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LYNN ADLER ADDRESSES ANNUAL MEETING

NSO Vice President – Program, Lynn Adler challenged those in attendance at the Annual Meeting to think back to why they became active in unions and to consider the importance of due process and bargaining with sensitivity to an injury to one is an injury to all.

She took time to share the successes in the recently settled Illinois Education Association staff bargain without taking any concessions.

Lynn also reminded us that the NSO CBC Goals and Standards are a helpful tool in bargaining. If any state is considering accepting below set NSO standards in a bargain they must apply for a waiver.

It was a good opportunity to get an NSO/national perspective.

If you are reading this issue of the Union Bug you have already found the revamped website! If you haven't already, be sure to look around, kick the tires, take it for a test drive!

USU BOOTH SUCCESS AT WEAC RA

USU was provided space for our traditional booth at the WEAC RA. The customary pins, stickers, and notepads were handed out. Many WEAC members attending the RA stopped by. They were also presented with an information sheet explaining what the USU is and the roles members play on behalf of the WEAC membership.

We had all the caucuses represented except for the newly formed Retired Caucus, staffing the booth. Everyone pitched in.

Those that volunteered to staff the booth were Anne Boley, Tim Smith, Louise Uphoff, Mary Karsten, Toby Paone, Beth Steckelberg, Leigh Barker, Kathy Rohde, Denise Maney, Sandy Fults, Edie Gustafson, Joyce Bos, Val Gabriel, Clyde Clauson, and Fred Andrist.

And thank you, also, to those that just stopped in to assist.

PRESIDENT'S ANNUAL MEETING REPORT

Because of the length of this year's RA and to the applause of the crowd, I did not give a President's Report. Delegates had been patient and important issues still had to be decided, such as the budget and Bylaw and Policy changes.

However, I did promise to put a condensed version into the next issue of the *Union Bug*. So here it is.

"Welcome and thank you for attending this Annual Meeting. Why do we have an Annual Meeting? What is its purpose?"



I believe the theme of an Annual Meeting is to take time to look back but also to look ahead. If you look at today's agenda we will look back on what we accomplished this past year but we will plan for the future.

We will set the course for the next year. From various reports on our activities to NSO Vice President Lynn Adler's address to proposed changes in the constitution and bylaws, we will review the past and look ahead to the future.

I am proud of what we have accomplished this past year. We have had one successful WEA Trust Associate Staff bargain. By all accounts the bargaining team of Dennis O'Kroley, Dale Bruheim, Pam Born, Judith Rostan, and Beth Steckelberg, assisted by Steve Johnson and Robbyn Marcinkevic met their goals and did not have the conflict that accompanied the last round of bargaining.

Looking ahead, the WEA Trust P & C has begun their bargain and hopefully they will meet with the same success. Their team is made up of Kim Rucker and Cynthia Majors with assistance from Sam Froiland. As a Union they need to know that they can call upon us for our help and we will stand by them.

The other contracts within the USU, namely the WEAC/UniServ Associate Staff, the WEAC/UniServ Professional Staff, and the WEA Trust Professional Staff will use 2007-2008 to gear up and then begin to bargain their next contract. Again, the rest of us will need to be prepared to stand by them should they need our collective support. I am reminded of a famous quote by Ben Franklin, "we must all hang together, or most assuredly we shall all hang separately."

"Associate yourself with people of good quality if you esteem your own reputation for 'tis better to be alone than in bad company."

George Washington

Another important role of a union is carrying out the direction of the organization. Helping me with those activities are the other officers, Greg Spring, Kathy Spannbauer, and Louise Uphoff. I know these people as true unionists and hard workers for the USU.

Also helping to determine and carrying out the direction of the organization are the stewards and Caucus Chairs. Just last night they discussed important USU issues for two and three quarter hours. They deserve our thanks and applause.

Another look into the past that we take today is the Direct Givers Report. All of you should have received it electronically. It describes the program, how many USU members and others participate in it, and which elections it played a role in.

Like it or not all of our jobs are controlled to some degree by politics. The future of the USU should be that more members of the USU participate in the Direct Givers Program. It is a disciplined, defined way of saving money so you can contribute to elections of **your** choice. And when the time comes if you decide you do not want to contribute, you can simply ask for your money back. It is your money to spend it on any election or even ask for it back, whichever you choose. The only thing the DGP does is collect it and hold it in one account so it is available for your use.

“Never give up on what you really want to do. The person with big dreams is more powerful than one with all the facts.”

Author Unknown

Along those same lines, I believe the USU as an organization should play more of a role in elections. Read the newspapers. In the latest Supreme Court race the following unions took a position on the race; WEAC, the Wisconsin AFL-CIO, Professional Fire Fighters of Wisconsin, Wisconsin Laborers, AFSCME-PEOPLE, American Federation of Teachers-Wisconsin, Service Employees International Union, United Auto Workers, Madison Teachers Inc, Teamsters, Communications Workers of America, Human Rights League, Teaching Assistants’ Association, and the Building & Construction Trades Council of South Central Wisconsin. There is no reason why the USU should not be doing the same sort of thing with at least our own members on a more formal basis.

As I look to the future in that area, I plan to appoint a committee next fall to look into this issue and make a recommendation to the Board and investigate potential policy or constitution changes that might be necessary to make it happen. This committee will be announced in the Union Bug and I am sure they would like to hear how you feel about it as they go about their work. Do not be hesitant in weighing in on this important matter.

You have the opportunity today to set a direction for next year that might include broadening our influence. Later today you will be acting on a bylaw amendment dealing with an affiliation with the AFL-CIO along with our present affiliation with the NSO. Whichever way you choose to deal with this, I would ask the membership to consider our relationship with other unions in the future. The USU should not be a stand alone union. There are broad-based union issues, issues that transcend across all unions. To be a truly effective union, we must look to expand our horizons in 2007-2008.

I will assume you all see the importance of this Annual meeting. Why else would you be here? Certainly not to hear me talk, so I will close now. But again, I thank you for coming today to play a role in this meeting as we look back and as we set the course for the future. It will only be meaningful if we do both together, collectively, as a Union.”

USU GOES POLITICAL

This spring the USU put together a direct mailing to all USU members regarding the Supreme Court race. It was an ambitious effort and though WEAC’s recommended candidate did not win, the USU took a position and made it known to the members.

The following members helped put that mailing together and should be thanked for their efforts. Without them it might not have gotten done!

Sue Sarbacker, Dave Conner, Eugene White, Shorty Ott, Louise Uphoff, Dianne Hellenbrand, and Cindy Gruendemann.



USU SCHOLARSHIPS ANNOUNCED

This year the Scholarship committee received and considered nine applications. After careful consideration they awarded five \$600.00 scholarships to Kara Clark, daughter of Trust employee Pam Clark; Kolton Urso, son of Trust employee Eileen Urso; Janessa Boone, daughter of Trust employee Mary Boone; Devon Cupery, daughter of WEAC employee Steve Cupery; and Alyson Krokosky, daughter of WEAC employee Hank Krokosky.

The announcement of the winners was made at the USU Annual meeting held April 28, 2007.

The scholarship committee is chaired by Dave Sundet and additional members are Denise Maney, Kim Rucker, Eugene Dunk, and Mallory Keener.

"Some people would say that a person's worth is measured by the number of his or her friends. I would prefer to believe that it is measured by their character. If that's the case, then I am one of the richest people in the world."

Fred Andrist, 4/1996

ANNUAL MEETING GRIEVANCE REPORT

The USU is the exclusive representative of five bargaining units. The following represents the grievance activity in each unit since the last Annual Meeting.

The Trust Associates had no formal grievances.

The Trust Professionals had two formal grievances. Both have been resolved.

The WEAC/UniServ Associates had three formal grievances. One has been resolved, one is being held in abeyance pending the outcome of negotiations, and one is being held in abeyance while the grievant is out on leave.

The WEAC/UniServ Professionals had four formal grievances. Two have been resolved and two are being held in abeyance.

Additionally, a number of issues were resolved prior to becoming grievances.

The following people served this past year in a membership representation capacity and have been ever vigilant in their duties. They deserve our thanks.

The Stewards: Denise Maney, Michelle Plansky, Ann Reynolds, Jina Jonen, Melissa Cherney, Dennis Eisenberg, Deb Armitage, Tim Smith, Renee Ison, Steve Holzhausen, Steve Johnson, Robbyn Marcinkevic, Karen McCulloch, Pete Gust, Joyce Bos, Jenny Ahlvin, Kathy Cruice, Kari Detra, Julie Leitz, Jodie Kelter, Jacinta Maciel, Dennis O'Krolely, Angel Prien, Beth Steckelberg, Eugene Dunk, Mike Zemplinski, Kim Rucker, and Cynthia Majors.

Others that represented fellow members; Steve Cupery, Steve Pieroni, Mary Virginia Quarles, Kathy Rhode, Mallory Keener, Fred Andrist, and Greg Spring.

Our apologies if we have inadvertently omitted someone!

Special recognition needs to go to the hard efforts of the website committee! Hopefully you have already seen the fruits of their hard work. The committee is chaired by Laura DeVries, and the other members are Tim Smith, Renee Ison, Jenny Alvin and Kim Weimer-Noyce.