

March 1, 2007
Volume 2006-2007
Issue No. 3

The Union Bug

Published for the members of the United Staff Union

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SOLIDARITY FOREVER

Solidarity, it's an easy word to throw around. It usually inspires those Union members whose ears it falls upon. It is often used as an emotional rallying cry to energize the members of a particular group. However, how much time does an individual really take to think about what it truly means and how fragile a thing it really is.

Let's test your thinking by posing a series of questions. Does it mean:

- you have to always agree with the group?
- you always have to do what the group does?
- you have to consider another union person's perspective?
- you always have to appreciate another union member's association in the union?
- you always have to appreciate the job another union member plays in the organization that you all work for?
- once you achieve it, solidarity will last forever?

Please take some time thinking about **solidarity** and the USU. Share your thoughts with your USU stewards and officers. The Board will be examining that issue in the next couple of months and making recommendations on how to build and maintain **solidarity** within the USU.

"Spring, summer, and fall fill us with hope; winter alone reminds us of the human spirit."

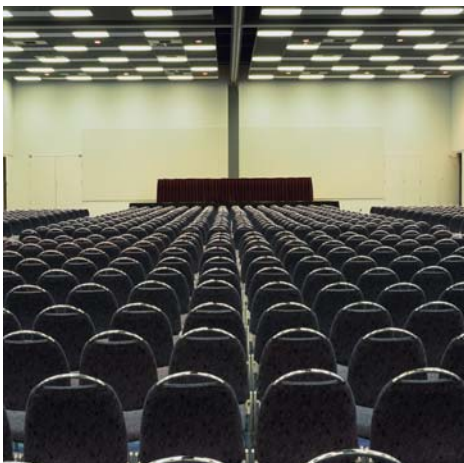
Mignon McLaughlin

ANNUAL MEETING COMING UP!

This year's Annual Meeting is Saturday, April 28, 2007, at 11:00 a.m. and will be held at the Howard Johnson, 3841 East Washington Ave, Madison.

Should you need overnight accommodations the hotel phone number is 608-244-2481 and the cutoff date for our group is March 27.

Materials will be coming out soon and will be distributed electronically so watch for them on your computer.

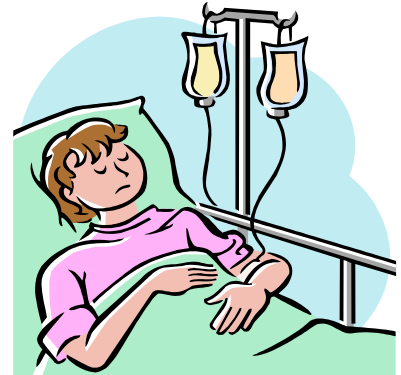


SICK LEAVE SHARING ENCOURAGED AMONG UEA EMPLOYEES

UniServ/WEAC Professional and Associate staff recently approved an agreement to allow members to donate sick leave to other members within their worksite and in other worksites around the state. Prior to this agreement this was seldom done and only on an individual basis.

However, each employer has to agree to this agreement. To date, only a handful has done so. Please encourage your employer to approve this agreement and consider donating your sick leave when the time comes.

For more information about this sick leave sharing agreement, contact your Caucus Chairs.



"If we had no winter, the spring would not be so pleasant, if we did not sometimes taste adversity, prosperity would not be so welcome."

Anne Bradstreet

THE USU IS A CARING ORGANIZATION

A total of \$627 was recently collected from WEAC/ UniServ Associate and Professional Staff, WEAC Confidential Staff, and WEAC Managers to help Mavis Larson, secretary to the WEAC President out during her recent surgery.

Don't let it ever be said that USU members are not caring Union members!

USU BOOTH AT THE WEAC RA

*"To shorten winter,
borrow some money due in
spring."*

W. J. Vogel

*I like these cold, gray
winter days. Days like
these let you savor a bad
mood."*

Bill Watterson

An important aspect of the USU is our relationship with the members of WEAC, our UniServs, and participants of the WEA Trust. To build upon that relationship, the USU has a tradition of having a booth at the WEAC Representative Assembly. This gives us the opportunity to let WEAC members, most of whom are participants of the WEA Trust services know who we are, to explain that we are a staff union, and that we share common interests and principles with all WEAC members.

This year's RA is in Madison at the Monona Terrace on April 20th through the 22nd. The booth will only be open on Saturday. Anyone interested in working the booth should contact Fred Andrist. Shifts will be in one hour blocks of time. Contact Fred early to get your pick of the shifts.

HOW DID WE DO (COLLECTIVELY)?

Last year turned out to be a particularly good year for almost all of our pension fund choices. In January you got your Q4 report and the report indicated your 2006 annual return based upon the investments you chose. What if you were “average”? Here’s how both the WEAC professional and associate staff groups did (*Trust data not available, but the Associate Trust employees should have done a little better since they had less allocated to Guaranteed.*)

“I was just thinking, if it is really religion with these nudist colonies, they sure must turn atheists in the wintertime.”

Will Rogers

WEAC Pension Plan				Dec-06	Dec-06	Fund Returns
	Fund Type/Fund	Symbol	R ²	Assoc. Staff	Pro. Staff	Dec-06
INCOME						
1	Guaranteed		0	55.4%	47.0%	4.1%
3	Goldman Sachs Hi Yield	GSHAX	8	1.2%	3.4%	11.3%
REALTY						
4	American Cent. Real Estate	REACX	21	1.8%	3.0%	35.1%
STOCKS & BONDS - MIX						
5	Oakmark Equity & Inc.	OAKBX	54	2.5%	2.1%	10.8%
INDEX / SOCIAL						
6	State St. Russel 3000 Index		100	2.2%	2.4%	15.4%
7	Calvert Social Investment	CSIEX	88	4.5%	2.9%	10.2%
VALUE						
7	Large Cap Value - LSV			1.3%	2.3%	21.3%
7	Mid Cap Value - Wellington			3.6%	3.6%	17.5%
7	Small Cap Value - Munder			4.1%	2.5%	10.0%
GROWTH						
8	Artisan Mid Cap Growth	ARTMX	95	1.7%	2.6%	9.8%
9	Large Cap Gr. - Turner	TSGEX	82	7.8%	6.0%	8.6%
9	Small Cap Gr - TimesSq.			3.4%	3.2%	13.1%
9	Turner Mid Cap Growth	TMGFX	57	1.3%	1.9%	6.7%
INTERNATIONAL						
8	Julius Baer International	BJBIX	93	1.8%	4.1%	29.1%
8	International Value - LSV			3.0%	4.3%	31.2%
9	Lazard Emerging Markets	LZOEX	72	1.8%	2.7%	30.8%
NATURAL RESOURCE						
9	PIMCO Commodity Real Rtn	PCRD X	1	0.0%	0.1%	-3.5%
9	RS Global Natural Resource	RSNRX	28	1.1%	1.8%	6.4%
BROKERAGE						
10	Indiv. Stocks, Funds, etc.			1.5%	4.1%	15.4%
				100%	100%	
				Weighted Return:		9.1% 11.1%

As you can see there was almost an inverse relationship between the percent of assets in a fund and the return – the more assets, the lower the return.

On average the Associate and Professional groups earned about 9% and 11%. While “not bad”, shouldn’t you say “compared to what?” Note the low percentage in realty, foreign, and natural resource funds. Do you love to work at WEAC? Low personal returns mean you will work longer. That’s okay, but redoing your asset allocation makes more sense.

Okay, how would an allocation fund specialist redo the allocation for you? Not everyone is the same, but on average we’re between 45-54, want to retire in about 10 years and have 50% of the money in guaranteed. Here are two allocations you could consider:

*“In the depths of winter, I finally learned that within me there lay an invincible summer.”
Albert Camus*

Asset Class	2015 Retire “A”	2015 Retire “B”
Cash & S.T. Bonds	04%	00%
High Grade Bonds	16%	14%
High Yield Bonds	07%	07%
US Stocks	62%	48%
Foreign Stocks	11%	21%
Real Estate	00%	10%

The high grade bonds category is closest to the guaranteed fund category. On average, we’re allocated about 50% guaranteed while the recommendation is no more than about 15%. In fact, you’d have to be retired for five or more years before most allocation specialist would recommend anything close to 50% guaranteed.

On the table listing returns there’s a column R^2 [“R Squared”]. So what is this and why should I care? R^2 measures how closely the fund correlates with the US stock market. So if you own the State Street Russell 3000 fund with a value of 100, you’re going to get the same return with the same ups and downs as the stock market. So what if I want to diversify and own funds that don’t do the same as the market at the same time?

Take a look at these fund categories: High Yield, Realty, and Natural Resources. Note that they have low correlations [low R^2 numbers] and this also means their returns aren’t going to be the same as the US market. Foreign funds aren’t so closely linked too. This doesn’t mean they all can’t go down at the same time, it’s just less likely. Mixing these asset classes makes sense.

If you’d like more info on how to mix these asset classes, call or send me an e-mail.

Dennis Eisenberg, Pension & Benefits Committee Chair

CLARIFICATION ON OVERTIME

*“Snowflakes are one of nature’s most fragile things, but just look what they can do when they stick together.”
Vesta M. Kelly*

In the last issue of the Union Bug, a comment was made about the employer knowing that hourly employees were working extra hours and the employee NOT getting overtime. The FLSA (Fair Labor Standards Act) requires employers pay overtime when they KNOW (or should have known – like work done the next morning that was not completed the day before) an employee is working extra hours (whether it is “approved” or not). If the employer does not want to pay overtime they MUST tell the employee not to do the extra work and be prepared to discipline that employee if they continue to do the extra work. If the employee “hides” it from the employer, they are hurting themselves.

NSO 2007 REPRESENTATIVE ASSEMBLY DELEGATES

The results of the recent election to the NSO RA are found below. Delegate terms are for two years with approximately half of each delegation being elected each year. Those serving as alternates are determined by the next closest vote totals and will serve should any of the delegates not be able to attend. Alternates only serve a one year term.

This year we learned after the ballot went out that we are eligible for three more delegates which is why you may notice more names than you were asked to vote for. The USU Board at its last meeting decided the process for filling the extra seats before the ballots were opened. They will be seeking Constitution, Bylaws and Policies changes because of these added delegates to make the positions permanent.

The Representative Assembly this year is scheduled for June 8 & 9, 2007 and will be held in Scottsdale, Arizona. The number of delegates from each Caucus is determined by the size of the membership with the USU President being an automatic delegate. This year because of growth in overall USU membership we are sending more delegates.

Trust Associate Staff Caucus

In the second year of their term

Kim Rucker
Lisa Tessmann
Jill Gelfe
Beth Steckelberg
Dennis O'Kroley
Debbie Hallett

In the first year of their term

Dale Bruheim
Jenny Ahlvin
Karen Weiss
Jody Kelter
Marisa Braun

Alternates: Dave Sundet, Penny Bennett, Bev Kemp, Pam Born

WEAC/UniServ Associate Staff Caucus

In the second year of their term

Dianne Hellenbrand
Ann Reynolds

In the first year of their term

Sharleen Ott
Louise Uphoff

Michelle Plansky (one year term only)

Alternates: Linda Coogan, Bonnie Breivogel, Carol Bauer, Breann Boggs

WEAC/UniServ Professional Staff Caucus

In the second year of their term

Greg Spring
Jina Jonen

In the first year of their term

Eugene Dunk
Dennis Eisenberg

Tim Smith (one year term only)
Kathy Rhode (one year term only)

Alternates: Priscilla MacDougall, Mary Karsten

The power of the capitalists is based on property, they have the laws, the army, everything! In spite of all that, the workers have something still more powerful. The workers' power ... is the common bond of solidarity.

Joseph Ettor