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The Union Bug

2005-2006 USU Officers & Contact Information

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USU MEETING SCHEDULE

Friday, 12/09/05, 6:00 p.m.
Concourse, Madison
Friday, 1/20/06, 6:00 p.m.
Concourse, Madison
Friday, 3/17/06, 6:00 p.m.
Concourse, Madison
Friday, 4/28/06, 6:00 p.m.
Sheraton, Madison
Saturday, 4/29/06, Annual Mtg,
11:00 a.m. Sheraton, Madison

E-MAIL AND COMPUTER USE

Technology can be great! However, it also can be dangerous. It can cause companies problems and it can cause individuals to lose their jobs.

More than one employee has lost their job because of visiting inappropriate or questionable websites during work time. We have all heard about cases of harassment that involve the use of e-mail.

Companies invest hundreds of thousands of dollars in technology. They continually spend money to update and protect against viruses and computer hackers. A company's computer system is a huge asset to them.

It is little wonder then why arbitrators have ruled that in employee discipline cases management has the right to review an employee's use of the company's internet and e-mail system. It is after all, their property and not the employee's. The employer also has a right to expect certain protocols when using their technology.

Management is presently discussing with the USU an e-mail policy and more will be reported about it in an upcoming newsletter. However, safe to say an employee should think twice about sending something through the employer's system. Consider using a simple rule. Don't send something without expecting that the employer will eventually see it. If you can't justify sending it, don't send it. You can still send jokes but be careful of the content of those jokes. And once in a while you might just send something because you want the employer to see it!

Some think that double deleting or erasing the history of a website visited will erase the information from the system. IT DOES NOT! Programs have been developed that will retrieve this type of information from a computer long after it has been erased from the machine. Do not jeopardize your job on such actions.

Finally, both WEAC contracts contain a clause prohibiting clandestine monitoring. If the employer has cause to suspect something, this is eliminated by the employer telling the employee that they are going into their computer system.

In the last issue of *The Union Bug*, an article appeared about the Union protecting bad employees and the term “just cause” was used. It might be beneficial to further define that term because just cause is fundamental in the protection of employees against supervisors that want to short circuit the process of discipline.

Generally there are seven factors that constitute just cause which the employer must meet in order to discipline or terminate an employee. They are:

Notice – Did the employer provide forewarning of possible consequences of the employee’s disciplinary conduct?

Reasonable rule – Was the employer’s rule reasonably related to the operation of their business or the performance the employer may properly expect of the employee?

Investigation – Did the employer, before disciplining the employee, make an effort to discover whether the employee did, in fact, violate a rule?

Fair investigation – Was the employer’s investigation conducted fairly and objectively?

Proof – Did the investigation produce “proof” that the employee was guilty as charged?

Equal treatment – Has the employer applied its rules even-handedly to all employees?

Penalty – Was the degree of discipline administered by the employer reasonably related to the seriousness of the proven offense and the employee’ past work record?

With a just cause standard, employees’ have the assurance they cannot be disciplined or terminated for arbitrary or illegitimate reasons. Without just cause protection, employees can be terminated “just because”.

Solidarity is not a matter of sentiment but a fact, cold and impassive as the granite foundations of a skyscraper. If the basic elements, identity of interest, clarity of vision, honesty of intent, and oneness of purpose, or any of these is lacking, all sentimental pleas for solidarity, and all other efforts to achieve it will be barren of results.

Eugene V. Debs



This troubled planet is a place of the most violent contrasts. Those that receive the rewards are totally separate from those who shoulder the burdens. It is not a wise leadership.

Mr. Spock of “Star Trek”

CODE OF CONDUCT FOR UNION MEMBERS

I will not criticize any union colleague except to the individual directly.

If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.

I will not participate in any conversations with management that criticize, or negatively speculate about, any union colleague.

I will settle my differences with union colleagues within the union.

(Code of Conduct continued)

I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.

I will avoid actions that undermine the bargaining and contract rights of other unions in the workplace.

I will not perform the work of a worker who is off the job because he/she is taking a stand for the rights of workers to fair treatment and decent working conditions.



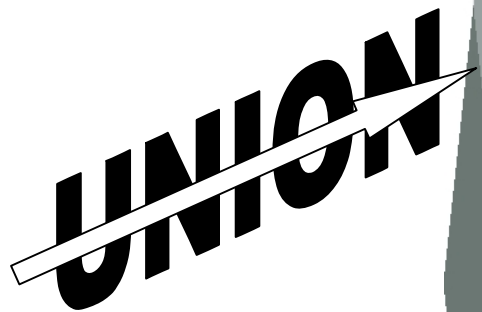
Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.

Molly Ivins

HOW TO KILL A UNION

1. **Never** accept an office, but criticize those who do and point them out as ineffective right away.
2. **Always** find fault with officers and committees.
3. Do **not** attend meetings.
4. Talk cooperation, but **never** do anything or cooperate.
5. Get all you can from the organization, but never give anything back.
6. Sit in the back of the meeting and start your own little "sub-meeting" or talk to a friend.
7. **Never do anything more than you have to**, and when someone uses his/her abilities to further the cause of the organization, **take a stand and scream that the organization is run by a clique, the system, etc.**
8. Complain **all** the time, but don't come up with any valid ideas or suggestions.

From Local 794 IAM Flyer

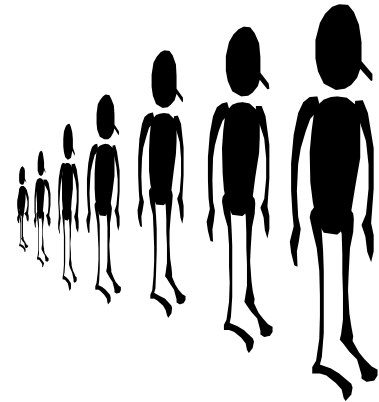


My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: "We must be together; our masters are joined together and we must do the same thing."

Mother Jones

NSO MEMBERSHIP

	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
Associate Staff (FTE)	2,440	2,497 2.34%	2,422 -3.00%
Professional Staff (FTE)	2,404	2,340 -2.66%	2,385 1.92%
Total (FTE)	4,982	4,837 -2.91%	4,807 -0.62%
Total Membership	4,982	4,961.5 -0.41%	4,940 -0.43%



2005-2006 COMMITTEES

Policy

Shorty Ott, Chair

Clyde Clauson

Mallory Keener

Karen Weiss

Lisa Ritschard

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Terry Smith

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Dave Sundet (2008)

Lisa Tessmann (2006)

Eugene Dunk (2006)

Sally Leffleman (2008)

Linda Coogan (2006)

Marguerite Keith (2007)

Steve Pieroni (2007)

Jeff Leverich (2006)

Hank Krokosky (2007)

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