

The Union Bug

Published for the members of the United Staff Union

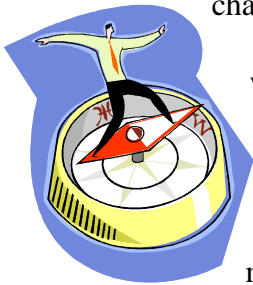
January 2005

Coordinated Efforts

By Fred Andrist
United Staff Union President

Any Union, private or public, has a vested interest in the structure of the organization that employs them. The organizations that employ us are in the midst of examining themselves to be sure they serve their members in the best way possible. This examination by WEAC, the Trust and the UniSerts, and changes that may result, will be troublesome. Change is never easy.

Change is best dealt with when it is done in the open and everyone feels a part of it. It is more difficult to deal with change when it happens to you rather than when you feel a part of that change.



To best coordinate and deal with any possible change, I am formally asking all USU members to notify me of any and all efforts within the organizations to examine or possibly make changes that will affect our working conditions. I ask that we coordinate our efforts and we do it through our organization, the USU. In this way we, as an organization, will be best able to deal with any change that might come along.

Certainly not all changes must be coordinated through the USU. I will trust you to decide what types of things will affect your Union sisters and brothers and alert me to those. It could be a committee you have been asked to serve on or an effort that your employer is taking independent of your participation. If you are in doubt, I always enjoy a phone call or e-mail. We can sort it out together.

But to be clear, we are experiencing a time where we must act together, act in a coordinated fashion. We need now more than ever to be the United Staff Union!

Constitution, Bylaw and Policy Changes

According to the Constitution and Bylaws, anyone wanting the membership to consider any changes or additions to those documents at the annual meeting needs to submit them to the President, in writing, no later than sixty (60) days prior to the annual meeting. This year's annual meeting will be held at The Mead in Wisconsin Rapids on Saturday, May 7, 2005. Sixty days prior to that will be March 8th.

The Board will then consider them at their April 1st meeting and make a recommendation on each to accompany the proposal to the annual meeting. The proposals and the accompanying recommendation must then be in the hands of the membership thirty (30) days before the annual meeting. The plan will be to distribute them on April 4th.

There is no timeline for policy changes and the Board can consider them at any time. Policies are reviewed by the Policy Committee and then can be enacted by the Board at any time during the year. They are then acted upon at the following annual meeting to become official. The Board has already passed several additions/changes that they will bring to this year's annual meeting. If anyone wants a policy addition or change considered at the annual meeting they should submit them to Shorty Ott, Chair of the Policy Committee, at the Brookfield Office so the Committee will have time to consider it beforehand.

To avoid any delays in consideration, policy changes should follow the timeline above for the Constitution and Bylaws and again be submitted directly to Shorty.

At the annual meeting constitutional changes require a two-thirds (2/3) majority vote of the members present and voting while bylaws and policies require a simple majority.

Should you need a copy of the Constitution, Bylaws or Policies to review they are found on the USU website: www.usu-wisconsin.org.

Electronic Union Bug?

How would you feel if the Union Bug was only distributed via the USU website? In other words, to read what is happening in the USU, you would have to access www.usu-wisconsin.org and read the Union Bug off the link found there. If you have strong feelings one way or another, please let your USU Board rep know in the near future. It is a subject that we will be taking up at an upcoming Board meeting.

USU Scholarship Applications Available for 2005

The USU has a scholarship fund. USU scholarships have been awarded in each of the last eight years. The rules of the fund state that: "The Selection Committee shall select up to six (6) applicants to receive the USU scholarship, and the amount of the scholarship will be determined by the Committee." In each of the eight years, several thousand dollars have been awarded as scholarships.

The USU scholarship fund is designed to provide opportunities for USU members, or dependant children of eligible members, to finance further education/training.

Application for 2005 scholarships must be filed by April 10, 2005. Forms are available from Diana Buchholz, buchholzd@weac.org, at WEAC, Dave Sundet, sonnyde4@aol.com, at the Trust, Shorty Ott, otts@weac.org, at the Brookfield office, or off the USU web page www.usu-wisconsin.org.

Completed applications should be sent to Dave Sundet, Chair-USU Scholarship Committee, 1301 Dale Avenue, Madison, WI 53705. The Committee will announce selections at the Annual USU Meeting May 2005.

NSO RA Delegate Elections

The NSO Representative Assembly is scheduled for June 10-11, 2005, in San Diego, California. Half of our delegation is elected each year



because a delegate serves a two year term. The number of delegates from each Caucus is determined by size of the membership with the USU President being an automatic delegate.

Alternates in each Caucus are determined by the next closest vote getters and serve a one year term only.

If you are interested in serving as a USU delegate to the NSO RA, submit your name to Shorty Ott at the Brookfield Office by February 4, 2005. She will prepare a ballot and distribute it, with the voting taking place by the customary double set of return envelopes.

The following people are serving the second year of their two year terms.

Trust Associate Staff Caucus

Bev Kemp	Dennis O'Kroley
Sandy Trapino	Kathleen Cruice
Debbie Hallett	Jeanne Mooney
Jill Gefke	

WEAC/UniServ Associate Staff Caucus

Diane Johnson	Sally Leffelman
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WEAC/UniServ Professional Staff Caucus

Sandy Nass	Greg Spring
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Nominations are being sought for the following two year terms.

Trust Associate Staff Caucus

5 positions available

WEAC/UniServ Associate Staff Caucus

2 positions available

WEAC/UniServ Professional Staff Caucus

2 positions are available

