



LABOR ASSOCIATION OF WISCONSIN, INC.

Serving Public Employees Throughout Wisconsin

www.law-inc-wi.com - law@law-inc-wi.com

FEBRUARY 2016

VOLUME 32 ISSUE 1

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*"Serving Public Employees
Throughout Wisconsin"*

2016 MILWAUKEE BREWERS TICKET RAFFLE

There are two tickets per game. If you are interested in entering the raffle, please mail, email, or fax (see page 2) your name and association name, address, telephone number and 1st, 2nd and 3rd game preference to the Germantown office no later than **March 16th**. Winners will be notified on March 23rd. *If more than 3 selections are submitted, your entry will not be entered into the raffle.*

Section 327, Row 7, Seats 10 & 11

DAY	DATE	TIME	TEAM
WEDNESDAY	APRIL 6	12:40PM	GIANTS
FRIDAY	APRIL 8	7:10PM	ASTROS
SATURDAY	APRIL 9	6:10PM	ASTROS
SATURDAY	APRIL 23	6:10PM	PHILLIES
SATURDAY	APRIL 30	6:10PM	MARLINS
TUESDAY	MAY 3	7:10PM	ANGELS
WEDNESDAY	MAY 4	12:40PM	ANGELS
THURSDAY	MAY 12	7:10PM	PADRES
FRIDAY	MAY 13	7:10PM	PADRES
SATURDAY	MAY 14	6:10PM	PADRES
THURSDAY	MAY 19	12:40PM	CUBS
TUESDAY	MAY 24	3:10PM	REDS
TUESDAY	JUNE 28	7:10PM	DODGERS
SATURDAY	JULY 23	6:10PM	CUBS
MONDAY	JULY 25	6:20PM	DIAMONDBACKS
WEDNESDAY	JULY 27	7:10PM	DIAMONDBACKS
SATURDAY	JULY 30	6:10PM	PIRATES
TUESDAY	AUGUST 9	7:10PM	BRAVES
FRIDAY	AUGUST 12	7:10PM	REDS
SATURDAY	AUGUST 13	6:10PM	REDS
MONDAY	AUGUST 22	6:20PM	ROCKIES
SATURDAY	AUGUST 27	6:10PM	PIRATES
MONDAY	AUGUST 29	6:20PM	CARDINALS
TUESDAY	AUGUST 30	7:10PM	CARDINALS
MONDAY	SEPTEMBER 5	12:10PM	CUBS
TUESDAY	SEPTEMBER 20	7:10PM	PIRATES
THURSDAY	SEPTEMBER 22	7:10PM	PIRATES

Where to send your Milwaukee Brewer's Raffle Information:

MAIL: Labor Association of Wisconsin, Inc.
N116 W16033 Main Street,
Germantown, WI 53022

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BALLOTING PERIOD FOR NON-SCHOOL DISTRICT NON-STATE ANNUAL CERTIFICATION ELECTIONS SET FOR APRIL 7-27, 2016

The Wisconsin Employment Relations Commission announced that annual certification election balloting regarding non-school district unions and non-'State of Wisconsin employee unions will be held from noon on Thursday, April 7 through noon on Wednesday, April 27, 2016.

Voters who choose to vote by telephone will do so by calling 1-866-458-9862 (toll free) anytime between noon on Thursday, April 7 through noon on Wednesday, April 27, 2016. After providing information that will allow the computer to verify that the employee is an eligible voter (the first four letters of last name and the last four digits of social security number), the employee will be asked "Do you want to continue to be represented by (the name of your current union) for the purpose of collective bargaining?" The employee will then be instructed on how to vote "yes" or "no" and asked to confirm his or her choice. After confirming his or her choice, the employee's vote will be electronically cast. The employee must confirm his or her choice for the vote to be cast. A graphical outline and script of the telephone voting process is available. Employees experiencing trouble using the telephonic voting system can call 1-800-529-5218 during the hours of 10:00 am to 6:00 pm Monday-Friday.

Voters who choose to vote online go to <http://www.aaaelections.org/WERC> between noon on Thursday, April 7 through noon on Wednesday, April 27, 2016, and following the on-screen instructions for online voting. Employees experiencing trouble using the online voting system can call 1-800-529-5218 during the hours of 10:00 am to 6:00 pm Monday-Friday.

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Grievance Arbitration Decision

The Labor Association of Wisconsin, Inc. (LAW) was successful in a recent Grievance Arbitration, (Dec. No. 7921, February 15, 2016, Arbitrator Hanson), between the City of Bloomer and the Bloomer Professional Police Association, Local 242.

Issue: Did the City violate Article III of the Collective Bargaining Agreement when it did not fill a bargaining unit member's shift with a bargaining unit member after granting the Officer's May 5, 2015 request to use Compensatory time May 14, 2015? If so, what is the appropriate remedy?

The dispute involved language in the Collective Bargaining Agreement related to bargaining unit members Jurisdiction of Work Section. **Article III- Jurisdiction of Work** stated:

Except in emergencies, work customarily performed by members of the bargaining unit shall not be performed by supervisory or other personnel not in the bargaining unit consistent with the provisions of Article XIII of this Agreement.

- A. A bargaining unit vacancy of six (6) hours or less may be filled as management sees fit.
- B. A bargaining unit vacancy of greater than six (6) hours must be offered to members of the bargaining unit first (those scheduled off duty). If an attempt to fill a vacancy in this manner is unsuccessful, the vacancy may be filled as management sees fit.
- C. A bargaining unit vacancy created by a vacation request made with less than 14 days' notice but granted by the Department may be filled as management sees fit.

The Association's position was that the bargaining unit vacancy fell under Subsection B of Jurisdiction of Work since the shift vacancy was more than six hours. The City's position was the vacancy fell under Subsection C because the request was made with less 14 days' notice. Subsection C of Article III was bargained into their contract at the last round of negotiations. The City felt this section included compensatory time off because contract language in Article XIII stated:

"When an employee wants to use some of his compensatory time, he shall make a request to the Chief of Police or his designee. The Chief of Police or his designee shall grant or deny the request based on the same considerations used when granting or denying vacation requests. No reasonable request will be denied."

This case came down to the City asking the Arbitrator to ignore the plain reading of the agreement. The Arbitrator was unwilling to do that. Arbitrator Karl R. Hanson of the Wisconsin Employment Relations Commission stated:

"The plain reading of the agreement provides that if a request to use compensatory time is granted and it creates a vacancy in bargaining unit work of more than six hours, then the vacancy must be offered to the most senior bargaining unit member available to work."

Arbitrator Hanson ordered the City to pay Officer Mark McElroy 12 hours at the rate of time and one-half to make him whole for all lost wages.

A special thank you to, Officer McElroy, who did a fantastic job testifying at the hearing and standing up for his rights and benefits afforded to him in his collective bargaining agreement.

Visit Wisconsin



Milwaukee, WI

Bursting with unique, high quality selections of artisan and ethnic products, and freshly-made prepared foods, you're sure to enjoy shopping the independent merchants of the Milwaukee Public Market.

Just three blocks south of downtown Milwaukee, the Historic Third Ward is known as "Milwaukee's Arts and Fashion District" and offers the city's most dynamic array of restaurants, spas, theaters, galleries and unique shopping, all in a historic warehouse setting. The neighborhood is also the home to the award-winning Third Ward River Walk .

400 N. Water Street,
Milwaukee, WI 53202

LAW INC. HEALTH BENEFIT TRUST ACCOUNT



LAW, Inc. is continually accepting members in the trust account. By contributing \$10.00 per month for 10 years, ***you will receive a return of approximately 650% of your investment at today's projection for your investment of \$1,200.*** For every 3 months an employee contributes after their initial 10 years, they would be entitled to an additional one month of a benefit.

Currently, after 10 years, you are entitled to 120 months of benefits. Under this plan, you would be entitled to accumulate additional months at the ratio of 1 month of benefit equals 3 months of contributions.

Under this formula, someone who paid into the plan for 20 years would be entitled to an additional 40 months (3 yrs + 4 months) of benefits. The additional months earned may be used at the back or front of the base 120 months that is triggered at age 55 or later. ***By taking it in the beginning, a participant can draw from the fund while the employee is still working.*** For example, if someone contributed for 20 years and was entitled to an additional 40 months, they could start drawing this benefit before their 52nd birthday. As the fund grows, so does your payout.

Participants draw from the fund ***tax-free*** to help pay for health, dental and vision premiums when they are eligible. Members of LAW can take advantage of this wonderful benefit by filling out a simple application. Sign up your spouse as an affiliate member for \$2/month and get the same benefits X2.

LAW-VEBA PAYOUT RATES FOR 2016

VESTED PERCENTAGE		2016 PAYOUT @ 95%	2016 95% PAYOUT ROUNDED
20%		\$7.93	\$8.00
30%		\$11.89	\$12.00
40%		\$15.85	\$16.00
50%		\$19.81	\$20.00
60%		\$23.78	\$24.00
70%		\$27.74	\$28.00
80%		\$31.70	\$32.00
90%		\$35.67	\$36.00
100%		\$39.63	\$40.00

Great Gardens!

6 PLANTS THAT WILL HELP KEEP YOUR HOUSE NATURALLY COOL



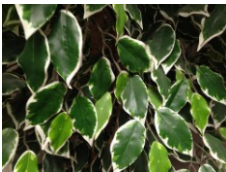
aloe vera

Having an aloe vera plant on hand will not only come in handy if you get any nasty sunburns, but it also effective at cooling air temperature as well as removing formaldehyde from the air.



areca palm tree

One of the most popular living room plants is the areca palm tree, a decorative house plant that acts as a natural air humidifier. In addition to cooling off your home, the areca palm can remove benzene, formaldehyde, and trichloroethylene from the air.



ficus tree

The ficus tree, also known as a weeping fig, helps to keep the air temperature cool as well as reduce air pollution and improve air quality.



fern

This plant helps to not only cool and humidify the air, but like aloe vera, it is good for cleaning formaldehyde out of the air. In fact, scientists at NASA say the fern is one of the most effective air-purifying plants.



snake plant

The Snake Plant, also known as Mother-In-Law's Tongue, is another plant recommended by NASA to help purify the air. The plant gives off oxygen at night, keeping you cool as well as absorbing a wide number of toxins in your home.



golden pothos

The golden pothos is a great plant for those who aren't exactly garden-savvy, as it's extremely easy to take care of. It requires little light and little care, and it will keep your air cool and purified.



UPCOMING HOLIDAYS:

February 8 - Chinese New Year

February 10 - Ash Wednesday

February 12 - Lincoln's Birthday

February 14 - Valentine's Day

February 15 - President's Day

February 22 - Washington's Birthday



March 13 - Daylight Savings Begins

March 17 - St. Patrick's Day

March 20 - Palm Sunday

March 20 - Spring Begins

March 25 - Good Friday

March 27 - Easter



April 1 - April Fool's Day

April 22 - Earth Day

April 29 - Arbor Day

