



LABOR ASSOCIATION OF WISCONSIN, INC.

Serving Public Employees Throughout Wisconsin

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*"Serving Public Employees
Throughout Wisconsin"*

WISCONSIN PUBLIC EMPLOYEE ASSOCIATION PROGRAM - WPEA

There are three important parts of Wisconsin Public Employees Association (WPEA) that employees need to know, who are about to lose their collective bargaining rights. As a member of the WPEA you are entitled to:

- 1) Representation (which could include Legal Representation) for disciplinary purposes.
- 2) Access to all of LAW's programs, including Dental, Vision and our Trust.
- 3) Last but not least, per Article 32 (Budget Bill), if employees recertify the most an Employer could do to their wages is freeze them. If they do not recertify, all bets are off and the Employer could freeze them and reduce them.

The following is from the WERC on what the Joint Finance Committee did with the wage issue: "The budget bill made two small, but significant, changes to the language linking the wage increase to the CPI. Under Act 10, an employer has a duty to bargain a wage increase with the union, but the wage increase is capped at the increase in the CPI. Act 10 also permitted the employer to negotiate a wage decrease if the CPI rate decreases. The budget bill clarifies that the link to the CPI is for represented employees only; in other words, an employer has the flexibility in the wage increases it offers to non-represented employees and is not limited to the CPI increase. The budget bill also removed the language allowing an employer from

decreasing wages if the CPI decreases. The law now states that if there is a decrease or no change in the CPI, then the maximum an employer can offer in bargaining is a wage freeze."

WPEA is here to act as your voice in Madison and provide needed benefits and services to public employees. For more information and an application contact us at 1-800-657-0742 or email Law at, law@law-inc-wi.com.

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POLITICS IN THE WORKPLACE: AN ELECTION-YEAR GUIDE

The adage is that you don't discuss politics, religion, or sex at work. We are now just a few months away from a national election. With primary races over, the conventions coming up, and the final election frenzy leading up to November, both public and private employers should take a moment to review the law and their policies to ensure they're ready to react as politics bumps up against the workplace in the months to come.

PUBLIC-SECTOR EMPLOYERS

When it comes to political speech in the workplace, private employers have it a little easier since they aren't subject to the restrictions of the U.S. or state Constitution. Public employers, on the other hand, face significant free-speech concerns if they make employment decisions based on an employee's political activity. There are three areas in particular that public employers should be aware of where the law

restricts either the employee or the employer: employee speech, political patronage, and the federal Hatch Act of 1939.

HATCH ACT LEVELS THE PLAYING FIELD

Since 1939, the Hatch Act has prevented civil servants from engaging in certain forms of partisan political activity. It applies not only to employees of the federal government but also to employees of state or local governments who work in connection with programs financed in whole or in part by federal loans or grants. For example, local government employees who administer programs involving public health, public welfare, housing, urban renewal and area redevelopment, employment security, labor and industry training, public works, conservation, agricultural, civil defense, transportation, antipoverty, and law enforcement programs might be covered by the law. State employees who are covered by the Act may participate in activities such as:

- Becoming a candidate for public office in a nonpartisan election;

- Campaigning for and holding elective office in political clubs and organizations;

Actively campaigning for candidates • for public office in partisan and nonpartisan elections; and

- Contributing money to political organizations or attending political fundraising functions.

The Act prohibits covered state employees from activities such as:

- Becoming a candidate for public office in a partisan election;

- Using official authority or influence to interfere with or affect the results of an election or a nomination for office;

and

- Directly or indirectly coercing contributions from subordinates in support of a political party or candidate.

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LABOR DAY: HOW IT CAME ABOUT; WHAT IT MEANS

Labor Day, the first Monday in September, is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

Founder of Labor Day

More than 100 years after the first Labor Day observance, there is still some doubt as to who first proposed the holiday for workers.

Some records show that Peter J. McGuire, general secretary of the Brotherhood of Carpenters and Joiners and a cofounder of the American Federation of Labor, was first in suggesting a day to honor those "who from rude nature have delved and carved all the grandeur we behold."

But Peter McGuire's place in Labor Day history has not gone unchallenged. Many believe that Matthew Maguire, a machinist, not Peter McGuire, founded the holiday. Recent research seems to support the contention that Matthew Maguire, later the secretary of Local 344 of the International Association of Machinists in Paterson, N.J., proposed the holiday in 1882 while serving as secretary of the Central Labor Union in New York. What is clear is that the Central Labor Union adopted a Labor Day proposal and appointed a committee to plan a demonstration and picnic.

The First Labor Day

The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883.

In 1884 the first Monday in September was selected as the holiday, as originally proposed, and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a "workingmen's holiday" on that date. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

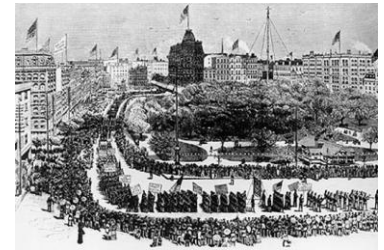
Labor Day Legislation

Through the years the nation gave increasing emphasis to Labor Day. The first governmental recognition came through municipal ordinances passed during 1885 and 1886. From them developed the movement to secure state legislation. The first state bill was introduced into the New York legislature, but the first to become law was passed by Oregon on February 21, 1887. During the year four more states — Colorado, Massachusetts, New Jersey, and New York — created the Labor Day holiday by legislative enactment. By the end of the decade Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 other states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

A Nationwide Holiday

The character of the Labor Day celebration has undergone a change in recent years, especially in large industrial centers where mass displays and huge parades have proved a problem. This change, however, is more a shift in emphasis and medium of expression. Labor Day addresses by leading union officials, industrialists, educators, clerics and government officials are given wide coverage in newspapers, radio, and television.

The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is appropriate, therefore, that the nation pays tribute on Labor Day to the creator of so much of the nation's strength, freedom, and leadership — the American worker.



The First Labor Day Parade, New York City, September 5, 1882

In the United States Labor Day takes place on the first Monday of September. For many this day marks the end of summer and the beginning of the school year. But Labor Day is not just the end of summer it is a celebration workers of all sorts.

**HAVE A SAFE AND
HAPPY
LABOR DAY
WEEKEND.**



CONSUMER PRICE INDEX CALCULATION DEVELOPMENTS AND CHART

The Wisconsin Department of Revenue (DOR) has advised the Wisconsin Employment Relations Commission (WERC) that the CPI-U increase applicable to one year collective bargaining agreements with a term beginning January 1, 2013 is 2.96%.

Including that development, the following chart reflects the CPI-U information provided by the DOR to date:

Beginning date of one year collective bargaining agreement	Applicable CPI-U as determined by WI Department of Revenue
January 1, 2011	0.97%
July 1, 2011	1.64%
January 1, 2012	2.01%
April 1, 2012	2.65%
July 1, 2012	3.16%
September 1, 2012	3.33%
January 1, 2013	2.96%

LAW'S DENTAL AND VISION INSURANCE RATES

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The following information shows the monthly rates for our Vision and Dental Insurance. Rates shown are for our Locals and WPEA members. To view an in-depth benefits schedule, please visit our web site at:

www.law-inc-wi.com

VISION PLAN**Single Plan**

- \$9.75 per month

Family Plan

- \$22.00 per month

Retiree Single Plan:

- \$10.75 per month

Retiree Family Plan

- \$24.50 per month

DELTA DENTAL PLAN**Single Plan**

- \$37.00 per month

Family Plan

- \$99.00 per month

ANTHEM DENTAL PLAN**Single Plan**

- \$48.00 per month

Family Plan

- \$128.00 per month

Monthly premium coupons to mail along with your payments for both dental and vision insurance can be found on our web site.

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The Labor Association of Wisconsin is pleased to announce our new page on Facebook. Go to our LAW web site, www.law-inc-wi.com and click on the Facebook icon on the home page to visit us and add comments or questions.

Don't Forget to Vote.

**Next Presidential Election**

The United States presidential election of 2012 is the next presidential election to be held on Tuesday, November 6, 2012 and will be the 57th quadrennial United States presidential election.

Pumpkin Spice Syrup for Homemade, Pumpkin Spice Lattes!!!



*Mix anywhere from 1 teaspoon to 1 tablespoon of this pumpkin spice syrup into a mug of your favorite hot coffee, depending on how sweet and pumpkin-y flavored you want it. Top with whipped cream, a swirl of caramel sauce, and a sprinkle of cinnamon, pumpkin pie spice, or nutmeg... **Enjoy!***

Syrup Yields: Approximately 1 1/2 cups

Prep Time: 5 minutes

Cook Time: 10 minutes

Ingredients:

2 tablespoons pumpkin puree

1/2 cup granulated sugar

1 cup water

1 teaspoon ground cinnamon

1/2 teaspoon ground nutmeg

1/4 teaspoon ground cloves

Directions:

Combine all ingredients in a small saucepan. Over low heat, bring to a simmer, stirring occasionally about 10-15 minutes to keep the sugar from burning.

Simmer until the sugar is completely dissolved and the pumpkin is fully mixed into the syrup. Allow to cool for 10 minutes before transferring to heat-proof container (Ball or Mason canning jar). Refrigerate and use within 3 weeks. The syrup will thicken a bit in the refrigerator, but will become syrup-y again when heated.

Note: You can also add this Pumpkin Spice Syrup to a cup of hot Chai Tea for a whole 'nother taste treat!

WELCOME AUTUMN



Upcoming Holidays:

September 3 – Labor Day

September 9 – Grandparent's Day

September 22 – Autumn Begins

October 8 – Columbus Day

OCTOBER 31 - HALLOWEEN



**CARVE A PUMPKIN USING
COOKIE CUTTERS THIS
MUST EXPLAIN ALL THOSE
PERFECT LOOKING
PUMPKINS!!**



TOOTHPASTE – Used for making your teeth squeaky clean and sparkling white. But did you know...

- You can brighten up your white tennis shoes with a toothbrush (one used for cleaning of course) and some whitening toothpaste. Just scrub and rinse.
- No caulk on hand? Use a bit of (white) toothpaste. This works really well on small pinholes and white woodwork.
- Use a spot of toothpaste to remove stains from carpet. Just brush it in the carpet, rinse and the stain will come right out.
- Remove hairspray residue from your hair straightener or curling iron with a tad of toothpaste and a soft cloth. Since toothpaste is abrasive, you may not want to use this on ceramic models.
- Overnight blemish cream. It works. Enough said.
- Toothpaste can soothe pain from minor burns (that don't involve an open wound). It has been said to temporarily relieve the pain and actually prevents the wound from opening.
- Use toothpaste to remove scratches from leather. Just dab some toothpaste on the scratch, wipe it off with a soft cloth then wipe the area with a damp cloth. Be sure not to use whitening toothpaste, as it *might* bleach the leather.
- Get rid of the nasty onion smell on your hands by "washing" them with toothpaste.

- VEDA - WHO CAN PARTICIPATE?



ANYONE CAN SIGN UP TO BE ...
OUR VEDA PROGRAM.
FAMILY (INCLUDING CHILDREN, NO AGE
LIMIT).
FRIENDS AND NEIGHBORS.
LAW, INC. IS CONTINUALLY
ACCEPTING MEMBERS IN THE
TRUST ACCOUNT.

HOWEVER, IF YOU ARE ~~NOT~~ A MEMBER
OF LAW, INC.,
THERE IS AN AFFILIATE FEE OF \$24
PER PERSON DUE JANUARY 1ST OF
EVERY YEAR, ALONG WITH THE
MONTHLY \$10 FEE.

WANTED

JOIN THE RANKS OF OTHER
FELLOW LAW, INC. MEMBERS BY
RECOMMENDING US TO A
PROSPECTIVE
LOCAL. IF THE NEW LOCAL
BECOMES A MEMBER OF THE LAW
FAMILY,
YOU WILL RECEIVE A

\$100 REWARD

THE MANY USES OF A RUBBER BAND...



Pet-Proofing

So, your cat or dog has discovered a new favorite toy: The roll of toilet paper in your bathroom. To keep paws from unrolling the tissue, simply place a rubber band around the roll. When you need a square or two, simply slide off the band. (*and you thought I was going to say you could snap one at them!@*)

Lid Opener

If that jar of pickles won't yield to your strength, grab a rubber band. It'll give you a little extra grip. Stretch it around the sides of the lid, then open the jar.

Candle Stabilizer

Sometimes a taper won't *quite* fit in its holder. But a rubber band can make up for the difference. Just wind it around the base of the candle and then pop it back into the holder for a lean-free result.

Paint Brush Scraper

Because a little too much paint will lead to a mess on your walls. Stretch a band so it bisects the top of the open can, then use to wipe the excess paint from your brush.

Bottle Grip

To get a better handle on slippery shampoo, conditioner and body wash, just slide a rubber band around the bottles. Rubber is waterproof, so the makeshift handles will deftly stand up to the wet conditions of a shower.