

# The Union Bug

Published for the members of the United Staff Union

**Issue:**  
June/August 2004

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**Union Bug Staff:**

**Editor:**  
Anne Boley  
4800 Ivywood Tr.  
McFarland,  
Wisconsin 53558

**Layout & Design:**  
Sherry Lewis

**Publishing:**  
Margo Josheff

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**USU Officers:**

**President:**  
**Anne Boley**  
**CAUS-North**  
608-255-2400  
800-397-2287

**Vice President:**  
**Fred Andrist**  
**WCEA**  
715-235-6808  
800-472-6801

**Secretary:**  
**Shorty Ott**  
**WEAC Brookfield**  
262-789-6000  
800-354-7816

**Treasurer:**  
**Deb Byers**  
**CRUE**  
608-781-1234  
800-753-0987

## USU – Our Year in Review

Anne Boley, outgoing USU President

- ☺ Our Union 2010 – WEAC was high on implementing a plan for 2010 and established the protocols for a joint staff/governance committee to develop this plan. The USU stepped forward early on to put forth a list of a number of members willing to serve on that committee. As your president, I sent that list on to Stan Johnson, WEAC president. At this time Fred Andrist, Nancy Clark, Robbyn Marcinkevic Corbin, and Lys Wilson are representing the USU.
- ☺ The suit against USU that has taken up a great deal of time and effort during my term as president, was dismissed by the Federal Judge because it did not meet the level of just cause. Although the judge has been asked to rethink her decision, she has declined to change that decision.
- ☺ The WEAC-Fox Valley series of about 23 grievances have been dealt with as follows:
  - 1) 7 grievances are going to arbitration with John Reilly (retired UniServ Director from Massachusetts) as the advocate for those grievances. NSO has provided the Fox Valley grievants with John's services. On July 8 & 9 all but 3 grievances were dealt with – the others will be at a future date when Hank Krokosky can attend;
  - 2) 5 grievances were resolved satisfactorily;
  - 3) 2 grievances were sent back to follow the appropriate steps before any decision is made by the USU Board;
  - 4) 9 grievances were determined not to be pursued by the USU Board and withdrawn without prejudice;

The USU Board spent a considerable amount of time deliberating over these 23 grievances. The grievants were given the right to be at that meeting and to speak before the Board as they reviewed the issues.
- ☺ The USU has continued to be a presence at all WEAC Board meetings.
- ☺ The USU has continued to support our union brothers and sisters – most specifically the Tyson workers in Jefferson, WI.
- ☺ All 5 contracts that cover the 412 members of the USU are open.
  - 1) The first to open was the Trust Associate Staff contract. It is still open; in fact, the Trust management is poised to impose it's last offer MAY 1<sup>st</sup>, INTERNATIONAL UNION DAY & MAY DAY. The Trust Associate Caucus voted to authorize their crisis committee to call a one day strike at some time in the future.
  - 2) The Trust P & C Associate staff contract is now open in midterm bargaining at the initiation of management;
  - 3) The Trust Professional Staff is bargaining;

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**USU – Our Year in Review** (Continued from Page 1)

- 4) The WEAC/UniServ Associate Staff has commenced bargaining (see related article); and
- 5) The WEAC/UniServ Professional Staff has also started bargaining.
- ☺ We have continued the labor/management meetings with WEAC management. Some issues have been resolved at that lower level.
- ☺ The USU has represented members in various grievances all over the state as the grievance chair has reported.
- ☺ The USU has worked on a number of agreements to protect the interests of members on LTD, FMLA, as they retire or choose to move on, and as new hires.

As your president, I have strived to work for your collective best interests, desires, and needs. The union is here to serve the individual as well as the whole. I do not believe in positioning on my own. What has been done in the name of the union has been done through consultation with the USU executive committee and many times after discussions at our USU Board meetings.

I believe that the wants and desires of the one must be weighted not only against the wants and desires of another but also weighted against the possible harm to another.

I believe that the union is YOU.

This year the USU has elected all officers for a two-year term and all stewards for a one-year term. The election was conducted by mail ballot. The results are listed below. I encourage all of you to give of your time and energy to your union, support your union and its elected officials.

**COMMITTEES:**

The following committees and their members have worked hard for the USU during this last year. Many thanks go to all of our fellow USU members for all their time and effort.

**LEGAL SEARCH**

Steve Cupery, Chair  
Melissa Collier Theil  
Dennis Eisenberg  
Deb Byers  
Louise Uphoff

**NEW MEMBER**

Renee Ison, Chair

**PENSION & BENEFITS**

Dennis Eisenberg, Chair (8/04)  
Pam Born (8/04)  
Steve Pieroni (8/04)  
Jeff Leverich (8/04)  
Dave Sundet (8/05)  
Hank Krokosky (8/05)  
Sally Leffelman (8/05)  
Ellen MacFarlane (8/06)  
Eugene Dunk (8/06)  
Linda Coogan (8/06)  
vacant (8/06)

**NOMINATIONS**

Pete Gust  
Terry Smith

**POLICY**

Shorty Ott, Chair  
Pete Gust  
Pam Born  
Tim Smith  
Diane Johnson  
Deb Armitage  
Louise Uphoff

**USU ADVISORY FOR STATE STAFF MTGS**

Pete Gust  
Greg Spring  
Steve Cupery  
Clyde Clauson  
Brett Pickerign

**SCHOLARSHIP**

Dave Sundet, Chair  
Sherry Lewis  
Diana Buchholtz  
Janet Kong  
Sandy Trapino

**E-MAIL**

Greg Spring  
Dennis Eisenberg

**FOX VALLEY GRIEVANCES**

Fred Andrist, chair  
Greg Spring  
Clyde Clauson

**WEAC/AFT**

John Horn

**WEBSITE**

Craig Leedham

**UNION BUG ARTICLES**

Louise Uphoff  
Fred Andrist  
Shorty Ott  
Al Manson

**USU BOOTH - WEAC RA**

Sandy Nass  
Mallory Keener  
Steve Johnson  
Dave Campshure  
Tim Smith  
Larry Holtz  
John Horn  
Steve Holzhausen  
Brett Pickerign  
Fred Andrist  
Leroy Roberts  
Ellen LaLuzerne  
and Robbyn Marcinkevich Corbin who worked above & beyond the call of duty.

A special thanks goes to Phil Dorr for his art work in designing the notepads handed out at our booth. They were a big success – the WEAC members took them all!

***THANK YOU!***

**Associate Staff Bargaining Update**

The bargaining team has now had three days of good solid bargaining with the UEA. We met with them on two other

occasions but that was to set the process up and establish ground rules. The latest three days took place at Chula Vista in Wisconsin Dells and will be followed now with five days scheduled for August 18 through the 21<sup>st</sup> at The Mead in Wisconsin Rapids.

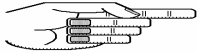
The parties have tentatively agreed on several issues particularly those that we share a common interest with the Professional Staff such as the grievance and 401K language.

Regarding the remaining language, the UEA has narrowed its original position down to just three remaining issues which means they have dropped much of what was in their original offer. The remaining issues are salary, insurance and auditor's language needed to satisfy the requirements of providing retirement benefits. Your bargaining team has narrowed our issues down only slightly and has asked for a Caucus meeting on August 7<sup>th</sup> for input. We felt this will put us in a very good position to negotiate the priorities of the Caucus at the August meeting.

Following the August bargaining session a further update will be available.

Your Bargaining Team,  
 Fred Andrist  
 Shorty Ott  
 Bonnie Breivogel  
 Cindy Jensen  
 Louise Uphoff

Kathy Spannbauer



## Labor Day

Labor Day is generally seen as the last long weekend of summer, but it started over 100 years ago as an election year act of conciliation by President Grover Cleveland.

In 1893, the workers for the Pullman Company in Pullman, IL (a company town) walked out demanding lower rents (which were automatically deducted from their paychecks) and higher wages. The workers were supported by the American Railway Union, led by Eugene V. Debs. Faced with boycotts of trains carrying Pullman cars, followed by rioting and burning and pillaging of railroad cars which, among other things, interrupted mail trains, President Cleveland declared the strike a federal crime and deployed 12,000 troops to break the strike. On August 3, 1894, the strike was declared over and Debs went to prison, the American Railway Union disbanded and the Pullman workers signed pledges never again to organize.

But 1894 was an election year and Cleveland came under a lot of criticism for his heavy-handed approach to the strike. So, just six days after his troops had broken the Pullman strike, a bill recognizing a national Labor Day was sent to Cleveland's desk after unanimously passing both houses of Congress. Cleveland saw this as a chance at conciliation, and Labor Day was born.

Cleveland was not reelected.

Louise Uphoff,  
 WEAC Accounting Associate

## 2004-2005 Election Results

The following is a tentative list of all officers and stewards for the upcoming year. The USU Board, at its September Board meeting shall hear and accept the elect report from USU Secretary, Shorty Ott.

**President**  
 Fred Andrist

**NE Associate**  
 Deb Armitage

**SE Associate - Co**  
 Sally Leffelman/  
 Robbyn Marcinkevic  
 Cobin

**WEAC Headquarters**  
**Associate**  
 Ann Reynolds and  
 Michelle Plansky, Co  
 Denise Maney

**WEA Trust**  
**Professional - Co**  
 Mike Zemplenski/  
 Eugene Dunk

**Vice-President**  
 Greg Spring

**NE Professional**  
 Tim Smith

**SE Professional**  
 Steve Cupery

**WEAC Headquarters**  
**Professional**  
 Craig Leedham  
 Dustin Beilke

**WEA Trust Associate**

**Secretary**  
 Shorty Ott

**NW Associate**  
 Renee Ison

**SW Associate**  
 Karen McCulloch

**WEA Trust P&C**  
**Associate - Co**  
 Kim Rucker/  
 Carrie Yun

Julie Olson  
 Deb Lewis  
 Karen Weiss  
 Debbie Hallett  
 Beth Steckelberg  
 Dale Bruheim  
 Jo Horton  
 Jill Gefke

**Treasurer**  
 Louise Uphoff

**NW Professional**  
 Steve Holzhausen

**SW Professional**  
 Pete Gust

## HELP WANTED

I am officially putting out the sign.

By now you may already be aware that Anne Boley and Deb Byers will no longer be serving as officers of the USU. I believe we all owe them a debt of gratitude for the efforts, and sacrifices, they have made for the USU. Clearly they are both good unionists and have long given the extra effort to serve their fellow members. They have done it with such commitment that I anticipate they will remain active in our organization. I know I will be counting on both of them for advice and guidance!

This leaves the rest of us to wear the many hats within the USU. Many of us have or are serving in various capacities within the USU. Some are officers, caucus chairs, stewards, grievance advocates, bargaining team members, special committee members or involved members. However, some are uninvolved, but I believe have untapped potential.

It takes a lot of people to make a Union strong, particularly a Union that will be facing significant challenges in the future. The USU has been a strong Union and with practically all Caucuses currently in bargaining, we will be facing some significant challenges. To remain strong we must invigorate our efforts and commitments to one another.

We have begun to see this invigorated effort and renewed commitment to each other in the Trust Associate Staff bargain. They are becoming an example for all of us that we will need in the other bargains.

One of my goals for this upcoming year will be to expand the number of members that are involved and within the USU. I will be actively seeking out members to become involved and those that may not have been asked in the past will be asked now to help out. However, you do not have to wait for my phone call. Become more involved and offer to help out. I would appreciate an e-mail telling me of your interest and suggestions on how you might help out.

No one will be turned away! There is too much to do! The help wanted sign is out!

– Fred Andrist, Incoming USU President



## Congratulations!

The USU Scholarship Committee received 11 exceptional applications and awarded \$500 scholarships to *Erica Andrist, Kara Clark, Melissa Crabb, Megan Ison, Alyson Krokosky and Allyson Tessmann.*

The Committee wishes to thank all those who applied and wish the best in their future endeavors.

*“May 25, 2004*

*Stan Johnson, WEAC President  
P. O. Box 8003  
Madison, WI 53708-8003*

*Dear Stan,*

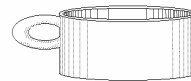
*At our last United Staff Union (USU) Board meeting, the USU Board took a position to oppose the TABOR proposal in any form. Although it was thought that this ugly giant had been quieted, it has, again, loomed over the well-being of the state of Wisconsin.*

*The USU is pledged to work to suppress TABOR and the property tax “freeze” in every way possible. Not only will we work with our WEAC members and fellow staffers to defeat this ill-conceived constitutional amendment, but as citizens of this state we will fight the devastation that this horrendous concept could cause.*

*In solidarity,*

*Anne Boley, USU President*

*c: Andrist, Byres, Ott”*



## Give Us This Day Our Daily Break

Note to Dilbert: The invigorating workday respite known as the coffee break would never have come into existence without the pluck of the early working women of Wisconsin. It all started in the 1800s in the town of Stoughton, 20 miles southeast of Madison, with the arrival of Norwegian settlers in the area. They brought with them their coffee-related traditions, including the *kaffelag*, an afternoon gathering of friends for that drink and cookies. At the time, tobacco harvesting accounted for a major part of Stoughton's economy. As the town prospered, most of its men were redirected into building wagons. By 1871, needing workers, tobacco warehouses sought to employ women; the local ladies agreed, provided one condition was met: that they could go home at specific times in the morning and afternoon to enjoy some coffee and check on their meal preparations. Nearby communities began adopting the practice, and the privilege quickly caught on around the country. Today the town of Stoughton with three of the original 17 tobacco warehouses still standing-has no chain coffee shops; most folks there like to brew their own. -Iris Brooks

– From Saveur Magazine, March, 2003