

January 30, 2008
Volume 2007-2008
Issue No. 3

The Union Bug

Published for the members of the United Staff Union

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USU MEETING SCHEDULE

Board - Friday, 3/7/08, 6:00 p.m.
Sheraton, Madison

Board - Friday, 4/25/08, 6:00 p.m.
Sheraton, Madison

Annual - Saturday, 4/26/08, 11:00 a.m.
Sheraton, Madison

SWEA PROFESSIONAL AND ASSOCIATE STAFF GREIVANCES SETTLED

The arbitration date was January 10. The USU had Lane Hotchkiss, a retired professional staffer from Michigan, and Greg Spring, USU Vice President, representing the grievants, Joyce Bos and Regina Apel. Management had Marilyn Townsend, a Madison attorney representing them. The arbitrator was Christine Ver Ploeg.

The stage was set and the players were assembled.

However, as is the case sometimes, much of the time on January 10 was spent negotiating a settlement to the case that all the parties could agree to.

By the end of the day, the parties had drafted an agreement and rewritten discipline letters. Consequences were reduced and everyone started the process of moving on to do the business of the organization.

WEAC/UniServ Associate and Professional staff should receive more details of the settlement in their upcoming Caucus meetings.

*"In my apron I carry nails and pliers, a heavy hammer, and pride."
Maria Bachman, tradeswoman*

CONSTITUTION AND BYLAWS PROPOSALS

In accordance with the Constitution and Bylaws, any proposed changes must be submitted to the USU President sixty (60) days prior to the annual meeting. Therefore, please send proposals to the address above or to ntufred@frontiernet.net before February 26. All proposals must be in writing.

They will be referred to the Policy Committee for action at the Annual Meeting where constitutional changes require a two-thirds (2/3) majority vote of the members present and voting while bylaws and policies require a simple majority.

NSO REP ASSEMBLY DELEGATES NEEDED

The NSO Representative Assembly is scheduled for June 6 and 7, in San Diego, California. Approximately half of our delegation of 24 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 President, Vice President, Secretary, and Treasurer being automatic delegates. Alternates will come from this year's list of declared candidates in each Caucus based on the number of votes received 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 Kathy Spannbauer, spannbauerk@weac.org, by February 8, 2008. 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

Karen Weiss Jody Kelter
Dale Bruheim Jenny Ahlvin

WEAC/UniServ Associate Staff Caucus

Shorty Ott

WEAC/UniServ Professional Staff Caucus

Eugene Dunk Dennis Eisenberg

Nominations are being sought for the following two year terms:

Trust Associate Staff Caucus

8 positions available

WEAC/UniServ Associate Staff Caucus

3 positions available (of which 3rd is a 1 year term)

WEAC/UniServ Professional Staff Caucus

2 positions available

"To feel valued, to know, even if only once in a while, that you can do a job well; is an absolutely marvelous feeling."

*Barbara Walters, American Broadcasting Corporation (ABC)
television interviewer, broadcaster*

THREE CAUCUSES TO BEGIN TO BARGAIN CONTRACTS



This year marks the expiration dates of the WEA Trust Professional Staff, WEAC/UniServ Associate Staff, and the WEAC/UniServ Professional Staff contracts. This means that all three will begin bargaining.

Jim Carlson, Kettle Moraine UniServ Director will assist the Trust Professional. Greg Spring, Negotiations Specialist is the chief spokesperson for the WEAC/UniServ Professional staff. Fred Andrist, Northern Tier UniServ Director is assisting the WEAC/UniServ Associate staff.

Watch for more information as these bargains unfold in future *Union Bug* issues.

USU SCHOLARSHIP APPLICATIONS AVAILABLE FOR 2008

The USU has a scholarship fund, and scholarships have been awarded in each of the last eleven 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." 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 2008 scholarships must be filed by April 1, 2008.

Forms are available from Dave Sundet, sonnyde4@aol.com, at the Trust, or off the USU web page at 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 April 26, 2008.

"Labor, even the most humble and the most obscure, if it is well done, tends to beautify and embellish the world."

Gabriel D'Annunzio (1863-1938), poet, author, soldier, political activist. 1920, in Survey of Labor Relations, 1987

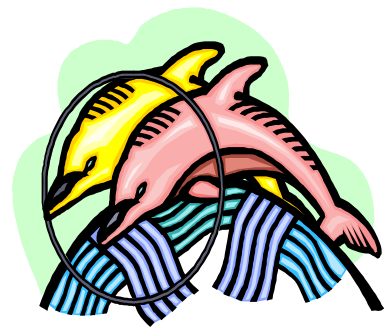
THE MAKEUP OF THE USU

The USU is made up of four caucuses, WEAC/UniServ/Trust professional staff, WEAC/UniServ Associate staff, WEA Trust Associate staff, and Retired members. The first three caucuses are covered by five contracts. The Retired Caucus does not have a contract because they are retired.

WEAC/UniServ/Trust Professionals have two contracts within the caucus, the WEAC/UniServ Professional and the WEA Trust Professional. The WEAC/UniServ Associate caucus has their own contract and the WEA Trust Associate has two contracts, the WEA Trust Associate and the Property and Casualty Associate staff.

Unlike most NSO affiliates, however, we are all covered under the umbrella organization, the United Staff Union. This means we are all in the same union, just five different contracts. The USU, through the actions of the Board and Annual Meeting, is responsible for overseeing all five caucuses. The Board is made up of a representative number of each caucus and the Annual Meeting is open to all members.

Bottom line, though, is that we are all in this together and as they say – An injury to one is an injury to all.



"If a man tells you he loves America, yet hates labor, he is a liar."

*President,
Abraham Lincoln*

MARY HARRIS “MOTHER” JONES, 1830 – 1930, CORK, IRELAND

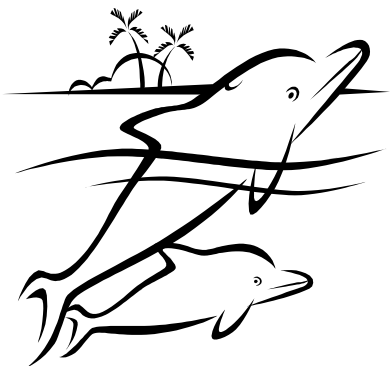
After emigrating from Ireland, Mother Jones worked as a teacher and dressmaker. She lost her husband and four children in the yellow fever epidemic of 1867 and then lost her dressmaking business in the famous Chicago fire of 1871. She committed herself to labor activism and to fighting worker oppression, becoming a fearless leader of strikes, boycotts, unionization drives, and public rallies. A dynamic public speaker Mother Jones became a symbol of labor’s call for the rights to decent wages and living conditions. She tirelessly traveled the country, championing legislation to ban child labor and helping to organize miners, garment workers, and streetcar workers.

Jones was a founder of the Social Democratic party (1898) and the Industrial Workers of the World (1905). In 1913 she was convicted of conspiracy to commit murder; authorities blamed her for contributing to violence that occurred during coal miner organizing drives in Virginia. Her sentence was commuted in 1914, and she continued with her activism, which lasted over half a century. Jones was 101 when she died in 1930. She authored two labor books, *The New Right*, 1899, and *Letters of Love and Labor*, 1900-1901; and an autobiography, first published in 1925.

“You are the ones who can say the word Solidarity. And call each other comrades. The oppressor can claim nothing – but their greed.

Mother Jones,

The Autobiography of Mother Jones, 1925



YOUR IDEAS ARE APPRECIATED

The *Union Bug* is published at least four times a year. Our attempt is to make it as informative as possible to meet the needs of the USU membership.

Should you have any ideas on what might be included in an upcoming *Union Bug*, please submit them to President Andrist or your steward to pass them on. Any and all ideas are welcome.

“Some day the workers will take possession of your city hall, and when we do, no child will be sacrificed on the altar of profit.”

Mary Harris “Mother” Jones, (1830-1930), labor activist, in The Lawerance Strike of 1912, 1980