

January 2010  
Volume 2009-2010  
Issue No 2

# The Union Bug

Published for the members of the United Staff Union

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## USU MEETING SCHEDULE

Board - Friday, 1/29/10, 5:00 p.m.  
Teleconference

Board - Friday, 3/26/10, 6:00 p.m.  
Concourse, Madison

Board - Friday, 5/21/10, 6:00 p.m.  
Concourse, Madison

Annual - Saturday, 5/22/10, time  
TBA.  
Concourse, Madison

## Louise Update

Many of you know. Treasurer Louise Uphoff has taken ill. She is resting and remaining hopeful as she fights through the surgery and after-treatment. Louise is a tireless union advocate and will continue to be. In the short term we, USU officers, are devising ways to cover some of her duties until she is back. Please send your vouchers to Betty Hart at WEAC who can help us beginning in February. In the meantime Greg Spring and Eugene Dunk assisted by Marta Shetler will be paying bills and figuring out W2s and other labor Union paperwork. Please be patient with us—some of you may have already been waiting a while. Please call us if it is mid-February and there are still payments outstanding. In the meantime appreciate the work Louise does as the Treasurer and pray or think positive thoughts as she recovers.

USU WAR College 2010 attendees included Pete Gust, Fred Andrist, Kim Shattuck, Anna Ehrhardt, Alice Schweiss, Beth Gold, Eugene White, Deb Meylor, Bonnie Brievogel, Julie McIntosh-Mrosz, Cynthia Majors-Culp and Eugene Dunk. We missed you Louise!

## *USU Scholarships*

*Every year the USU gives up to 6 scholarships to member's children and members. Full details are available at the USU web site under forms.*

*Applications must be received by April 3, 2010!*

## WAR COLLEGE

This was reprinted from the NSO Contact January 2010. Ten USU members attended and trainers included, Dennis Eisenberg, Jina Jonen, Paul Anjeski, Julie McIntosh-Mrosz, Eugene White, Armin Blaufuss and USU Vice President Greg Spring

### President Agerstrand's welcome

Despite the attacks by our critics—despite the uncertain economic times—despite the constant challenges—we can out organize, out advocate and out strategize anything in our path.

Those words of Chuck Agerstrand, NSO President, served as an energizing start to the 2010 Winter Advocacy Retreat.

Harking back to NSO's 1970 beginning, Agerstrand reminded us of our original charge—to guarantee due process for our members. But we've come a long way from that simple, guiding principle.

Our current Constitution and Bylaws are testimony to that.

Today we focus on what kind of advocacy, programs, training and resources we need to face our future—one that brings us funding issues, union attacks, and legislation counter to our goals.

But our communal creativity--our level of commitment to the mission of NSO—keep us dedicated to the defense of more than 5,000 members.

Agerstrand emphasized the need for all NSO members to stand united against the threats by employers to use our economic downturn as a reason to cut wages, shift costs to employees or threaten our pensions.

"The message is clear," said Agerstrand. "This union and all its affiliates won't tolerate employers coming after us and taking away our hard-fought rights."

Agerstrand sent members to their Retreat sessions with this reminder, "If they attack one of us, they attack all of us."

## NSO President Chuck Agerstrand meeting with members



### *How To Empower Others to their Potential*

- *Evaluate Them*
- *Model for them*
- *Give them permission to succeed*
- *Transfer authority to them*
- *Publicly show confidence in them*
- *Provide feedback to them*
- *Release them to continue*

*Lynn Adler, NSO VP  
Emerging Leaders*

## PRESIDENTS PERSPECTIVE

### ***Solidarity Forever because the Union makes us strong.***

Congratulations to the Trust associate staff on their successful bargain. Soon the Trust Field Reps/Member Benefits/ and WEAC and Uniserv Professional and Associate bargains will all be underway. There is every reason to expect hard work and the need for all of us to assist.

After a contract there still is much work to do. We start immediately contract maintenance (including grievances) and continued political action.

As we move forward, we will work with our employers-WEAC and the Trust on many issues but we also must continue to protect our members interests in the process.

I will need your continued advice, counsel, and support as we move through the new year. Please feel free to contact me and assist where you are able. *Eugene J Dunk*

## NSO NEWS

Soon we will be electing Wisconsin USU delegates to the NSO RA.

The world's largest union of union staff—that's what the National Staff Organization has become. Through the efforts of literally hundreds of staff leaders, NSO has grown from a mere 35 members in a handful of states in 1969, to over 5,000 strong from 89 affiliates in 50 states and the District of Columbia. A major portion of that growth came with the decision by the 1978 NSO Representative Assembly to organize associate staff members.

Wisconsin USU gets approximately 24 delegates (determined by NSO according to a membership formula). There are 4 automatic delegates-Officers and the rest are apportioned through the caucuses.

This year we expect to fill :

**Trust**

5 -2 year terms

3-1 year terms (approximately) will put us back into alignment

**WEAC/Uniserv Associates**

3-2 year terms

**WEAC/Uniserv Professionals**

3-2 year terms

The NSO RA is in San Antonio on June 11 and 12 2010.

Elected in 2009 (therefore still eligible in 2010)

**Trust**-Kim Rauch, Kim Rucker

**WEAC Assoc.**-Shorty Ott, Sally Leffelman

**Profess.**- Dennis Eisenberg, Juan Jimenez

**If unable to attend this year please contact Eugene Dunk as soon As possible**

**If interested in running send your name immediately to Eugene Dunk, [eugenedebdunk@gmail.com](mailto:eugenedebdunk@gmail.com) and Cynthia Majors-Culp, [cynmajors@yahoo.com](mailto:cynmajors@yahoo.com)**

**We must have your name by Saturday, February 13-elections will follow shortly.**

Dear USU Brothers and Sisters,

It is with exceptional gratitude that I write this message to you in the spirit of unionism and thanksgiving.

When Rhonda Hughes was terminated (without just cause) last summer, the USU rallied to lend financial support to bridge the gap between unemployment and disaster. Through your efforts, and the efforts of the Professional Staff (especially Leigh Barker), approx. \$4,000 was raised to prevent Rhonda from signing a voluntary resignation agreement. The financial support, along with petition signing, notes of encouragement and the USU's assistance in providing 35% of the health and dental insurance premium, kept our union sister afloat.

The arbitration was scheduled for October 27th, but instead of arbitrating the USU was able to negotiate a very satisfactory settlement package for Rhonda. I spoke with Rhonda and she wants me to extend her deep appreciation for all the support.

A special thanks to Greg Spring and Eugene Dunk for their support in bringing this to a favorable ending.

In Union & Solidarity,  
Julie McIntosh-Mrosz  
SE Associate Caucus Steward