modifications made do not change the original intent of the language as defined in CBB-35, WEAC Professional Leave Days, dated July 17, 1996. CBB-35 will be modified as stated below, renumbered and reissued to state agencies upon implementation of the contract.

Article 11/2/4 provides: "For exempt professional employees, an employee may elect to utilize up to five (5) days without loss of pay, each calendar year for activity that is advantageous to the enhancement of professional development and is not otherwise covered by this Agreement. The Employer will not unreasonably deny the utilization of this time."

CBB-35, dated July 17, 1996, will be updated and reissued to reflect the modifications made during the 2005-2007 negotiations. The modified bulletin will state in part:

Since the collective bargaining agreement has been in effect, several questions have been asked regarding the implementation of this language. This bulletin will illustrate the intent and provide guidance on some of the commonly asked questions.

QUESTION 1: Which WEAC employees are eligible to use these days?

ANSWER 1: All current employees whose classifications are designated as FLSA exempt.

QUESTION 2: Is the use of these days prorated by an employee's budgeted FTE?

ANSWER 2: No. The clear language of the contract affords all exempt employees five (5) professional days. The language does not specify any limitation on the basis of an employee's budgeted FTE.

QUESTION 3: Can employees take time off incrementally (in less than 8 hour blocks)?

ANSWER 3: Yes. Employees may take professional time incrementally (in less than eight (8) hour increments). The language provides that an employee "may elect to utilize up to five (5) days of professional time without loss of pay, each calendar year."

QUESTION 4: If any employee does not use his/her two days before the end of the calendar year, can he/she carry these days over to the next year?

ANSWER 4: No. Each exempt employee is entitled to up to five days professional time during the calendar year. If an employee fails to take the time, the time is lost at the end of the calendar year.

QUESTION 5: How is this professional time scheduled?

ANSWER 5: This time should be scheduled in accordance with the local practice for handling scheduled leave time off requests.

QUESTION 6: Does an employee have to identify a specific professional activity in order to request professional time?

ANSWER 6: No. The time should be scheduled in accordance with the local practice for handling leave time off requests.

QUESTION 7: Should this professional time be tracked on the employee's formal timesheets? If not, should this professional time be tracked? If so, how?

ANSWER 7: No. The professional time (date and number of hours taken) should not be tracked on an employee's timesheet. The time, however, should be tracked informally at each worksite. Each agency will determine the specific tracking procedures.

QUESTION 8: Can the Employer deny an employee the use of this time?

ANSWER 8: Yes, but only for legitimate operational needs of the employing unit.

QUESTION 9: Are school year DPI employees treated differently with regard to the professional time?

ANSWER 9: No. The time will be handled in the same manner as the DPI's practice for personal holidays, sabbatical, and/or vacation time.

QUESTION 10: Can an employee take the five additional professional days after her/his resignation date?

ANSWER 10: No. The employee must take the additional professional time prior to the effective date of her/his resignation/retirement.

QUESTION 11: If an employee resigns and has not used all of her/his professional days, will she/he receive a cash payment for the remaining time?

ANSWER 11: No. An employee will not receive payment for unused professional days. The time will lapse upon resignation.
