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October 11, 2011

VIA E-MAIL

Dan Burkhalter
WEAC Executive Director
33 Nob Hill Road
P.O. Box 8003
Madison, WI 53708-8003

Mary Bell
WEAC President
33 Nob Hill Road
P.O. Box 8003
Madison, WI 53708-8003

Re: Potential Subcontracting of Bargaining Unit Work

Dear Mr. Burkhalter and Ms. Bell:

I am writing on behalf of the United Staff Union (the USU). If you are represented by counsel in this matter, please forward this to him or her.

It has been brought to the attention of the USU that managers are indicating that WEAC will still need bargaining unit work to be done after October 15, 2011, such as printing and bulk mailings, graphic design and legal services, even though bargaining unit members that currently provide those services will be on layoff with recall rights.

Similarly, the Employer, as defined in the Recognition clause of the WEAC Professional and Associate Staff Collective Bargaining Agreements (including UniServs that are members of the UEA), will undoubtedly continue to need similar services provided by the USU's members.

The USU writes to assert the contractual rights of its union members, including the protection of bargaining unit work set forth in the Associate Staff CBA, Section 5.08, and the Professional Staff CBA, Section 4.07, Subcontracting, which both provide that "the Employer will not engage in subcontracting which directly results in a layoff."

The USU cannot accept the subcontracting of work that results in the layoff of bargaining unit employees. The USU retains all contractual and legal rights, including the filing of an appropriate grievance, should the Employer retain outside vendors to perform bargaining unit work while members are on layoff. To avoid the liabilities and public relations issues associated with the contract violation that will occur should any UEA Employer subcontract bargaining unit work, the USU requests that you honor the terms of the contract set forth above and rescind the layoff notices for the affected employees immediately. The USU's members who have

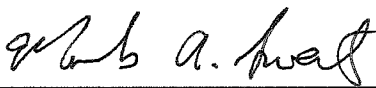
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dedicated their services to WEAC should not have to suffer layoffs if there is additional bargaining unit work that needs to be done.

Please feel free to contact me to discuss.

Very truly yours,

SWEET AND ASSOCIATES, LLC

By  _____
Mark A. Sweet

MAS:dcj

cc: Eugene Dunk, USU President
Clyde Clauson, Professional Staff Caucus Chair