



N NTU

www.ntu1.com



In Print

Published by
Northern Tier UniServ
1.800.367.4901 - Rhinelander
1.800.390.6007 - Hayward
September 6, 2011
Vol. 11, No. 1

DO YOU KNOW SOMEONE WHO IS NOT A MEMBER YET?

Definitely the rules have changed! And while they have changed, that does not mean the Union does not serve as important a function as they did under the old rules. Some would even argue that with the new environment, the Union is needed even more now than in the past.

Membership in the Union has NOT changed. It is still strictly voluntary. In the past, people chose to join the Union just as they do now. They chose whether or not to utilize the benefits of being in the Union. There was NEVER a requirement to join the Union. That is just one of the myths that is out there to disparage Unions.

In the past, the Union had to represent everyone because the Collective Bargaining Agreement covered everyone whether they were a member or a non-member paying their "fair share" of representation. But now, *if you don't have a contract extension*, there is no CBA to enforce, and employees no longer have to pay their fair share of representation. However, there will be an employer's handbook to deal with and, if a local remains certified, collective bargaining remains intact for the base wage increase.

What Membership Offers:

- *Free PDP writing workshops and support for completion, approval and verification of PDPs.*
- *Free National Board Certification support workshops.*

So, what will happen when handbook issues come up and when legal issues such as FMLA claims and other statutory protections surface? For those that do not join the Union and no longer pay their fair share, there will be NO representation and NO Union assistance. Non-members will truly be out on their own.

And, if that individual representation and assistance is not significant enough for you to join the Union, consider what some Legislators and the Governor have done to your career earnings. Is there any doubt in anyone's mind that it will take collective action to turn that around? In today's world, more is accomplished when you work collectively with others with a similar purpose. It will take a collective voice and action by the group to have an effective influence on your pay and benefits. That is what a Union is really all about.

Finally, consider this. It is clear that those same Legislators, and now some administrators and boards, do not want the Union to exist. Ask yourself why that is. And while the answer will not be the same for everyone, that is exactly why a person should be in the Union!

Now take these considerations and go have a conversation with a non-member, be an advocate and explain to them why they should be in the Union! The collective voice needs to grow.

PI 34 Workshops Scheduled - Free For Union Members

Northern Tier UniServ is planning on holding workshops this Fall to assist first-year teachers with the PI 34 licensing process. There will be a workshop held in Hayward at the Workforce Development Center on Monday, September 19th from 7:00 - 9:00 p.m. A session in Rhinelander is scheduled for Monday, September 26, 2011

PI 34 Workshops ~continued~

from 7:00 - 9:00 p.m. at the Rhinelander High School. The course is intended to explain the license renewal process, what needs to be done the first year of employment, resources available, timelines, and the role your Union can play in it. It is also intended to assist new PI 34 licensed teachers to begin writing their goals which need to be approved in their second year of teaching.

If you are a Union member, this will be **free of charge** to you. If you are not a member, the charge for Initial Educators will be \$300. The cost includes training, access to technical assistance with the PDP process, and face-to-face meetings with review team members for approval and verification.

If you are a first-year teacher and would like to sign up for the workshop on 09/19/11 in Hayward, please call 1.800.390.6007 or 715.634.2180 to register. If you plan on attending the Rhinelander session on 09/26/11, please call 1.800.367.4901 or 715.369.2222. We would ask that you provide your name, phone number, mailing and home e-mail addresses when registering. We will add your contact information to our database so we can contact you directly with additional details about upcoming workshops. Those attending our PI 34 workshops in the past have found them very valuable.

The Rhinelander and Hayward offices are also planning on holding a "Plan Approval / Plan Completion" night for those needing their Plan approved, modified, or deemed complete. The necessary PDP reviewers will be assembled locally to accomplish this. Watch for further details and updates in future publications.

NATIONAL BOARD CERTIFICATION OPPORTUNITIES (for Candidates)

NTU is offering a unique candidate training and mentoring program that will support candidates through the process of becoming Nationally Board Certified.

The support initiatives will kickoff on October 5th for anyone interested in achieving NBCT status this year or next year. The kickoff meeting will run from 6:00 until 8:00 in the evening. All workshops will be held at the Northern Tier UniServ office in Rhinelander (similar support workshops for candidates are planned for NTU-Hayward later this fall).

After the initial kickoff meeting, there will be six Saturday training workshops. NTU is offering these workshops **free of charge** to union members. The charge for non-members will be \$300, which will include all sessions. Each Saturday training workshop will be presented and supported by regional and local NBPTS certified trainers.

Together, we can help NBC candidates reach the esteemed status of being a National Board Certified Teacher. Please consider joining our support initiative as a candidate to further your professional development goals.

Please e-mail Bonnie at bonnie@ntu1.com, or call the office at 1.800.367.4901, toll free, if you have questions and to RSVP for the candidate support group to be held in Rhinelander.

Please RSVP by September 28th to attend the kickoff meeting on October 5th.

NEW MEMBERS ~ TEACHERS & SUPPORT STAFF ~ MARK YOUR CALENDARS!

Wednesday, October 5, 2011 ~ 5:30 pm - 7:30 pm
Pizza Haven ~ Rhinelander

Mark your calendars! NTU will be hosting a "new member" meeting on Wednesday, October 5, 2011 at the Pizza Haven in Rhinelander. This meeting will give you an opportunity to meet and network with other educational employees from the surrounding areas. If you've been employed five years or less, and have already signed up for the union, or are considering doing so, feel free to join us. We'll even spring for the pizza! Watch for an Agenda to be out in the near future.

To RSVP for this event, please contact the NTU office at 1.800.367.4901 or 715.369.2222.