Making a Difference

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Photo by Karen Hickey
After Decades as Local 5001 President, Owley Steps Down

The Early Years
It was late summer of 1974 when a co-worker approached the young, very pregnant nurse, Candy Owley, to recruit her to run for president-elect of what was then known as the Staff Nurses Council of Milwaukee County (SNC), representing about 500 nurses that worked for the County. By 1975, with a one and four year old child in tow, and a job as the head nurse on the transplant unit, Owley took over as union president.

Over the decades many things changed for the union. In 1979, SNC joined a national union becoming Local 5001 of the American Federation of Teachers (AFT), and also helped to establish the state-wide organization, Wisconsin Federation of Nurses and Health Professionals (WFNHP), which elected Owley as its founding president. That same year, nurses from St. Francis Hospital met with Owley to ask her help in forming a union. No one could imagine the battle ahead for those nurses as they struggled to make that dream a reality. It took an election in the fall of 1979, followed by a five-year legal battle, before the hospital was willing to sit down and negotiate the first contract; and, Local 5001 stood side-by-side with those nurses through the long years of legal battles.

In 1980, the Medical Technologists at the County voted to join Local 5001, and in the 1990’s so did the Music and Occupational Therapists. Later in the 1990’s the Technical and Service workers at St. Francis Hospital also won elections to form their unions, in spite of the vicious anti-union campaign run by the hospital to stop their efforts.

After participating in contract bargaining at Milwaukee County for a number of years, Owley took over as chief negotiator. As the years passed, she bargained the transition of the County Med Techs into the new private corporation, now called Dynacare, which expanded to represent all laboratory professionals, including Cytotechs and Cytogeneticists. One of the most difficult times was the year that the County Hospital, renamed as Doyne, closed its doors and turned over most services to Froedtert Hospital. The closing caused a total loss of 700 members; but, at the end of the day, with the special severance, retirement and transfer benefits negotiated, not one member was laid off to the streets; a fact that still makes her proud today.

Owley ended up not only bargaining contracts for County and Dynacare members, but in the 1990’s also assumed the role of chief negotiator bargaining the three St. Francis contracts. In addition, she actively represented the County members during many battles with the County Board, fighting efforts to privatize any and all services; and, serving as an officer of the Milwaukee County Labor Council, which represented all area unions in times of solidarity.

Owley was not only elected as president of WFNHP, but also to the top leadership of the national union, AFT, and chair of the healthcare division, positions which she will continue to hold even after stepping down as Local 5001 president.

In 2012, Owley announced that she would not be seeking re-election as Local 5001 president when her term was up in 2014. It was a difficult decision, in part because of the enormous challenges caused by Governor Walker’s hallmark anti-union legislation, Act 10, which took away public employee bargaining rights which had existed since 1959. Still, it was time, and there was an excellent team of leaders ready to take on the job of steering Local 5001 into the future. Local 5001, even with current challenges, is in great shape representing almost 1,400 members in the Milwaukee area.
Introducing the New Leadership
The captain of the Local 5001 ship is now the very capable Jeff Weber. Jeff is a psychiatric RN working for the County, and also the president of the County chapter. Jeff jumped in with both feet, as the battle in Madison began. Marching time and again, not only with his County co-workers, but also with his wife, Anne, Jeff showed great leadership, wisdom and energy needed to be a union leader in these times. In addition to leading Milwaukee County, Jeff stepped forward to serve as 1st vice president of the state organization, WFNHP, and also get active in the national union. When dealing with the County Board, Jeff proved he could lead the fight against privatization, and to demand resources to enable members to deliver quality care. Jeff excelled, not only dealing with the County Board, but also with the very challenging Sheriff Clarke. He even led a very successful and energizing march on County Executive Abele to “sound the alarm” on unsafe staffing at the Mental Health Center.

Even though Jeff was not the most senior union leader in the Local, the officers of both Dynacare and St. Francis made it clear that Jeff Weber was the one person they all believed would make the best Local 5001 president. This May, Jeff was elected as president of Local 5001, taking over the union that began almost 50 years ago.

Joining the Local 5001 team are: Connie Smith, St. Francis, as 1st vice president; Karen Haglund, Milwaukee County, as recording secretary, and Mary Milton, St. Francis, as treasurer. These four, along with the chapter presidents, make up the full Local 5001 team. As the past has shown, there will always be tremendous challenges and turbulent times, including aggressive actions to eliminate all unions; but, an organization can survive and truly thrive, if it has a great, united team of leaders. Local 5001 has just that team, as it sails on into the unknown future ahead.

Union Fights to Protect Benefits of Retired Members
This summer, hundreds of Milwaukee County retirees were shocked to receive letters telling them they may lose pension benefits. Probably the most troubling fact was that many of the individuals receiving the letters had been retired for decades. When Local 5001 found out about the letters and the threat by the County to strip long time retirees of benefits, it immediately contacted the union attorney with pension expertise and authorized him to help these former members, including filing law suits, if necessary.

The details are truly shocking. County employees for decades had the right to purchase pension credits for time they worked, but had not received credit. One of the most common examples was, when nurses were hired, for many years they were first hired into what was defined as “emergency” appointments and some time later moved into “regular” appointments. Often this was done to speed up the hiring process in civil service, because of the constant nursing shortage. Later, those nurses found out that the months worked in “emergency” status were not counted for pension calculations. The County established a program so that employees could “buy in” or “buy back” these credits, which many nurses did. There were a number of other examples, but the basic issue is that: (1) the time purchased was time actually worked; and, (2) the County pension staff reviewed each case and told the employees how much could be purchased, authorized the payment, and then awarded the credits.

Everyone involved from the County has confirmed that the workers did nothing wrong. The retirees have letters from County staff confirming all of these details. Nonetheless, the County says mistakes were made by the pension staff in how the time was purchased (took too many years, used deferred compensation money, etc.) The County admits it is their error, but they are still looking to reduce the benefits of these retirees.

The most outrageous situation is a group of 13 workers (5 are former Local 5001 members), where the County has already eliminated or drastically reduced their pensions. One of these former members, in her 70’s and retired in 1995, had her pension reduced from $2,400 per month to $1,500 per month, then cut in half again, because the County says she owes over $200,000 in pension overpayments. Another is 82, blind and in a wheelchair, and she too has had her pension drastically cut. Two others that are retired Dynacare members had their pension stopped completely.

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Background
This past summer, our union at a national level began discussing the growing number of deaths caused by the Ebola virus disease (EVD) in western Africa. For those who have followed my activities in recent years, you know I am the U.S. representative on an international labor organization, Public Services International (PSI), which represents over 20 million workers world-wide, most of whom are in the health sector, many from Africa. I became aware of the Ebola problem through this connection, when it was reported that many of our healthcare members in Western Africa, especially nurses, were dying from EVD; and, unlike in past years, the situation was getting worse week by week. Our national union began preparing materials to call attention to this global disaster. We also sent letters to federal officials urging attention be paid to Africa. We stressed the fact that, if the disease continued to spread, thousands upon thousands of lives would be lost in Africa, and it would be only a matter of time before the disease came to the United States.

Too Little Too Late
Unfortunately, our country was focused on many other problems: wars in Ukraine, growing threats in Iraq, midterm elections, and many other domestic and international issues, so Ebola problems took a back seat; even when the highly regarded ‘Doctors Without Borders’ was shouting from the roof tops that we had a global problem needing a global response. More and more people died (today approximately 5,000 have died including many healthcare workers), and over 4,000 children are left without parents or families; and the number keeps growing.

U.S. Impacted
When did we all start to notice? When a few aid workers were flown back from Liberia to the U.S. for care. Now, Ebola is in the U.S.—so, now, we are paying attention. But, still, the hospitals and the country were not really ready for a case that would come into a local hospital. Protocols and protective equipment were not ready. Even the CDC was not truly clear on how they wanted to handle a case that developed on U.S. soil.

Then the Nurses Got Ebola
It is no surprise that, when nurses got Ebola, the whole country sat up and paid attention. Hospitals hurried to get policies and protocols in place and to get needed protective clothing, called Personal Protective Equipment (PPE). Some have done things right; and others, not so much. Changing recommendations from the CDC, which must be our trusted source, reduced trust, (which is so important at a time such as this), adding to the problem.

Our National Union
At a national level we are extremely fortunate to have outstanding health and safety experts, in addition to experts in health policy and international affairs. Before the Texas case hit the news, our staff had developed educational material and fact sheets for members working not only in the healthcare system, but also for our members in the schools. Last week, two conference calls were held with our union leaders around the country where we found out again, that some hospitals seemed well prepared and were communicating with the employees and the union leadership, but other hospitals had said nothing. I happened to be in Washington, D.C., when this call took place because we were meeting with many of our healthcare leaders. Our national president, Randi Weingarten, held a press conference, in which I participated, calling for the following:

- Each health system, including home health, to immediately put in place protective protocols.
- Involvement of frontline staff to make sure the policies were sufficient and could actually be carried out.
- Establishment of dedicated treatment units in specified hospitals staffed by willing employees. (In the Wheaton system we have been told this will be St. Joe’s Hospital.)
The following candidates were endorsed by the Wisconsin Federation of Nurses and Health Professionals and/or the Wisconsin State AFL-CIO.

### Governor:
Mary Burke

### Lt. Governor:
John Lehman

### Attorney General:
Susan Happ

### U.S. House of Representatives (Congress):
- **CD 1**: Rob Zerban
- **CD 2**: Mark Pocan
- **CD 4**: Gwen Moore
- **CD 5**: Chris Rockwood
- **CD 6**: Mark Harris
- **CD 7**: Kelly Westlund
- **CD 8**: Ron Gruett

### State Senate:
- **SD 1**: Dean DeBroux
- **SD 2**: Chris Larson
- **SD 3**: Tim Carpenter
- **SD 7**: Chris Larson
- **SD 9**: Martha Laning
- **SD 11**: Dan Kilkenny
- **SD 13**: Michelle Zahn
- **SD 15**: Janis Ringhand
- **SD 17**: Pat Bomhack
- **SD 19**: Penny Bernard
- **SD 21**: Randy Bryce
- **SD 23**: Phil Swanhorst
- **SD 25**: Janet Bewley
- **SD 27**: Jon Erpenbach
- **SD 31**: Kathleen Vinehout

### State Assembly:
- **AD 1**: Joe Majeski
- **AD 2**: Fred Kessler
- **AD 3**: Jeff McCabe
- **AD 4**: Christopher Plaunt
- **AD 5**: Daniel Riemer
- **AD 6**: JoCasta Zamarripa
- **AD 7**: Mark Harris
- **AD 8**: Mark Pocan
- **AD 9**: Josh Zepnick
- **AD 10**: David Bowen
- **AD 11**: Dan Kilkenny
- **AD 12**: Allan Kupsik
- **AD 13**: Michelle Zahn
- **AD 14**: Deb Kolste
- **AD 15**: Tom Chojnacki
- **AD 16**: Tim Carpenter
- **AD 17**: Dan Kilkenny
- **AD 18**: Dean DeBroux
- **AD 19**: Daniel Riemer
- **AD 20**: Jeff McCabe
- **AD 21**: Randy Bryce
- **AD 22**: JoCasta Zamarripa
- **AD 23**: Michelle Zahn
- **AD 24**: Deb Kolste
- **AD 25**: Tom Chojnacki
- **AD 26**: Dean DeBroux
- **AD 27**: Tim Carpenter
- **AD 28**: Daniel Riemer
- **AD 29**: Jeff McCabe
- **AD 30**: Dan Kilkenny
- **AD 31**: Michelle Zahn
- **AD 32**: Allan Kupsik
- **AD 33**: Mary Arnold
- **AD 34**: Tom Chojnacki
- **AD 35**: Dean DeBroux
- **AD 36**: Daniel Riemer
- **AD 37**: Mary Arnold
- **AD 38**: Tom Chojnacki
- **AD 39**: Mary Arnold
- **AD 40**: Tom Chojnacki
- **AD 41**: Joe Kallas
- **AD 42**: George Ferriter
- **AD 43**: Andy Jorgensen
- **AD 44**: Deb Kolste
- **AD 45**: Mark Sprietzer
- **AD 46**: Gary Hebl
- **AD 47**: Robb Kahl
- **AD 48**: Melissa Sargent
- **AD 49**: Chad Henneman
- **AD 50**: Chris Miller
- **AD 51**: Dick Cates
- **AD 52**: Gordon Hintz
- **AD 53**: Mark Westphal
- **AD 54**: Amanda Stuck
- **AD 55**: Mark Westphal
- **AD 56**: Amanda Stuck
- **AD 57**: Mark Westphal
- **AD 58**: Amanda Stuck
- **AD 59**: Mark Westphal
- **AD 60**: Amanda Stuck
- **AD 61**: Mark Westphal
- **AD 62**: Amanda Stuck
- **AD 63**: Andy Mitchell
- **AD 64**: Peter Barca
- **AD 65**: Todd Ohnstad
- **AD 66**: Cory Mason
- **AD 67**: Gary Stene
- **AD 68**: Jeff Peck
- **AD 69**: Amy Sue Vruwink
- **AD 70**: Amy Sue Vruwink
- **AD 71**: Katrina Shankland
- **AD 72**: Dana Duncan
- **AD 73**: Nick Milroy
- **AD 74**: Beth Meyers
- **AD 75**: Stephen Smith
- **AD 76**: Diane Hesselbein
- **AD 77**: Jim Brownlow
- **AD 78**: Mandy Wright
- **AD 79**: Diane Hesselbein
- **AD 80**: Jim Brownlow
- **AD 81**: Mandy Wright
- **AD 82**: Nancy Stencil
- **AD 83**: Richard Pulcher
- **AD 84**: Dan Robinson
- **AD 85**: Dan Robinson
- **AD 86**: Nancy Stencil
- **AD 87**: Richard Pulcher
- **AD 88**: Dan Robinson
- **AD 89**: Eric Genrich
- **AD 90**: Dana Wachs
- **AD 91**: Dana Wachs
- **AD 92**: Chris Danou
- **AD 93**: Jeff Smith
- **AD 94**: Steve Doyle
- **AD 95**: Jill Billings
- **AD 96**: Peter Flesch
- **AD 97**: Peter Flesch
WFNHP Members Making a Difference...

Whether it’s standing in solidarity with fellow healthcare members, or educating the community on the importance of voting to accept federal funding to expand BadgerCare and raise the minimum wage, WFNHP members stand together to fight for the issues that affect working families.

Photo by Sue Ruggles
Difference...

Whether making phone calls, knocking on doors, writing postcards or entering data on the computer, WFNHP volunteers have been working hard to educate fellow union members and the community about the importance of voting on November 4th.

Photos by Karen Hickey

Photo by Sue Ruggles
Fast food workers across the country have super-sized the debate on income inequality—not just in our state, but in the United States. Since the first strike over a year ago, there's been increased conversation about the value of labor and how much it really costs to live in today’s world, where the minimum wage hasn’t been raised in five years and the buying power of a dollar has dropped, as the cost of almost everything else has risen. There’s been heated discussion on why the top income bracket has experienced economic recovery after the recession, but the rest of us haven’t shared in that recovery. We’ve seen President Obama himself say that “America needs a raise!” and that, if he worked in a low-wage job and needed to fight for respect, he’d join a union. And, as of September 4th, we’ve even seen Congresswoman Gwen Moore (pictured above) engage in an act of civil disobedience side-by-side with 26 courageous, well-organized low-wage workers from Milwaukee, and get arrested in order to draw attention to the fact that the wages these workers earn are not enough to live on.

WFNHP members, leaders, and retirees stood with the low-wage workers and community supporters for the most recent strike on September 4th. The events of this strike day were familiar in the sense that these workers came together and walked off the job to demand higher pay and the right to form a union without fear of retaliation from their employers, but there was also something brand new to the campaign—civil disobedience. Milwaukee, Madison, and Wausau were among the 150 cities nationwide to participate in the strike. Hundreds of workers across the country, including 26 in Milwaukee and five in Madison, risked arrest in order to call attention to their fight for dignity. In Milwaukee, there were hundreds of people who gathered in front of a McDonald’s restaurant to support the strikers. In a calculated and coordinated effort, the workers linked arms and put their bodies on the line for a better future.

These brave people are our fathers, brothers, sisters, mothers, and neighbors. Their fight is the exact same fight that labor has endeavored; they are fighting to raise the standards for an entire industry, and a better life for all of us, in turn. Our economy works better when everyone can participate and an honest day’s work pays the bills and puts food on the table. Their tactics are tried and true for catalyzing major social change throughout our history as a country. Civil disobedience helped women win the right to vote, legally ended segregation, and earned workers the legal right to form a union and collectively bargain with their employer.

Unfortunately, this battle is far from over. However, WFNHP is proud to stand with these workers as they battle income inequality and fight for dignity.

What You Can Do:

♥ Join in the call for higher wages. Do you believe it’s time to raise the minimum wage in Wisconsin? Sign the petition to hold Governor Walker accountable for allowing Wisconsin workers to remain in poverty: http://action.wisconsinjobsnow.org/page/s/sign-the-petition

♥ VOTE “YES” on the minimum wage referendum on November 4th. Over two million people will have the opportunity to vote on whether the state should increase the minimum wage from $7.25 to $10.10. Wisconsin counties that will have the referenda are: Dane, Douglas, Eau Claire, Kenosha, La Crosse, Milwaukee, Portage, Rock, and Wood. In addition, the cities of Appleton, Menasha, Neenah and Racine will have the question on their ballots.

♥ VOTE on Tuesday, November 4th! It’s time to take the fight for a living wage from the streets to the ballot box. At a panel discussion on October 14th, when asked about the minimum wage by members of the Milwaukee Journal Sentinel, Gov. Walker said, “I don’t think it serves a purpose.” Minimum wage laws guarantee a bare standard of living for workers and help keep workers from going hungry or being homeless. Tell Governor Walker the minimum wage law serves a powerful purpose to protect and fairly compensate working people. It’s time to vote for a Governor who will fight for a living wage, good jobs and a strong middle class. Vote Mary Burke.
Fate of BadgerCare Depends on Who Shows Up to Vote November 4th

Rejecting the federal funds for BadgerCare has consistently been one of the least popular decisions by Governor Walker as polled by Marquette University Law School. Less than 30% of registered voters in all of the last five Marquette polls agree with the decision to reject the federal funds for BadgerCare. More importantly, support for BadgerCare has only grown—up to 59% in the latest Marquette poll released on October 15th.

The state estimates show that Wisconsin is spending $206 million more in this state budget alone to cover fewer people. If Wisconsin had accepted the federal funds, over $561 million would have entered the state.

On November 4th, over one million voters in twenty Wisconsin communities, representing almost half the state, will have the chance to send a clear message to Madison that’s too loud to be ignored—Wisconsin says YES to BadgerCare!

The advisory referendums on accepting the available federal funds for BadgerCare are on the ballot in the City of Kenosha, and the following counties: Bayfield, Chippewa, Clark, Dane, Douglas, Dunn, Eau Claire, Florence, Iron, Jefferson, La Crosse, Lincoln, Milwaukee, Oneida, Outagamie, Portage, Rock, St Croix and Wood.

When you step into the voting booth on November 4th, take a look at the advisory referendum question regarding accepting federal funds for BadgerCare, and take a few minutes to think about the thousands of individuals and families Scott Walker has denied health coverage, while making insurance companies millions. Put yourself in their shoes. Can you imagine what life is like without proper health insurance? It’s time to stand up for our patients—our family, our friends, our neighbors—the thousands of vulnerable Wisconsinites Scott Walker has left without health insurance. Winning these referendums will be a huge step towards ensuring the 87,000+ Wisconsinites kicked off BadgerCare gain access to quality, affordable healthcare. Vote YES for BadgerCare!

Ebola Crisis... from page 4

- Restoration of the cuts in funding to the public health systems across the U.S.
- Immediate appointment of a Surgeon General, which has been delayed by D.C. gridlock and those that put politics ahead of healthcare.
- Any employee required to be off work due to exposure should suffer no loss of pay.

Our national and state union have material and links on our web pages. If you want additional information go to: http://go.aft.org/Ebola or http://wfnhp.org; and, if you’d like to sign up for newsletter updates, go to: http://go.aft.org/ebolanews.

What More Can be Done?

Over the next weeks and months we will discuss not only the issue of Ebola, but also the need for funding for our public health infrastructure across the country. Also, the need to keep pushing for appointment of a Surgeon General (missing C. Everett Koop, that’s for sure); and, finally, for selfish reasons and for humanitarian reasons, it is critical that we get more resources into Western Africa—to Liberia, Sierra Leone and Guinea. Donations of money are much needed. Our national union has a fund to help these efforts. No money is contributed unless to a trusted source that has been reviewed in great detail, so we know the money will go directly to the individuals and countries in most need. Please donate to the AFT Disaster Relief Fund. No amount is too small. Most of us cannot travel to these countries to provide the needed direct care, but we can send a few dollars. This money will go a long way toward building the health system in West Africa so that not only Ebola can be defeated, but other dangerous communicable diseases that might develop in these war torn countries.

Donate today to the AFT Disaster Relief Fund by mailing a check to:

AFT Disaster Relief Fund
American Federation of Teachers, 12th floor
555 New Jersey Ave. N.W.
Washington, DC 20001

Or visit: http://aft.org
Union Security Agreements & Agency Fee Objections

Applies to Locals 5001, 5012, and 5040

The National Labor Relations Act permits employers and unions to include in their collective bargaining agreements provisions requiring employees to become and remain members of the union as a condition of employment. Under federal law, employees may fulfill their obligations under the union security agreements either by joining the union and thereby enjoying the full rights and benefits of membership, or by simply fulfilling their financial obligation to pay dues.

Employees who elect to become agency fee payers—that is, who choose not to become full-fledged local union members— forfeit the right to enjoy a number of benefits available only to members. Among the benefits available only to full union members are: the right to vote for the contract, right to run for union office, or nominate and vote for candidates for union offices. In addition, only members are covered by our million dollar professional liability insurance.

Fee payers are generally charged the same dues as members, however, agency fee payers may object to supporting certain activities of the union and obtain a reduction in their agency fees. Objectors are charged only for activities directly related to collective bargaining which include things such as negotiations, enforcing and administering the contracts, meeting with employers, representing employees, arbitration, organizing new workers, and working on legislation related to the workplace. These items are referred to as “chargeable” expenses. Things excluded from the dues of fee payers include: support for political candidates, general community services, dues to other organizations, and member-only benefits such as the liability insurance. These items are referred to as “non-chargeable” expenses.

The procedure for obtaining a fee reduction is described in the policy outlined below.

WFNHP Agency Fee Objection Policy:

(1) The agency fee payable by objectors will be based on the union’s expenditures for those activities germane to collective bargaining, contract administration and grievance adjustment. Among these “chargeable” expenditures are those going for negotiations, enforcing the contract including staff salaries, legal costs and arbitration expenses; helping employees with grievances; meetings with administration; organizing new members; and, support for legislation related to workplace issues.

In the past, 85%-90% of the dues were considered chargeable. Among the expenditures treated as “non-chargeable,” are those going for participating in charitable events, some legislative activity, support of political candidates and member-only benefits, such as the liability insurance.

(2) Objections for the period of January 1st–December 31st, 2015 must be turned in by December 15th, 2014. In addition, agency fee payers who are new to the bargaining unit may object within 30 days of receiving this notice and employees who resign union membership may object within 30 days of becoming an agency fee payer. Employees filing late objections for either of these two reasons should so indicate in their letter of objections. New bargaining unit members are to receive this notice prior to any demand being made upon them for the payment of agency fees. If, however, for any reason a new unit member begins paying agency fees prior to the receipt of this notice, he or she may object retroactively to the commencement of such payments and for the duration of the current annual objection period.

(3) Objections must be made annually and will be effective for a single calendar year (January 1st–December 31st). An annual notice of this policy will be published in the WFNHP newsletter each year. Each fee payer who wishes to file an objection must do so in writing, addressed to the WFNHP, 9620 West Greenfield Avenue, Milwaukee, WI 53214 and must be postmarked by December 15th. No special form is required to register, however, the request should include full name, mailing address, place of employment, and job classification so that the request can be correctly processed and should include the employee’s signature and a date. The objection must be renewed annually during the month of November-December window period.

(4) The agency fees of non-members who file timely objections will be reduced beginning January 1st of the year for which they are registering their objections and ending on December 31st of that year. (Timely objections filed by non-members who enter a bargaining unit during the course of the year will be effective through December 31st of that year.) Immediately upon receiving an objection the local will mail to each individual who has filed an objection a full explanation of the basis for the reduced fee charged to them. That explanation will include a more detailed list of the categories of expenditures deemed to be “chargeable” and those deemed to be “non-chargeable,” and all the independent certified public accountants’ reports showing the union’s expenditures on which the fee is based. In addition, they will be given a copy of the appeals procedure.
An objector who has filed a timely objection and who disagrees with the per capita reduction may appeal to an independent arbitrator.

a) The appeal must be made in writing and must be received in the local office within 30 days of the date on which the local mails the objector the explanation of the “chargeable” amount.

b) The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fee.

c) Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. The union will bear the burden of justifying its calculations.

d) The cost of the arbitrator’s services and the costs of any proceedings before the arbitrator will be borne by the union. Individually incurred costs will be borne by the party incurring them.

e) While the appeal is pending, the local will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than calculated, additional checks will be issued at the close of the appeal procedure for the balance of the reduction due, as determined by the arbitrator.

f) The decision of the impartial arbitrator will be final and binding.

Holiday Savings plus Solidarity!

Exclusive deals and discounts for union members

Make this a holiday of union savings and solidarity. Take advantage of the valuable discounts and rebates available to you from Union Plus. Check UnionPlus.org/Holiday1 for:

- 15% off AT&T Wireless services
- Savings on everything from flowers to travel
- Discounts on union products
- Union-made shopping items from toys to candy

Learn more at UnionPlus.org/Holiday1

Text UNION to 22555 for information about all of your Union Plus benefits. Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2msgs/mo.

General Holiday Ad—11/2012
Union Fights... from page 3

Help from the County Board
There are about 200 other individuals (a dozen or so Local 5001 former members) under threat, but the County is working on a “fix” for them. Union leadership is working closely with supporters on the County Board to find a way to resolve this problem and protect these retirees’ pensions. One troubling fact is that they were told that County Executive Abele will not actively support any action to protect these retirees.

Moral and Ethical Obligation
Legally, the union does not represent retirees, so there is no obligation to provide legal support; but, the officers of Local 5001 strongly believe our union has a moral and ethical responsibility to pay our attorney to help our retired members, even though the union finances have taken a very hard hit as a result of losing payroll deduction and dues requirements for the County members. The union will not abandon these retired members, and will do all it can legally and politically to gain justice for these former members.

Follow us on Facebook
www.facebook.com/wfnhp

Follow us on Twitter @WFNHP
Follow WFNHP president, Candice Owley, @cmowley

Know Your Voter Rights!

To verify your local polling place contact your municipal clerk’s office, or call the WI Government Accountability Board at 608-266-8005, or go to: https://myvote.wi.gov

You do NOT need an ID to vote! On October 9, 2014, the U.S. Supreme Court issued an order blocking implementation of Wisconsin’s voter photo ID law for the November 4th General Election. You have the right to vote without providing proof of your identity or residence if your name is already on the list of registered voters.

You are required to sign a poll book and you must live in a ward 28 days to vote there.

Wisconsin voters may register on Election Day if you can show proof of residency in the election district for 28 days. However, you can no longer use corroboration (having another registered voter vouch for you). Electronic records showing a person’s address are acceptable, so you can bring a laptop or smartphone to verify where you live.

Stay in line if polls close while you are waiting—you are entitled to vote. In Wisconsin cities with more than 10,000 residents, polls are open from 7am to 8pm.

Call the Election Protection hotline at 1-866-OUR-VOTE (1-866-687-8683) if you encounter any problems at the polls.