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The Union Bug

Published for the members of the United Staff Union

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Use USU C/O WEAC

Temporarily on leave
Louise Uphoff (WEAC)

USU MEETING SCHEDULE

May 21 Board 6pm Concourse
May 22 Annual mtg. 10am Concourse
June –NSO RA San Antonio

*In a moment of decision the
best thing you can do is the
right thing.
The worst thing you can do is
nothing.*

Theodore Roosevelt

PRESIDENT'S PERSPECTIVE

ANNUAL USU Meeting May 22 10am @Concourse

We hope you can join us for the USU Annual Meeting on Saturday May 22 at 10 a.m. at the Concourse. Reservations are not needed, and the USU will cover mileage. **There is no change in dues currently being contemplated.**

We will be reviewing the past year and looking forward to the future. Candidates will also be given 5 minutes each to address the members.

In addition to approving the annual budget and receiving Committee reports including Pension and Benefits and Scholarship, we will be honored by a special presentation by former member Sandy Tordoff and friends. Sandy was the leader of the strike at the WEA Trust 30 years ago. She will provide a history lesson and observations which may prove valuable in this current period of contract negotiations. She may also tell you about Jane Fonda.

.....
Bylaw and policy changes will be considered at the meeting and are included here. If passed Elections would change in the future with timing and would in the future elect President and Vice President in even and Treasurer and Secretary in odd numbered years.

Election nominations are open now until June 1
Open are all Stewards, WEAC/Uniserv Associate staff Caucus Chair, and President, Vice President, Secretary and Treasurer
Nominations will be collected by John Horn and Kelly Perna HornJBS@sbcglobal.net or call TRUE Uniserv at 800-845-6745

**WORDS OF WISDOM
KATHY SPANNBAUER**

**If The Shoe Fits,
Wear It**

**Do you attend the meetings
And mingle with the flock?**

**Or do you stay at home
To criticize and knock?**

**Do you take an active part
To help the work along?**

**Or are you satisfied
To only just belong?**

**When the business session comes around,
Do you pretend to be sick?**

**Then leave the work to just a few
And talk about the clique?**

**Think this over, member,
You know right from wrong.**

**Are you an active member,
Or do you just belong?**

2010 USU Delegates to NSO RA

Eugene Dunk
Greg Spring
Louise Uphoff
Cynthia Majors-Culp
Beth Gold (Antonie)
Kimberly Rauch
Dennis O’Kroley
Kathy Cruice
Judy Rostan
Alice Schweiss
Kathy Rohde
Michelle Plansky
Kim Rucker
Ann Reynolds
Bonnie Brievogel
Carol Bauer
Pam Born
Sally Leffelman
Jina Jonen
Tim Smith
Anna Ehrhart
Dennis Eisenberg
Juan Jimenez
Dale Bruheim
Clyde Clauson

From Deb Armitage

On occasion, some managers surreptitiously ask favored USU staff members to critique or “review” the work of their colleagues. This amounts to nothing more than asking one worker to “rat” on another. It is a bad practice for a worker to comment on the performance of another worker. It poisons the entire notion of collegiality and workers solidarity, and it violates the terms and conditions of your Collective Bargaining Agreement.

Moreover, under Wisconsin law, when one worker evaluates or “effectively recommends” as regards hiring, firing or evaluation, they lose their eligibility to remain in a bargaining unit. Peer review/evaluation also has a chilling effect on all staff who work together. Managers who ask staff members to evaluate their fellow workers are not asking out of a general sense of curiosity or the well-being of any employee; they are looking to build a case against somebody. If one is approached by their manager to engage in this kind of “dirty work,” just say no.

For consideration at May 22 USU Annual meeting
Please print and bring along

Proposed Changes

UNITED STAFF UNION BYLAWS

Bylaws Amendment #1: ARTICLE I MEMBERSHIP

Submitted by: USU Board of Directors

- D. Dues. Regular dues shall be set by the membership at a general membership meeting for which at least **thirty (30)** ~~forty five (45)~~ days advance notice has been given. Special dues assessments may be authorized by the membership at a general membership meeting for which at least **thirty (30)** ~~forty five (45)~~ days advance notice has been given. The notice of the general membership meeting shall identify that a request for a specific assessment will be made. Special assessments may last no longer than six (6) months without re-authorization. Dues and special assessments shall be paid monthly. General membership meetings to set dues and/or authorize special assessments shall not be held between June 15 and August 15, inclusive. ~~Retired annual dues shall be five percent (5%) of the average dues of the respective caucus.~~ Retired dues shall be \$300.00.

Bylaws Amendment #2: ARTICLE III CAUCUSES

Submitted by: USU Board of Directors

- A. Caucus Chair. Each caucus shall elect a caucus chairperson who shall be responsible for calling meetings of the caucus, transmitting the rules of the caucus to the USU President and submitting a caucus budget annually to the USU Treasurer. Any meetings with management regarding USU business applicable to a specific caucus or common employer shall be attended by members appointed by the caucus chair or his/her designee for that respective employer.

Bylaws Amendment #3: ARTICLE V BUDGET

Submitted by: USU Board of Directors

- B. Structure. The budget shall include the following items:
1. The budget and actual expenses for the previous fiscal year for each program area.
 2. The budget and projected expenses for the current fiscal year for each program area.
 3. The budget for the next fiscal year. (This shall be a program, line-item budget ~~patterned as closely as possible to the WEAC budget format.~~)

Bylaws Amendment #4: ARTICLE VI

ELECTIONS

Submitted by: USU Board of Directors

ELECTIONS OF OFFICERS, STEWARDS, AND DELEGATE REPRESENTATIVES

- A. Nominations and Elections. Nominations for all officers and stewards shall be made no later than ~~January 31~~ ~~June 1~~ of each year. Balloting ~~may~~ **shall** be conducted through government mail or a board approved electronic voting processes ~~or at a regular membership meeting~~ no later than ~~March 1~~ ~~June 30~~.

Elections Committee: The USU shall establish an Elections Committee comprised of members from each Caucus who are non-USU Board members and are not running for an officer, steward, or Caucus chair position. Because of the number of NSO delegates, those individuals may serve on the Elections Committee provided they are not running for one of the positions listed, above.

The primary tasks of the Elections Committee will be to seek nominations and conduct the election(s).

Ballot Position: Two members of the Elections Committee will draw names for the order in which candidate names will appear on the ballot. The candidate, or his/her representative, may be present to observe the drawing.

Tallying Ballots: There shall be more than one Elections Committee member present when the ballots are counted. A candidate, or his/her representative, may be present to observe the counting but will not be allowed to assist.

Campaign Restrictions: Federal law prohibits the use of any employer or local affiliate funds to promote the candidacy of any person in a union election. This prohibition applies to cash, facilities, equipment, office supplies, and etc. Union members may not campaign on time paid for by the union or employer.

Voiding Ballots: The Elections Committee will determine whether a vote for a particular office or an entire ballot should be counted or voided. The decision regarding voiding ballots must be uniform and consistent.

Election Protests: The right to protest and election is guaranteed by federal law. If a protest is filed concerning the election, the Election Committee will determine whether any corrective action should be taken.

Election Records: The USU Secretary is responsible for maintaining all nomination and election records for at least one year after the election, as required by federal law.

Clarification: The above rules are not all inclusive. For clarification purposes, additional election rules may be issued by the USU Board of Directors, Elections Committee, or Department of Labor as needed during the nomination and election period.

- B. Stewards. Two (2) stewards (one an Associate and one a Professional member) shall be elected for all regions except the WEA Trust and WEA P & C Associate Staff members and the WEAC Central Office-Madison. The WEA Trust Associate Staff shall elect eight (8)

stewards, the WEA Trust Professional Staff shall elect one (1) steward and WEA P & C Associate Staff shall elect two (2) stewards. The WEAC Central Office-Madison Associate Staff shall elect two (2) stewards and the Professional Staff shall elect two (2) stewards. Only members within a specified region may vote for the candidate(s) running for election as that region's steward(s). Professional Staff may only vote for the Professional Staff Steward(s) and Associate Staff may only vote for the Associate Staff steward(s). Regional membership shall be determined by the location of the member's work address. The regions shall be:

1. Northwest: Coulee Region United Educators, Northern Tier UniServ Council, Northern Tier UniServ Council-W, Northwest United Educators, West Central Education Association, WEAC Regional Office-Eau Claire.
 2. Northeast: Bayland Educators, Central Wisconsin UniServ Council, Kettle Moraine UniServ Council, United Northeast Educators, WinnebagoLand UniServ, WEAC Fox Valley, WEAC Regional Office-Green Bay.
 3. Southeast: Cedar Lake United Educators, Council #10, Lakewood UniServ Council, North Shore United Educators, **Racine Education Association**, Southern Lakes United Educators (~~Council #26~~), TriWauk UniServ Council, United Technical College Council, West Suburban Council, WEAC Regional office-Milwaukee.
 4. Southwest: Capital Area UniServ North, Capital Area UniServ South, Rock Valley United Teachers, South Central Education Association, South West Education Association, State Professional Education and Information Council #1 (SPEIC), Three Rivers United Educators.
 5. WEAC Central Office-Madison.
 6. WEA Trust Associate Staff and WEA P & C Associate Staff.
 7. WEA Trust Professional Staff.
- C. Terms of Office. Terms of all officers shall be two (2) years ~~beginning 9/1/88~~. **The President and Vice President will be elected in even-numbered years. The Secretary and Treasurer will be elected in odd-numbered years.** Terms of office of stewards ~~and delegate representatives~~ shall be one (1) year. **The term of office for officers and stewards shall begin on July 1 of the year in which they are elected.**

In order to implement this 2010 bylaws change, officers and stewards will be elected in June as has been past practice. The President and Vice President terms will be September 1, 2010 through June 30, 2012. The Secretary, Treasurer and steward terms will be September 1, 2010 through June 30, 2011. The Secretary, Treasurer and steward positions will be up for election in 2011 using the changed bylaws.

- D. Vacancies. When a vacancy occurs in the office of Vice President, Treasurer or Secretary the position will be filled with a member elected by the Board of Directors. The position will be filled for the remainder of the vacated term.

When a vacancy occurs in any Steward position the region or area where the vacancy occurred will be given the opportunity to elect or name a successor if at least one Board meeting remains on the calendar after the vacancy occurs. The position will be filled by this method for the remainder of the vacated term.

- E. NSO Delegates. NSO delegates shall be allocated proportionately by caucus (after each caucus, excluding the retired caucus, has a minimum of four delegates) except that the President, Vice President, Secretary, and Treasurer shall automatically be delegates. At least one of the delegates from the WEA Trust Associate Staff Caucus must be an employee of the WEA P & C Trust unless no P & C employee chooses to run for election. Delegates to the NSO Representative Assembly shall be elected by March 1 of each year, to serve two-year terms, with one half of the delegation, as determined by the USU Board, being elected each year. If elected delegates are unable to attend, or if a caucus does not have enough delegates running, alternates will be chosen from the current year's list of declared candidates in each caucus based upon the number of votes received. If there are still spots available, alternates shall then be chosen from the write-ins in each caucus based on the number of votes received. Alternates shall serve one-year terms.

~~The Board shall assign two year terms to the candidates receiving the highest vote totals for each of the first two years following enactment of this bylaw. That assignment shall be to an approximate one half of the total delegation for each year. Thereafter, delegates shall be elected to fill the expired and vacant delegate positions.~~

- F. Coordinated Bargaining Council. One or more representatives may attend each NSO CBC meeting as approved by the USU President in consultation with the respective caucus chairpersons Board. (This is not an elected position and should it be to ARTICLE IV COMMITTEES)

UNITED STAFF UNION

PROPOSED POLICY CHANGES - 2010

Submitted by: USU Board of Directors

5. **Periodic Reviews**

The books of the USU shall be reviewed by an Ad Hoc Committee of the membership at ~~least bi-annually~~ **bi-monthly (every other month 6 month and 12 month review)**. This Committee will be made up of three members with no more than one member being from the same caucus, appointed by the President and subject to the approval of the Board of Directors. The Treasurer shall serve as liaison to the Committee. **The books of the USU shall also be audited on an annual basis.**

At the same time this Ad Hoc Committee will review the vouchers paid for the period. The Committee will make a report at the next regularly scheduled Board meeting as well as at the Annual meeting.

14. **Use of Work Time for USU Business**

Members shall use negotiated union days for union and convention business, if available. In the case of WEAC/UniServ Associate and Professional staff, ~~only the President~~ **Caucus Chair** or the appropriate designee will authorize Union days. ~~Those authorizations require a two day notice.~~ If there is a need for authorization and the **Caucus Chair** ~~President~~ is not available, the ~~Vice President or the appropriate designee~~ will authorize those requests. ~~The Trust Professional and Associate Caucus have no notice requirement and the stewards will request use of those days.~~

If union days are not available and if members are not to perform union duties outside of regular working hours, they shall be reimbursed at seventy-five percent (75%) of their gross salary if the duties are performed during working hours and the member has to use vacation, personal leave,

NAVT's, etc. If the individual is not able to use union days, the USU will reimburse for the lost wages.

Union days are established per the respective contracts for use by bargaining unit members covered by those contracts. Non-UEA members of either caucus are to seek release days from their particular employers since the bank of days is for the release of bargaining unit members covered by the respective contract. The release of bargaining unit members should benefit the USU in general.

If USU solicits services for specialized work performed outside of the normal workday, the rate shall be at the members' daily hourly rate (annual salary divided by 2,080 hours), not to exceed \$25 per hour.

Prior approval by the Board of Directors is required.

16. **Expenditures**

The President or the Treasurer shall approve all vouchers before payment. **Any single expense or contract over \$500 shall be approved by the President and the Treasurer. Any contract for goods or services for which the USU is a party over the amount of \$500 shall be approved by a majority vote of the USU Board.** Neither the president nor the Treasurer can approve his or her own vouchers. Disapproved vouchers shall be paid upon a majority vote of the Board of Directors unless appealed by the disapproving party to the general membership. A majority vote at the general membership meeting is necessary to sustain the appeal.

Vouchers shall be routinely approved provided they are within the parameters of the USU Constitution and Bylaws, policies, budget and motions of the general membership. Amounts exceeding the yearly budgeted amount by 5% or more in any Project, 100 through 900, shall be approved by 2/3 vote of the membership present at the USU Board of Directors or by a simple majority at the general membership meeting. The USU Board of Directors shall regularly be informed of USU expenditures: amount paid, to whom, for what, amounts spent/remaining in budgetary categories, etc. Board members may get this information at Board meetings. Any member may get this information upon written request to the Treasurer.

19. **Catastrophic Incidents-Exigent Circumstances**

Catastrophic incidents suffered by USU members shall be dealt with on a case-by-case basis. **If the USU believes a member has been terminated without just cause, and a grievance has been filed, the member may apply to the USU Board for a loan to pay for insurance premiums. Such loan must be approved by a majority vote of the USU Board. Successful applications for such loans shall be subject to the terms of a written loan agreement to be signed by the member, the USU President and the Caucus Chair.**

