



Your Union Newsletter

**JULY - AUGUST, 2013**

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**Bill Franks, Thanks**

Submitted by Mark Kuechler

We've all over the years, read or heard salutary praises for retiring colleagues. Most begin with a list of milestones, when he started his job, the various positions that were held over the years, the leadership roles they've held with our union. That type of thing just doesn't seem appropriate for someone like Bill.

Bill's email, [chiefsteward@hotmail.com](mailto:chiefsteward@hotmail.com), says it all. It is the job Bill was born to do. Sometimes it seemed that Bill's job existed to allow him to be a steward, chief steward and the trainer of many, many stewards.

Beyond the time in the "classroom" that Bill either taught or facilitated steward training, Bill was responsible for deploying stewards for our union to where they were needed, sometimes with little or no prior notice. Bill had no hesitation to toss a new steward in the deep end of the pool, knowing his people, having faith that if they might not be able to swim laps, they could at least tread water and try to protect our brothers and sisters who needed steward services.

Bill is also known for his, shall we say colorful language style, but could when the situation called for it leave behind some of his favorite phrases out, especially in front of children. Management respected Bill when they faced him as a representative, or more appropriately feared someone who they knew could not be cowed or allow the person he was there for to be bullied.

The knowledge the Bill has accumulated over the years is a source of wonder, both the stories and the facts. He has collected not just data and details but, friends and allies. Whenever I've happened to run into Bill on the street, inevitably someone else Bill knows will pass by, stop and talk to him. It is proof that for decades now, our brother Bill

Franks has advocated and fought for the rights of his brothers and sisters, both in our union and outside of it, for their rights in the workplace.

## **Bill Franks In Retrospect**

Submitted by Ron Danowski

Bill is one of the best known people in WPEC. His approach to the work that needs to be done, his ability to organize people to do it and his willingness to take on any job is well known. Bill has served on Bargaining Teams and Committees, as a Steward, as Chief Steward and an Executive Council member over the course of his membership.

His tireless advocacy for those needing a lift, big or small, whether a citizen or WPEC member, in need have been the hallmark of a civil service career in Wisconsin that started when he began his work in Racine decades ago. Since that time helping people find and keep work have been Bill's stock and trade.

Few people have the strength of conviction to advocate for others the way Bill has over the course of his career. Being popular has never driven what Bill does. A strong sense of what's right is what makes him what he is... one of the best unionists to have walked among us and one fine human being.

Those of us who have known Bill for a long time know that with Bill, you get a straight !@#%^ %^&\*(% answer whether you like it or not. You never have to guess where Bill stands on things.

A big thanks goes out to Bill from all of us who have served with him.

## **President's Corner – Merger Update**

Submitted by Greg Georg

The AFT-W/WEAC Unity Committee has held two recent meetings to continue the discussion of a possible merger between the two organizations. These most recent meetings were held in mid-May and early June.

The May meeting began with WEAC giving an update on their Representative Assembly (convention) which took place in late April. At that convention they elected new officers. The new president of WEAC will be Betsy Kippers who currently holds the position of vice-president. She takes office this summer. The WEAC Representative Assembly also voted to restructure their regional governance structure (UniServs), reducing the number of them significantly. The remainder of the meeting continued the review of proposed constitutional language for a governance structure.

Officials from the American Federation of Teachers (AFT) and the National Education Association (NEA) came to Wisconsin for the first day of the Unity Committees June meeting for a discussion of financial matters.

The AFT and NEA people presented information about how dues are paid to the AFT and the NEA in a merged organization and some information about the resources each of them provide back to the state organization and to locals. They also talked about the need to look at where we are going, not at our history. We need build an organization for the future and not rebuild what worked in the past.

Both AFT-W and WEAC still have locals that have contract with their employers. A number of locals' contracts end June 30, 2013, with most of the rest going off contract in 2014. There was some general discussion about expectations for membership numbers in AFT-W and WEAC a year or so from now, but not much current financial information has been shared by either AFT-W or WEAC to this point.

The second day of the June meeting continued the process of reviewing possible constitutional language for a governing structure of a merged organization.

There are currently three more meetings scheduled for the Unity committee. Those meetings will be held the first weekend in August, the first weekend in September, and the first weekend in October. Some believe the Unity Committee will be finished with its work in October. Either way, there will be an update on merger at the AFT-W Convention near the end of October.

## **WI Coalition of Annuitants Annual Conference**

Submitted by Jill Hynum

In May, I attended the annual meeting of the Wisconsin Coalition of Annuitants (WCOA). The coalition is a group of organizations representing retirees and active participants in the Wisconsin Retirement System. AFT-Wisconsin is a member and our representatives are Buzz Davis and Bob Beglinger. Buzz is a former WPEC member and Bob is a former teacher from the Eau Claire area. The annual meetings are a great opportunity to get input from leaders from the State Investment Board (SWIB), Employee Trust Funds (ETF), the Legislature and other areas.

Michael Williamson, Executive Director of SWIB, gave us a SWIB overview. He said SWIB's job is to 1) make money, 2) manage risk and 3) control costs. He talked about how SWIB is doing in each of these areas. He said the forecast for the future looks good: inflation is modest, the U.S. deficit has narrowed, housing appears to have turned the corner, and oil is high but not spiking. The biggest issue is whether Washington will deal responsibly with the fiscal situation.

We also heard from Bill Kox, Deputy Administrator for ETF's Division of Insurance Service. He talked about how the Affordable Care Act will impact Wisconsin's health insurance program for state employees and retirees. His focus was on retirees, but since it's one big pool, most of the impacts will be the same. (Those people receiving Medicare may see some differences.)

First of all, Wisconsin's program is NOT grandfathered in due to changes made by Act 10 regarding employee premiums and benefits. One of the requirements for non-grandfathered plans is that they have to provide "first dollar coverage" for preventative services. That means no cost-sharing for those services. The independent review process is also expanded and modified.

Other changes that are coming in 2014 are:

- Removing annual dollar limits for essential health benefits,
- Hearing aids will be covered,
- TMJ will be covered,
- Pediatric dental services will be covered,
- Dental implants as a result of an accident may be covered. (This one is not clear yet.)

ETF is investigating cost neutral changes to avoid increases in program cost as a result of the new requirements.

In 2014, premium assistance tax credits may be available for earners up to 400% of the federal poverty level. Cost sharing subsidies may be available for earners up to 250% of the FPL. The health care exchange should be up by this fall. One thing state employees will need to consider is that in order to escrow accumulated sick leave conversion credits, you must have "creditable coverage". The Group Insurance Board will determine what levels on the exchange will meet the criteria of "creditable coverage".

ETF's Secretary, Robert Conlin, talked about some WRS trivia. For example, the average retirement age dipped down to about 59 from 2002 until 2004. Then it began a rise to 60.5 in 2010. In 2011, it dove back down to 59.5 and has been rising since then. Other trivia includes the fact that 150,570 (86.45%) live in Wisconsin with the next highest level being 4,099 (2.35%) in Florida.

The downward adjustments in pensions caused by the 2008 financial crisis are finally behind us and the prospects for the future are brighter. There is a \$2.5 billion investment gain to be recognized in future years, \$1.5 billion of it in 2013.

There were a couple of other presentations given at the meeting. For more information about the Wisconsin Coalition of Annuity Holders, go to [www.wicoa.org](http://www.wicoa.org). WCOA has also posted all of the slide presentations on their website. Just click on "2013 Annual Conference". Next spring, watch for announcements for the annual meeting. There's lots of good information and the fee to attend is small (\$25 this year to cover lunch and refreshments).

### **Executive Council Vacancies**

Submitted by Greg Georg

There are currently several vacant seats on the WPEC Executive Council. Over the past year, several members have had to leave their council positions due to retirement, taking new jobs outside of state service, or for personal reasons.

Under the WPEC Constitution, most of these vacancies are open to any WPEC member and can be filled through appointment by the president with the approval of the council. Two of the positions, District 1 Representative and District 3 Representative are open to members who work in those regions of the state. District 1 covers the western and northwestern parts of Wisconsin and District 3 covers the Fox River Valley and northward in the eastern part of the state.

Council meetings are held approximately every 6 – 8 weeks. All terms of office for the council run through next spring when elections will take place at the WPEC Convention. If you are interested in becoming a member of the WPEC Executive Council or have questions about the duties of council member, please contact me at [wpec-president@aft-wisconsin.org](mailto:wpec-president@aft-wisconsin.org).

### **WPEC Dues Increase**

Submitted by Greg Georg

Effective September 1, 2013, WPEC dues will increase to \$46.38 per month. This increase is a result of an AFT (national) per capita increase of \$.68 passed by delegates at the AFT Convention in July, 2012.

Eight cents of this dues increase will go toward the joint AFT Militancy/Defense Fund and twenty cents of the increase goes to a special AFT Crisis Response Fund to provide services to assist locals in crisis. This increases the amount going to the AFT Militancy/Defense Fund to 35 cents per member, per month and the amount going to the AFT to 70 cents per member, per month. An example of how the AFT Crisis Response Fund is used is the assistance from AFT we have received in Wisconsin since the introduction of Act 10 in February 2011.

### **District 8 Representative Elected**

Submitted by Diane Mandell

Members attending the annual WPEC Convention this past April created a new district (8) to represent Associate members on the Executive Council (EC). Associate members are mostly retirees but could also be a member taking a leave of absence from state service or WPEC covered classifications for various reasons given EC approval. An election was then held in early June and the attending Associate members elected Larry Kieck as their district representative on the EC. Larry worked for the state for over 30 years and was an active WPEC member. Prior to his retirement, he was a long time union steward and served several terms on either the Bargaining Team or the Bargaining Support Committee. He also served on the Executive Council as an At-Large member prior to his serving several terms as Recording Secretary. We are fortunate to have him return to a seat on the EC.

## **UW Personnel Systems**

Submitted by Ruth Ginzberg

In 2011, as part of Act 32, the Wisconsin Legislature required UW to create two new and distinct personnel systems: one for UW-Madison and one for all other UW System employees. It directed that they be implemented by July 1, 2013.

One of the effects of these two new personnel systems was that Exempt classified employees were going to be offered positions as Academic Staff, while Non-Exempt classified employees were to become a new category of employees called, "University Staff." Following the implementation of the two new personnel systems, the Board of Regents rather than OSER was to have control over UW employees' Pay Plans, employee handbooks, position allocations and collective bargaining with those unions that are certified.

On June 6, 2013 the Joint Finance Committee adopted an omnibus motion concerning UW issues that contained the text, "In addition, delay the effective date of provisions adopted under 2011 Act 32 related to the creation of personnel systems for UW employees that would be separate from the state personnel system until July 1, 2015."

The legislature has now approved the budget bill containing this language. The Governor will still need to sign the bill without exercising his line-item veto on this language before it becomes law, but he has given no indication that he won't sign it with this provision intact.

So it seems fairly likely that the new UW personnel framework will not take effect until 2015, rather than in 2013 as originally directed.

UW issued a statement that says in part, "Until that time ... [c]lassified human resources will be administered by chapter 230 of the Wisconsin Statutes, applicable Wisconsin Administrative Code and procedures established by the Office of State Employment Relations (OSER)."

In other words, at least for the next two years, nothing will change. But in 2015 it very well might.

Stay tuned.

## **Of Importance to Members in the 2013-2014 Biennial Budget**

Submitted by Sue Handrich-Herr

The 2013-2014 Biennial Budget has been passed by both houses and awaits the Governor's signature. Walker is scheduled to sign it Sunday, June 30<sup>th</sup>. The Joint Committee on Employment Relations (JCOER) also met Wednesday, June 26<sup>th</sup> and approved the changes to the Compensation Plan.

Here are the high and low points of importance to members:

- JOCR has approved raises of 1% for July 1 of this year and another 1% for July 1 of 2014, for all employees, except for those attorneys who will receive progression adjustments. And an additional increase of up to \$.25 per hour this year for employees whose base pay rates are below \$15.00/hour.
- Some classifications will also receive market and parity increases in both years based on classification surveys and unique labor market issues, listed in Section L of the Compensation Plan.
- Several classifications are being moved to new broadband pay schedules and will now be covered under Section I of the Compensation Plan.
- Discretionary Merit Compensation (DMC) is expanded to allow classified employees in non-broadband classifications to receive base pay increases.

- The Group Insurance Board (GIB) has been given the authority to modify any group insurance coverage even if it conflicts with rules promulgated by ETF or materially affects the level of premiums or the level of benefits under any group insurance coverage.
  - Beginning 2014, eligible employees and annuitants who use tobacco products will be charged a \$50 a month surcharge on their health insurance premiums.
  - “Craft employees”, covered under Chapter 40, must pay all of their health insurance premiums.
  - Beginning January 1, 2015, the GIB must offer an optional high deductible health insurance plan and health savings account. The state must make contributions to the employee’s health savings account in an amount to be determined annually by OSER.
- Rehired annuitants must remain separated from employment for at least 75 days in order to be eligible to be rehired. Rehired annuitants that have attained their normal retirement date and work at least 2/3 of full time for a WRS participating employer, the annuity must be terminated and no annuity payment is payable until after the participant again terminates covered employment.
- Travel reimbursement rates are increased for meals: In-state Breakfast \$8.00, Lunch \$10.00, Dinner \$20.00.
- The Wisconsin Employment Relations Commission (WERC) that handles appeals of personnel actions will have its funding and staffing cut by 8 attorney positions. It is also being changed from an independent commission to be administratively attached to the Department of Workforce Development (DWD).
- Unemployment Insurance (UI) benefits have been made harder to qualify for and to continue to receive both in the budget and separate legislation passed recently.
  - The definition of misconduct was changed, making it harder to qualify.
  - Recipients can no longer collect benefits for state or federal holidays.
  - Creating different tax rates on businesses based on their history of laying off workers, pitting large employers against small employers.
  - Tapping state tax funds to supplement the unemployment fund, which has been in deficit due to the recession.
  - Requiring four job searches weekly, up from two. Implementation of random audits on work searches.
  - Mandatory disclosure by banks to DWD of claimant’s financial information in the event of overpayments.

Want to know more? Check out the following resources:

[ETF News](#)

[OSER Compensation Plan](#)

[AFSCME Legislative Report June 7, 2013](#)

## **Certification of Act 10 to WI Supreme Court**

Submitted by Bill Franks

April 25, 2013, a three judge panel of the IV District (State Appellate Court) certified the Madison Teachers Incorporated and Public Employees Local 61 versus Scott Walker, et. al. to the Wisconsin State Supreme Court to be heard, citing the "sweeping statewide effect on public employers, public employees, and taxpayers and because the need to clarify and develop law relating to associational rights and the home-rule authority of municipalities". The Supreme Court has accepted the case.

Appeal Number 2012AP2067; the Madison Teachers Incorporated and Public Employees Local 61 versus Scott Walker, et. al. to the Wisconsin State Supreme Court. So, what are the issues?

Basically, that Acts 10 and 32 violate our associational rights. The specific, obnoxious provisions are:

1. Prohibition of collective bargaining, 2. Limiting wage increases to the Consumer Price Index (CPI), 3. Prohibition of Fair Share agreements, which required all represented employees to pay their fair share of the costs associated with the costs of collective bargaining and contract administration, 4. Prohibition of employer from the wages of employees and, 5. Provision requiring annual re-of the representatives of all bargaining units at 51% of the votes of all members in the bargaining unit.

So, what does that mean to us in the Trade Union Movement? What does it mean for our Union? Well, I'm no lawyer, but from my lay reading of the decision, this is what sticks for me.

1. "This appeal involves municipal employees, but the statutory provisions at issue here have direct counterparts in a separate statutory subchapter that applies to state employees. Thus a decision on the provisions affecting municipal employees would appear to be dispositive with respect to state employees."

2. "We also certify this appeal because its resolution requires more than the application of settled law to a new set of facts. Rather, as explained below, law development and the clarification of supreme court decisions are necessary to with respect to constitutional associational rights and Wisconsin's Home Rule Amendment."

From this I take it that, if the Plaintiff- Respondents (that's the good guys) prevail over the Defendants-Appellants (not so good guys and gals) we're back like we were before our rights were stripped and our costs skyrocketed. More than this, you can read for yourself. The complete 25 page decision can be viewed at the link below:

<http://www.doj.state.wi.us/sites/default/files/2013-news/2012ap2067-20130425.pdf>

## **Opinion: Should Smokers Pay More?**

Submitted by Ruth Ginzberg

It looks like State Employees who smoke are going to be charged more than non-smokers for their State health insurance in coming years.

Non-smokers and maybe even some smokers might wonder, "What's wrong with that? Sounds like a good idea to me! Smoking is bad for you. Smokers' poor health costs the rest of us money in higher health insurance premiums! Make the smokers pay more!"

Indeed, some of us may be tempted to believe that we owe it to our Union Brothers and Sisters to encourage them to improve their health. So that might make this sound like a pretty good idea.

So what's wrong with having our employer try to financially coerce our friends and co-workers to lead healthier lifestyles?

Well, first of all, it violates the very principle of group insurance, which is pooling of shared risk. Not a one of us is a perfect health saint. I might object to your smoking, you might object to my weight, somebody else might object to the fact that their cube-mate seems to eat nothing but junk food, and the person down the hall may object to the fact that your co-worker bikes to work every day and risks getting run over by crazy commute-time drivers. Suzie-Q may not always wear her seat belt, Billy-Bob may drink more beer than my Mom thinks people should drink, Jane Doe may indulge in recreational bungee jumping, and John Doe may have had the audacity to father children with Jane Doe whose relatives are carriers of an expensive genetic disease.

Singling out particular individuals with particular health challenges and pointing the finger of blame at them "for increasing our health insurance costs" misses the point. It is yet another divide-and-conquer strategy that causes workers to eyeball their co-workers with hostility and suspicion. "It's YOU who is making my paycheck smaller; YOU

need to change your lifestyle so that I can take home a bigger paycheck!” Newsflash: That’s not why your paycheck is getting smaller. It’s the destruction of the middle class that is making your paycheck shrink, not you or your co-worker’s personal lifestyle outside of working hours.

Secondly, it is not irrelevant that our employer is the government. Whatever our employer coerces us to do: we must not forget that it is the government doing the coercing.

In 1991, Wisconsin Act 310 explicitly made it illegal in Wisconsin to discriminate against employees for the use or nonuse of lawful products (e.g., smoking tobacco) off the employer’s premises during nonworking hours.

Note that the language is “use or nonuse of lawful products.” This not only explicitly protects smokers who wish to smoke in their own living rooms; it also explicitly protects everybody from being discriminated against for failing to take medications we don’t want as a condition of employment (hay fever medication, ADHD medication, chemotherapy for cancer, etc.), or for declining to cover our skin with make-up, or because we don’t care to go out and drink beer with the boss. These are good things for the government, our employer, not to be able to coerce us to do.

Third, although smoking is no longer controversial as a health issue (and maybe never truly was since the 1964 Surgeon General’s report), there are other health-related choices that are controversial. Do we want our employer to be able to coerce us, for example, to take Lipitor (to lower cholesterol) because its “for our health?” Cholesterol-lowering drugs can have serious side effects. People have the right to make their own choices about what to put, or not to put, in their bodies, without having the government-our-employer start coercing us with behavior-shaping incentives to only live in government-approved ways.

Will they next require us to submit our grocery lists to our health insurance providers to determine whether we are all making “healthy choices” at the grocery store? I mean – it would be “for our own good” so who could object, right?

Well, I would object. I know I am not a health saint. I make choices in my life. Sometimes they might not even be good choices. But the most important thing is, they’re *my* choices.

When I apply for a State job, I am applying to work performing some agreed-upon activities during some agreed-upon time frame. I am not applying to subject myself to a comprehensive lifestyle-management program that is aimed at making me into a person whose lifestyle and health choices are officially approved by the State. My time away from work is still mine: to smoke cigarettes, drink beer, eat fried chicken, bungee jump, ride a snowmobile, hunt bears, or do anything else the State may not believe is 100% “healthy” or “safe.” They employ me but they do not own me.

## On This Day in Labor History

Submitted by Diane Mandell

By studying the past, we may improve the future.

### June

**June 3, 1956:** Rock and Roll is banned in Santa Cruz, CA. Within two weeks, San Antonio, TX and Asbury Park, NJ have enacted similar bans.

**June 3, 1965:** Major Edward H. White II is the first American to walk in space when he steps out of the Gemini 4 hatch, attached to a 25 foot tether.

**June 4, 1919:** Congress passes the 19th Amendment to the US Constitution guaranteeing women the right to vote.

**June 4, 1989:** Tiananmen Square Massacre. The Chinese government orders its troops to take control of Tiananmen Square in Beijing, China where more than a million university students, civil servants and other workers have been protesting for democratic reforms against the Chinese government. Chinese troops forcibly clear Tiananmen Square, resulting in the deaths of hundreds of protesters and the arrests of thousands more.

**June 5, 1968:** Senator Bobby Kennedy dies from three gunshots fired the previous day after winning the CA Presidential Primary.

**June 5, 1998:** United Auto Workers (UAW) strike at a GM parts factory. The strike over job security, outsourcing, and inadequate facility improvements involved over 3400 UAW members, lasted seven weeks and stalled GM production nationwide.

**June 6, 1944:** D-Day. Allied troops land on the beach at Normandy, France, beginning an invasion to halt Nazi control of Europe.

**June 7, 1893:** Mohandas Gandhi (aka Mahatma) commits his first act of civil disobedience when he refuses to comply with racial segregation law in Pietermaritzburg, South Africa and must be forcibly removed from a first-class railway car.

**June 16, 1963:** Cosmonaut Valentina Tereshkova becomes the first woman to travel into space on Vostok 6. After 48 orbits and 71 hours, she returned to earth, having spent more time in space than all U.S. astronauts combined to that date.

**June 20, 1941:** Ford Motor Company signs the first union contract with the United Auto Workers (UAW). General Motors and Chrysler had already negotiated with the UAW by 1937.

**June 21, 1788:** The US Constitution is ratified.

**June 22, 1944:** President Franklin D. Roosevelt signs the G.I. Bill (aka the Servicemen's Readjustment Act of 1944), transforming higher education and fueling economic expansion over the next 50 years.

**June 23, 1972:** President Richard Nixon signs the Higher Education Act, barring sexual discrimination in higher education programs including sports and extracurricular activities.

**June 25, 1950:** Korean War begins after North Korea invades South Korea.

## July

**July 2, 1964:** President Lyndon Johnson signs the Civil Rights Act, prohibiting racial discrimination in employment, education and in public places.

**July 4, 1776:** The US declares US independence from Britain.

**July 20, 1969:** American astronaut Neil Armstrong becomes the first man to walk on the moon.

**July 26, 1775:** The US Postal System is established with Benjamin Franklin as its first Postmaster General.

**July 28, 1868:** The 14th Amendment of the US Constitution is adopted guaranteeing equal protection of all US citizens.

**July 30, 1965:** President Lyndon Johnson signs Medicare into law, providing hospital and medical insurance for Americans age 65 or older.

**July 31, 1975:** Labor leader Jimmy Hoffa disappears in Detroit, MI and is never heard from again.

## August

**August 2, 1934:** Chancellor [Adolf Hitler](#) becomes absolute dictator of Germany under the title of *Fuhrer*, or "Leader."

**August 3, 1981:** Nearly 13,000 U.S. air-traffic controllers strike after bargaining with the federal government for wage increases and shorter workweeks had gone nowhere. Over 7,000 U.S. flights were canceled. President Reagan called the strike illegal and threatened to fire anyone who did not return to work within 48 hours.

**August 5, 1981:** President [Ronald Reagan](#) begins firing 11,359 striking air-traffic controllers in violation of his order that they return to work.

**August 6, 1945:** At 8:16 a.m. Japanese time, an American B-29 bomber, the *Enola Gay*, drops the world's first atom bomb, over Hiroshima. Approximately 80,000 people are killed by the blast and another 35,000 are injured. At least 60,000 more died by the end of the year from the bomb's fallout.

**August 6, 1965:** President Lyndon Baines Johnson signs the [Voting Rights Act](#) guaranteeing African Americans the right to vote.

**August 11, 1994:** Major league players strike over salary caps, beginning the longest strike in major league history. Because of the strike, the 1994 World Series was cancelled for the first time in 89 years.

**August 13, 1961:** Berlin becomes divided when East German soldiers begin laying down barbed wire and bricks as a barrier between Soviet-controlled East Berlin and democratic West Berlin.

**August 14, 1935:** President [Franklin D. Roosevelt](#) signs the Social Security Act into law. Originally created to reduce unemployment, today's Social Security functions primarily as a safety net for retirees and disabled, and provides death benefits to taxpayers' dependents. The Social Security system has remained relatively unchanged since 1935.

**August 31, 1980:** The Communist government of Poland agree to the demands of striking shipyard workers in Gdansk. Former electrician Lech Walesa, fired four years earlier for his union activism, led the striking workers, who went on to form Solidarity, the first independent labor union to develop in a Soviet bloc nation.

### Union Begins with "U" – Calendar of Events

*Know of any labor friendly events in your community that you would like to share with other members? Please email the details and links to: [wpec-communication@aft-wisconsin.org](mailto:wpec-communication@aft-wisconsin.org)*

July 8-12, 2013      [2013 Great Lakes Union Leadership Institute](#), Pheasant Run Resort, St. Charles, IL

July 20, 2013      [Planning Committee Meeting 12:00-2:00](#), AFT-Building Madison

July 20, 2013      [Communications Committee Meeting 2:00-4:00](#), AFT-Building Madison

July 30, 2013      [GEF 1 Building Meeting 11:45-12:30](#), GEF-1 Room H306

August 7-11, 2013      [Democracy Convention](#), Madison, WI

August 10, 2013      [Planning Committee Meeting 12:00-2:00](#), AFT-Building Madison

August 10, 2013      [Communications Committee Meeting 2:00-4:00](#), AFT-Building Madison

August 24, 2013      [Executive Council Meeting 8:30-2:00](#), AFT-Building Madison

August 27, 2013      [GEF 1 Building Meeting 11:45-12:30](#), GEF-1 Room H306

August 31-September 2, 2013      [Rock County Laborfest](#), UAW Grounds Janesville

*Have an article or story of interest you'd like to see in the newsletter? We welcome submissions. Please review the [Standards and Guidelines](#) to ensure your submitted article meets those guidelines. Submissions can be made via email: [wpec-communication@aft-wisconsin.org](mailto:wpec-communication@aft-wisconsin.org). Deadline for the September-October issue is August 5, 2013.*