



**N NTU**

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## Ask Not What Your Union Can Do For You . . .

The Union is not NEA, WEAC, NTU, your local or yourself. The Union is all of these entities combined effectively in a way that enables all of us to advocate for workers collectively from A to Z. This became obvious recently when a small group of individuals within the Northern Tier UniServ decided to speak out on an issue that impacted a larger group than themselves.

When a handful of workers discovered the District was imposing a deferred compensation structure without employee approval, they contacted the UniServ to investigate and support their challenge. The UniServ, working with WEAC, began putting together a case to challenge the District's action through the appropriate state agency.

**Are  
 You  
 Prepared  
 to  
 OLLA?**

Throughout that process of putting a case together to defend and protect the worker's statutory rights, it was discovered by the UniServ that a related issue existed above and beyond the initial challenge. As it turns out, the UniServ discovered all employees within the unit/category had been shorted one to two days worth of pay per year for more than 10 years.

As a result, the Union is resolving both issues by regaining lost pay for the unit, ending the imposition of deferred compensation, and getting the District to put in place a mutually agreeable structure to keep similar errors from happening again with or without a contract.

This case is a clear reminder of not only what a "Union" can do for individuals, but also of what happens when individuals stand up for everyone! I believe Margaret Mead had it right when she said, "Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it's the only thing that ever has."



**This Just In**

**NTU EXECUTIVE OFFICERS  
 FOR 2011-2012**

**PRESIDENT:**  
**Jack Iverson (Drummond EA)**

**VICE-PRESIDENT:**  
**Alan Tulppo (Northland Pines EA)**

**SECRETARY/TREASURER:**  
**Connie Samz (Rhinelander EA)**

## Goal Approval/Verification Scheduled in Hayward and Rhinelander

Mark your calendars! On Tuesday, November 1<sup>st</sup>, a panel of DPI reviewers will be available in Hayward at the Workforce Development Center to either approve your goals or verify your PDP Plan. Please contact Sue at 1.800.390.6007 to schedule your appointment.

NTU-Rhinelander has scheduled a similar event in their office on Monday, November 14<sup>th</sup>. Please call Renee at 1.800.367.4901 to secure a spot for yourself. Individual appointments will be required.



## Legislative Update

Just as states like Georgia are taking action to dramatically increase support for school nurses, and make school environments healthier and safer, Wisconsin is going in the opposite direction. Both houses of the Legislature are poised to take action on legislation (Senate Bill 45 and Assembly Bill 62) that would weaken the training for non-nursing staff who provide medications, and are given legal immunity while doing it, and ensure that much less qualified nurses are managing the health needs of school-age populations.

Legislators will be allowing school districts the ability to balance budgets by putting school children's health and safety at risk. The legislation would limit medication training to only drugs that are inhaled, injected or rectally administered. The bills would not require other serious forms of medication training that are required under current law. These include Gastronomy tubes ("G Tubes"), eye drops, ear drops, patches and oral medications.

The legislation would also eliminate the current requirement that school nurses hold a minimum of a Bachelor of Science in Nursing (BSN) and would instead require that a school nurse be an RN who has taken just one course in public or community health. Current law allows the Department of Public Instruction (DPI) to define school nurse, and DPI has defined school nurse as having a BSN.

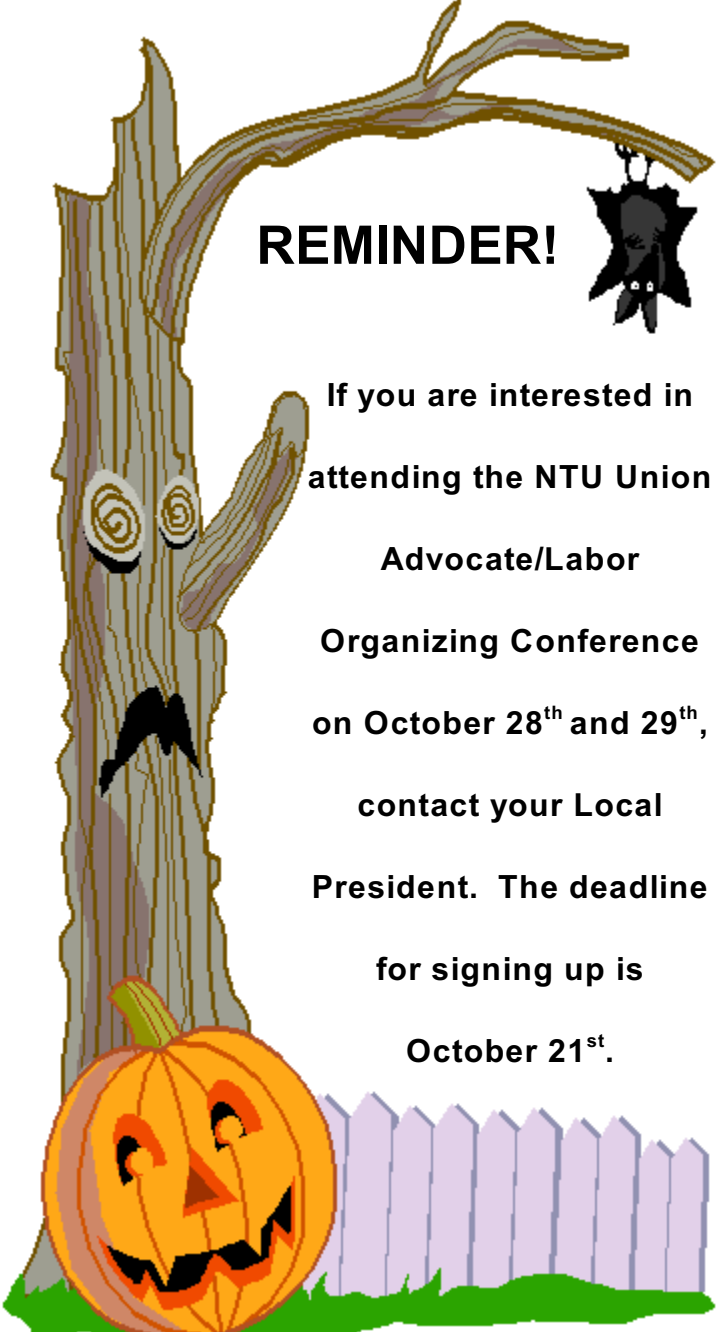
Senate Bill 45 passed the Senate Health Committee on a 3-2 vote. Assembly Bill 62 passed the Assembly Education Committee on an 8 - 3 vote. The bills are identical and

could be brought up in the Senate and Assembly as soon as October 18.

Contact your legislator and ask them to strongly oppose these bills!

### Are You Prepared to OLLA?

#### REMINDER!

A Halloween-themed illustration featuring a tree with a witch hanging from a branch, a jack-o'-lantern, and a fence.

If you are interested in attending the NTU Union Advocate/Labor Organizing Conference on October 28<sup>th</sup> and 29<sup>th</sup>, contact your Local President. The deadline for signing up is October 21<sup>st</sup>.