



Local 39 COMMON BOND

October 2011

President - Kathryn Bartlett-Mulvihill
president@opeiu39.org

Business Agent - Debra A. Eveland
develand@opeiu39.org

P.S.
Membership Meeting
Wednesday, November 16th
5:30 pm
437 S Yellowstone Drive, Madison
2nd Floor Conference Room

Membership meetings are held on the 3rd Wednesday of February, May, August and November beginning at 5:30 pm. Mark your calendar. See you there!

Inside this Issue

- 1** *Overtime and the Department of Labor*
- 1** *Membership Dues*
- 2** *Unit Updates*
- 2** *Vacant Positions*
- 3** *Steward Contact Information*

Labor Laws & Overtime

The Department of Labor requires all employers to pay overtime wages to non-exempt employees when they have worked beyond 40 hrs in a work week or a contractual work week (CMG 37.5). Of late, we have had several members that have worked overtime but have done so without permission from their supervisors. By not gaining permission prior to working the overtime these members received a discipline by management. Be wise. Always gain permission first.

The dues are used to support the local union with administration of our contracts, collective bargaining, organizing, legal costs and maintaining day-to-day operations. This filters down to members through negotiating savings for health insurance, maintenance of 401K and pension plans, wellness initiatives, progressive discipline language, arbitration and severance rights, training and education of stewards.

Membership Dues

The delegates to the OPEIU International Convention held in June of 2010 voted in a membership dues increase of \$3.00. The Local 39 Executive Board approved to phase in the increase over a couple of years. The second half of the mandated dues increase will go into effect December 1, 2011 and impact the first pay check following December 1. The dues will increase to \$35.50 or \$.75 cents per pay check for those of you paid on a bi-weekly basis.

During the latest recession, members were reaffirmed of the benefits of having a union contract. While the employers of some of our units cut non-represented and management staff pay and benefits without negotiation, our members maintained their pay and benefits.

Dues pay for unions to provide representation of members. Seems simple enough but what does this entail? A portion of the dues is paid to OPEIU International and the remaining

As the costs for everything these days seems to be increasing the Executive Board will continue to aggressively manage our expenses. We've changed how we approach arbitrations that still provides strong representation to members but keeps our legal costs under control. We even eliminated a copy machine lease that has saved members \$500 a month.

Unit Updates

CUNA Mutual Group

Chief Steward - Kathryn Bartlett-Mulvihill

Please see attachment.

Madison Gas & Electric

Chief Steward - Cliff Murray

Preparations for upcoming contract negotiations are under way. The current Labor Agreement with MGE expires on April 30, 2012. The parties will begin bargaining in March after exchanging proposals this February.

The solidarity of our state's workers and families in the face of the anti-union and anti-worker assaults this year has been remarkable. **United we stand, divided we fall.** This is something our two unions, OPEIU 39 and IBEW 2304, have understood for a long time. We are stronger when we stand together and together we are better at representing your interests.

Committees from both unions completed solidarity training on October 17th.

We have developed a membership survey. (Please see the salmon colored hand out with this newsletter.) If you are interested in serving on the Solidarity Committee, please contact a Steward. Committee members will help in surveying members, distributing updates and assisting the Negotiating committee as needed.

The Utility Workers Coalition Conference was held on September 29th and 30th, at the Concourse Hotel in Madison. I, along with Stewards, Nick Petrykowski and Jillian Fowler attended the conference. This was the first time attending the conference for Nick and Jillian; both said it was a valuable experience. The conference provided us with the opportunity to discuss workplace and contractual issues with counterparts representing other Utilities across the Midwest region.

The Company has outsourced workers compensation insurance to CorVel. There have been concerns voiced by members of both unions regarding CorVel. Please report any problems or issues you encounter when dealing with worker compensations to human resources and your steward.

World Council of Credit Unions

Co-Chief Steward - Diane Martin
Co-Chief Steward - Cassie Rademakers

WOCCU has experienced some dramatic changes over the last two months. Our CEO of the past six years retired and our new CEO, who's been with WOCCU for over 20 years, faced the unenviable task of reorganizing the company to reflect declining revenues and shifting priorities.

Two business units have been dissolved, which lead to the layoff of two represented staff. Per the Union contract, they received severance and two months of health, vision, & dental insurance. A third represented staff member was given the opportunity to take a lower-level position which she accepted. According to our contract, she will be paid at her old level for 60 days. Management has committed to trying to beef up the duties in her new position, to make it pay more.

Besides the three represented positions affected, three employees in non-represented positions were terminated. While they received severance, they did not receive the two months of insurance that the union contract provides.

After a bumpy start management worked closely with the union to try to ensure a smooth a transition as possible during this time of change. In the meantime we are preparing ourselves for upcoming union negotiations.

We held our first bargaining session with the company on Tuesday October 11th. Both sides exchanged contract language proposals. We are schedule to meet again on Thursday October 27. We are working on a survey to provide

members in order to get input for contract negotiations.

CUNA Inc.

Chief Steward - Shawn San Roman

CUNA Inc. is in the process of implementing a new payroll system. The Union met with the management to discuss the changes and possible effects on members. We will be working closely with the company to ensure a smooth transition.

Other Units

Business Agent - Debra Eveland

IBEW Local 965
AFSCME Local 171
NECA – IBEW

I have sent contract re-opener letters to the above employers as all of the contracts expire at the end of the year. I have met with members to discuss changes necessary for a new contract. I will be setting up bargaining sessions with the employers. Please contact me directly with your concerns or questions.

Vacant Exec Board Positions

We currently have an open for Recording-Secretary and Secretary/Treasurer positions on the Local 39 Executive Board. These two positions will be by appointment to complete the rest of the terms. Please contact the union office if you are interested in volunteering for either of these positions. Each of these positions is a great way to learn the workings of running a union and meeting our members needs. The Executive Board currently meets the 2nd Wednesday of each month.

Executive Board elections will take place in February. Please look for information on open positions in future newsletter.

We say good-bye to Lisa Venske who recently resigned her position as the Secretary/Treasurer. Thank you to Lisa for all of her years of service on the Executive Board.

Steward Contacts

CUNA Mutual Group

Kathryn Bartlett-Mulvihill
Chief Steward 257-4734

Nancy Dietzman-Mills
Steward x 8348

David Engelstad
Steward x 8376

Kelli Harrington
Steward x 8902

Laura Lowrey
Steward x 8122

Karen Maund
Steward x 7214

Phil Miller
Steward x 7831

Jim Rasmussen
Steward x 8791

Susan Voyce
Steward x 5426

Madison Gas & Electric

Cliff Murray
Chief Steward 252-4776

Sarah Amdahl
Steward 252-7993

Kathyn Prochaska
Steward 252-7971

Nick Petrykowski
Steward 252-4701

Rachel Rome
Steward 252-7958

Debi Stolts-Meier
Steward 252-7325

Jillian Fowler
Steward 252-4780

WOCCU

Diane Martin
Co-Steward 395-2068

Cassie Rademaekers
Co-Steward 395-2054

CUNA Inc.

Shawn San Roman
Chief Steward 231-4104

NCSRCC

Heather Hoemke
Steward 241-0960