



# LABOR ASSOCIATION OF WISCONSIN, INC.

**Serving Public Employees Throughout Wisconsin**

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*“Serving Public Employees  
Throughout Wisconsin”*

## TWO CHANGES IN THE STATE BUDGET AFFECTING PUBLIC SAFETY EMPLOYEES THAT WAS SIGNED BY GOVERNOR WALKER.

THE BUDGET IS EFFECTIVE JULY 1, 2013.

66.0502 Employee residency requirements prohibited.

- (1) The legislature finds that public employee residency requirements are a matter of statewide concern.
- (2) In this section, "local governmental unit" means any city, village, town, county, or school district.
- (3) (a) Except as provided in sub, no local governmental unit may require, as a condition of employment, that any employee or prospective employee reside within any jurisdictional limit.  
(b) If a local governmental unit has a residency requirement that is in effect on the effective date of this paragraph .... [LRB inserts date], the residency requirement does not apply and may not be enforced.
- (4) (a) This section does not affect any statute that requires residency within the jurisdictional limits of any local governmental unit or any provision of state or local law that requires residency in this state.  
(b) Subject to par. (c), a local governmental unit may impose a residency requirement on law enforcement, fire, or emergency personnel that requires such personnel to reside within 15 miles of the jurisdictional boundaries of the local governmental unit.  
(c) If the local governmental unit is a county, the county may impose a residency requirement on law enforcement, fire, or emergency personnel that requires such personnel to reside within 15 miles of the jurisdictional boundaries of the city, village, or town to which the personnel are assigned.  
(d) A residency requirement imposed by a local governmental unit under par. (b) or (c) does not apply to any volunteer law enforcement, fire, or emergency personnel who are employees of a local governmental unit.

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111.70 (4) (mc) 6. Except for the employee premium contribution, all costs and payments associated with health care coverage plans and the design and selection of health care coverage plans by the municipal employer for public safety employees, and the impact of such costs and payments and the design and selection of the health care coverage plans on the wages, hours, and conditions of employment of the public safety employee.

*The Residency change will be in effect as of July 1st, 2013 and the Health Insurance change, which allows for only bargaining the health insurance premium, is effective upon expiration of your current contract. As always, please contact the Germantown office at 1-800-657-0742 for any additional questions.*

OR

## FILING DEADLINES SET FOR SECOND ROUND OF UNION ELECTIONS UNDER ACT 10

School and state employees have until Aug. 30 and municipal workers until Jan. 30 to file for union certification under the state's restrictive 2011 collective bargaining law.

The Wisconsin Employment Relations Commission on Tuesday gave final approval to administrative rules that include the dates. The rules were previously approved by Gov. Scott Walker.

Aside from the dates, election rules are the same as in the first round of elections, said WERC counsel Peter Davis.

Under the law, union certification expires after one year. Certifications from the first round of elections were extended beyond 12 months because a court ruling overturned provisions of the law, Davis said. The ruling has since been reversed.

Under the law, a bargaining unit must collect the votes of 51 percent of bargaining unit members. Public employers are forbidden from negotiating over anything but pay, and raises may not exceed the increase in the cost of living.

END

## ETF BOARD SETS 2014 WRS CONTRIBUTION RATES

Contribution rates for Wisconsin Retirement System (WRS) employers and employees will increase in 2014, the Employee Trust Funds Board (Board) announced. The following rate increases were recommended by the WRS consulting actuary and approved by the Board on June 20:

- 0.7% of payroll for general category employees (including teachers)
- 1.5% of payroll for executive/elected official/judge category employees
- 0.7% of payroll for protective category employees covered by Social Security
- 1.7% of payroll for protective category employees not covered by Social Security

In general, the total contribution rate is split equally between the employee and the employer. This means general category employees will contribute .35% more in 2014. Executive/elected official/judge category employees will see an increase of .75%.

WHY ARE CONTRIBUTION RATES INCREASING?

While many complex factors affect WRS contribution rates, the increase is primarily due to the lingering effects of 2008's global economic meltdown. 2014 is the last year that the investment declines will affect WRS contribution rates. Contribution rate changes, whether increases or decreases, are considered normal for retirement

systems that have defined, or pre-funded, benefits.

Core Trust Fund investment results are distributed ("smoothed") over five years to soften the impact of year-to-year volatility of investments. This also helps to keep WRS contribution rates stable. For example, over the past 25 years the rate for general category employees has deviated by just 2%.

The new rates (shown below) go into effect January 1, 2014. Rates may be different for employees who have collective bargaining agreements. Other mandatory employer contributions for duty disability, the state's Accumulated Sick Leave Conversion Credit Program, or unfunded liabilities are not included and vary by employer.

| EMPLOYEE CATEGORY                  | TOTAL RATE 2013 | TOTAL RATE 2014 | EMPLOYEE CONTRIBUTION FOR 2014 | EMPLOYER CONTRIBUTION FOR 2014 |
|------------------------------------|-----------------|-----------------|--------------------------------|--------------------------------|
| GENERAL/TEACHER                    | 13.3%           | 14.0%           | 7.0%                           | 7.0%                           |
| ELECTED OFFICIAL/EXECUTIVE/JUDGE   | 14.0%           | 15.5%           | 7.75%                          | 7.75%                          |
| PROTECTIVE WITH SOCIAL SECURITY    | 16.4%           | 17.1%           | 7.0%                           | 10.10%                         |
| PROTECTIVE WITHOUT SOCIAL SECURITY | 19.0%           | 20.7%           | 7.0%                           | 13.7%                          |

## IF YOU GREW UP IN RURAL

**Wisconsin** .....

\*You know what knee-high by the Fourth of July means....

\*You know the difference between "Green" and "Red" farm machinery, and would fight with your friends on the playground over which was better!

\*You buy Christmas presents at Fleet Farm.

\*You or someone you know was a "Dairy Princess" at the county fair.

\*You know that "combine" is a noun.

You end sentences with the word, once, like, "Come here, once."

You know what a bubbler is.

\*You know that "creek" rhymes with "pick".

\*Football schedules, hunting season and harvest are all taken into consideration before wedding dates are set.

\*A Friday night date is taking your girlfriend shining for deer and then out for Friday night fish.

\*Saturday you take her to the local bowling alley.

\*You have driven your car on the lake.

\*You can make sense of "upnort," "bat-tree fer da car" and "warrssh the dishes."

\*Every wedding dance you have ever been to had the hokey pokey and the chicken dance.

\*Your local gas stations sell live bait.

\*You think that the start of deer season or (the Packers going to the Super Bowl) is a national holiday!

\*You actually understand these jokes and will show them to all your Wisconsin friends and family!!!!

## STATE SUPREME COURT AGREES TO HEAR APPEAL HOLDING UP ACT 10

*Courtesy JS Online*

Madison — the state Supreme Court announced Friday it was taking up a case that struck down parts of Gov. Scott Walker's signature law limiting collective bargaining.

The move will speed up the final resolution of the case, which hinges on whether parts of the law, known as Act 10, violate the state constitution.

The court also accepted a case that will decide whether Wisconsin's domestic partnership registry for same-sex couples conflicts with the state's constitutional ban on gay marriage and civil unions.

A Dane County circuit judge in September found parts of the union law violated the state constitution's guarantee of free association and equal protection under the law. The two sides dispute whether the ruling affects only the unions that brought the case or all teachers and local government employees in Wisconsin.

The decision was appealed, and the Madison-based

District 4 Court of Appeals in April asked the Supreme Court to take the case directly, without a ruling from the appeals court. The appeals court said the Supreme Court should resolve the matter because of its statewide significance — and because of confusion among local governments about whether the lower court's ruling applies to them.

The suit was brought by Madison Teachers Inc. and Public Employees Local 61, which represents City of Milwaukee employees.

In his ruling last year, Dane County Circuit Judge Juan Colás found parts of Act 10 violated the associational and equal protection rights of local government employees who chose to join a union because it treated them differently than employees who did not choose to join a union. Specifically, those in a union are limited by

how much they can seek in wage increases while those not in a union can seek any amount from their bosses, the judge said.

Colás also ruled Act 10 violated the home-rule clause of the state constitution because it dictated how much Milwaukee employees had to pay into their city pension funds.

The case now goes to a Supreme Court that has shown deep divisions over Act 10, though it has never issued a ruling on the law's merits.

Act 10 was stalled shortly after it passed in March 2011, when Dane County Circuit Judge MaryAnn Sumi ruled a committee of lawmakers had violated the open meetings law in passing Act 10. The Supreme Court reversed Sumi 4-3 in June 2011, and the night before the decision was issued two justices got in a physical altercation while arguing about the case.

\*\*\*\*

### UPCOMING HOLIDAYS:

September 2 – Labor Day

September 11 – Patriot Day

September 22 – Autumn Begins

October 14 – Columbus Day

October 31 – Halloween





## CANDY CORN COOKIE BARK

**SERVES:** About 2 dozen pieces

**PREP TIME:** 25 min + chill time

**COOK TIME:** 2 min



This is so easy to make and it will be well received by eager dessert eaters. It's very sweet, so the smaller you can get the pieces- the better.

### INGREDIENTS

- 1 1/2 cups bite-sized chocolate sandwich cookies (Oreos), some sliced in half
- 1 1/2 to 2 cups broken-up pretzel pieces
- 1 cup candy corn
- 1 lb white chocolate (chocolate wafers work best, try Wilton's or Mercken's brand) ... or Ghirardelli's white chocolate chips
- 1 tsp. shortening
- brown and orange colored sprinkles

### DIRECTIONS

1. Place waxed paper on large cookie sheet. Spread 1 cup of cookies, 1 cup of pretzel pieces and about 3/4 cup of the candy corn into a 13x9-inch rectangle on the waxed paper.
2. Place chocolate and shortening in glass measuring cup and heat in microwave for about 1 1/2 minutes. Stir then microwave for about another 30 seconds until melted and smooth.
3. Drizzle melted chocolate immediately over cookie mixture, spreading with greased spatula (if needed) to coat evenly. Top with reserved cookies, pretzels, candy corn and colored sprinkles. Work quickly before chocolate hardens.
4. Place into refrigerator or freezer until firm. Remove and gently break apart into small pieces for serving, store in an air tight container.

### TIPS

- \*Substitute large chocolate sandwich cookies for bite-sized, if desired (break them into pieces).
- \*Substitute M&M candies for chocolate sandwich cookies, if desired.
- \*Substitute Cheerios for pretzels, if desired.
- \*For easy breaking, use a sharp knife to press into the cookie bark- it will break apart easily.

**Source:** RecipeGirl.com

## NATURAL WAYS TO KEEP FLEAS, TICKS AND MOSQUITOES AWAY THIS SUMMER:

### MAKE YOUR OWN SPRAY:

Can't stop getting bit by these annoying insects? Before you reach for the bug spray, mix one cup of mouthwash with seven drops of lavender oil for a natural way to keep them at bay.

### INVEST IN FANS:

Mosquitoes are dormant when wind speeds exceed 10 miles per hour. Next time you're having an outdoor party, set up strong rotating fans to keep the mosquitoes from ruining the fun.

### ADD GARLIC TO YOUR DIET:

If you can handle it, try drinking apple vinegar and eating garlic to keep your body free from ticks this summer. However, for a less intense approach, mix rose geranium oil with vodka to form a spray.

### RECONSIDER YOUR WARDROBE:

If you're out hiking or camping and really concerned with ticks, choose a light colored outfit. You'll be more apt to spot a tick on lighter clothes.

### KEEP YOUR PETS SAFE:

If you're a pet owner, fleas may be one of your biggest concerns when it comes to your animal. However, combine lavender oil, cedar oil and witch hazel for a mixture that's sure to keep them away. Also, add a tablespoon of apple cider vinegar to your animal's water bowl to keep them safe.

### PLANTS CAN HELP, TOO:

Believe it or not, there are also certain plants that serve as mosquito repellent. For instance, the Citronella Grass plant is used as a natural ingredient in most mosquito repellents. Therefore, consider planting some of these in your yards to limit mosquitoes. Catnip and Rosemary work well too.





# AUTUMN WORD SEARCH



- ACORN  
APPLE  
BIRD MIGRATION  
BLOWING LEAVES  
BLUSTERY DAY  
CANNING  
CHESTNUTS  
CHILLY  
COLD  
CROPS  
EQUINOX  
FALL  
FARMING  
FEAST  
FROST  
HALLOWEEN  
HARVEST  
HAYSTACK  
HICKORY NUTS  
LONGER NIGHTS
- NOVEMBER  
OCTOBER  
ORANGE LEAVES  
PIE  
PUMPKIN  
RAKE  
RED LEAVES  
SCARECROW  
SCHOOL  
SEASON  
SEPTEMBER  
SHORTER DAYS  
SQUASH  
SWEET POTATOES  
THANKSGIVING  
TURKEY  
WINDY  
YELLOW LEAVES

## - VEDA - WHO CAN PARTICIPATE?

ANYONE CAN SIGN UP TO BE IN  
OUR VEDA PROGRAM.  
FAMILY (INCLUDING CHILDREN, NO AGE  
LIMIT).  
FRIENDS AND NEIGHBORS.  
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ACCEPTING MEMBERS IN THE  
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HOWEVER, IF YOU ARE *NOT* A MEMBER  
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THERE IS AN AFFILIATE FEE OF \$24  
PER PERSON DUE JANUARY 1<sup>ST</sup> OF  
EVERY YEAR, ALONG WITH THE  
MONTHLY \$10 FEE.

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## \$100 REWARD



## Answers to Word Search

