



NETWORK

A PUBLICATION OF THE WISCONSIN FEDERATION OF NURSES & HEALTH PROFESSIONALS, LOCAL 5000, AFT, AFL-CIO



We can do it. It's true.

Browse the recent headlines and you'll see this belief is spreading like wildfire among working people from coast to coast. This belief has laid the way for action. Action has inspired the non-believers to act, making them believers, too.

Striketober is upon us. Factories, production sets, and hospitals may go quiet while picket lines roar with people demanding better from their employers and for themselves. The problems of the last year and a half are well documented. Supply chains crumbled, millions of people have died, millions more mourn their loss. Social inequities have been magnified and deepened. Those who were already living comfortably before the pandemic are still living comfortably. Those who have had to struggle to make a living and meet their basic needs continue to struggle. Many of us cannot process exactly *what* needs to change, but we know *something must* change. Leading the way right now are the factory workers, film crews, and nurses and health professionals – people just like you. These big actions began with smaller actions, though, and we must remember that.

The people who have voted to go on strike this year didn't jump to this conclusion. They endured years of backbreaking overtime, too little sleep, and promises from their employers that their sacrifices would be recognized. They tolerated years of those broken promises and imbalanced work schedules that left no time for rest and recovery, let alone time for their families. They filed grievances, held meetings, negotiated for solutions, and made their case as to why the wealth they create should better their lives. Many of them probably thought, "that's just the way things are." Now they're saying, "that's not how things should be," and they're taking bolder actions because it is time for something new.

The problems that we have come to know so well over the last 19 months existed well before the pandemic began. We now view them in a whole new light. We didn't always see ICUs filled to capacity and emergency room hallways serve as overflow patient care areas, but we have always had too many people in this country go without the healthcare they need because they couldn't afford it. We've always known staffing plans needed improvement and incremental increases in wages weren't all we deserved. It's clear enough now what's broken. That brings into focus how we can fix it.

We *can* fix it. Together, as a union, we are winning real improvements with more to come, and each victory was earned through the actions of our members. We have raised wages, won safer PPE, improved staffing, and there's still so much more to do. If you have taken an active role in winning these improvements, celebrate it and share the news widely. If you have not yet stepped into action in your union, what are you waiting for?

The change we need does not come all at once. We must act with urgency and embrace the slog. We must celebrate our victories and never become complacent. This is an exercise in balance that requires us to hold seemingly opposing truths simultaneously. Our work as a union is not easy because of these truths, but it is worthwhile and essential.

This newsletter in your hands is an invitation to be a part of this necessary work moving forward.

**We document our work as a union in regular email updates.
Email akosloske@wfnhp.org to make sure you're on the list!**

Stay Informed!
Get the latest news!



OFFICIAL NOTICE:

Nomination & Election of WFNHP-Local 5000 Officers/Delegates

It's time to nominate and elect the Officers who will lead our union for the next two years; the delegates who will represent our union at the 2022 American Federation of Teachers (AFT) and Wisconsin State AFL-CIO Conventions; and the delegates who will represent our union at the monthly meetings of the Milwaukee Area Labor Council (MALC).

Officers to be Elected:

President—the leader and official spokesperson of the organization. Responsible for running meetings, setting policy, and creating vision and direction for our union. The President also works in close consultation with the Executive Director, to make sure members' needs are being met.

Executive Vice President—assists the President in all delegated tasks and will assume the duties of the President in the event of their absence.

Treasurer—responsible for overseeing the finances of the organization and maintaining membership records.

Secretary—responsible for recording minutes of all meetings and assisting with necessary correspondence.

(3) At-Large Vice Presidents—whose duties are assigned by the President or Executive Board.

Term of Office: January 1, 2022-December 31, 2023

These (7) elected Officers will make up the Executive Board of Local 5000 and be required to meet at least (4) times each year.

Delegates to be Elected:

(9) delegates to the 2022 American Federation of Teachers (AFT) Convention. The President is an automatic delegate, therefore, (8) additional delegates are to be elected. The AFT Convention will be held July 14-17, 2022 in Boston, Massachusetts. The number of delegates whose expenses will be fully paid will be determined when we set next year's budget. Delegates must attend on their own time.

(5) delegates to the 2022 Wisconsin State AFL-CIO Convention. The President is an automatic delegate, therefore, (4) additional delegates are to be elected. The Wisconsin State AFL-CIO Convention is tentatively scheduled for the end of September 2022. The number of delegates whose expenses will be fully paid will be determined when we set next year's budget. Delegates must attend on their own time.

(11) delegates to the Milwaukee Area Labor Council (MALC). The Labor Council meets on the first Wednes-



day of every month at 6:30pm at 633 S. Hawley Road, Milwaukee. MALC delegates will have the same term of office as Local 5000 Officers.

Nomination Procedure:

In order to run for office, one must have been a member in good standing (dues-paying member) of Local 5000 for at least three months. You may nominate yourself or other members you believe will be the best team to lead our union for the next two years. To nominate individuals, you must submit their name(s) on the official nomination form on page 3. (Please have a conversation with the individuals you intend to nominate, to make sure they are willing to run for the position prior to turning in your nomination form.) **PLEASE NOTE: There will be no write-in candidates on the final ballot, so only those nominated using the formal nomination process will be considered nominated. Nominations must be received by the union office no later than 5pm on November 5, 2021.**

Nominations will be reviewed by the Election Committee. All approved nominees will be notified and will be required to complete a Consent to Serve Form in order for their name to appear on the ballot. **Consent to Serve Forms must be returned to the union office no later than 5pm on November 12, 2021.**

IMPORTANT: Only candidates with opposition and who have turned in a completed Consent to Serve Form will appear on the ballot. In the event there is only one candidate nominated for a position, they will be considered automatically "elected" after review by the Election Committee and will take office 1/1/2022. If there is no nomination received for a position, that position will remain vacant and be filled after 1/1/2022 by the Local Executive Board.

Candidates with opposition may request from the WFNHP office contact information for the statewide membership so that they may equally and fairly campaign. They will also be allowed to submit a half page print ready flyer/statement of why they are running for office that will be mailed to members with the ballot. They will also be allowed one observer of their choice to observe the ballot mailing and counting processes.

(Due to COVID-19, the details for observers will be determined at a later date if needed.)

Election Information:

In accordance with the WFNHP constitution and bylaws, the election of Local Officers will take place in odd-numbered years during the Fall Membership Meeting. However, **due to the ongoing COVID-19 pandemic** and current rise in cases across the state; for the safety of our members and staff, we will not be holding an in-person Fall Membership Meeting. Therefore, **this election will be held via secret mail ballot.**

Elected Officers will assume office on January 1 of even numbered years and will serve a two-year term.

Only full dues paying members in good standing are eligible to vote. If you have questions about your membership status, contact our Administrative Assistant, Amy Kosloske, at akosloske@wfnhp.org or 414-475-6065 x10.

Remember, only candidates with opposition and who have turned in a completed Consent to Serve Form will appear on the ballot. Therefore, **if ballots are necessary, they will be sent via mail to the last known home address of all full dues paying members around November 15th.** (If you are a dues paying member and have moved within the past few months and want to make sure you receive a ballot, please update your address by contacting our Administrative Assistant, Amy Kosloske, at akosloske@wfnhp.org or 414-475-6065 x10. We must have your new address by the close of nominations on November 5th, 2021.)

Ballots must be completed and returned according to the instructions included with the ballot in order to make sure they are, in fact, a secret ballot. **Ballots should be returned to the union office as soon as possible, but must be postmarked by December 3, 2021.** Ballots received with a postmark dated after 12/3/21 will not be counted. Because this election is being conducted via mail, no absentee ballots will be issued.

Election Results:

If the secret mail ballot election is necessary (there is opposition for any elected position), **the Election Committee will count ballots during the week of December 13, 2021.** In case of a tie, a runoff election will be held for that office. Elected Officers & Delegates will be notified of the results of the election via email as soon as administratively possible. Candidates will have 5 days to register any objections in writing. If objections are filed, the Election Committee has 10 days to meet, review, and finalize. If no objections are filed, the election will be considered finalized and elected Officers will take office 1/1/2022. In accordance with the WFNHP constitution and bylaws, the election results will be published or distributed to the membership within thirty (30) days of the count.

Official WFNHP Nomination Form

PLEASE PRINT LEGIBLY

I nominate the following as Local 5000 Officers:

President: _____

Exec. Vice President: _____

Treasurer: _____

Secretary: _____

(3) At-Large Vice Presidents:

I nominate the following as Local 5000 delegates to the 2022 AFT Convention: (8 to be elected)

I nominate the following as Local 5000 delegates to the 2022 State AFL-CIO Convention: (4 to be elected)

I nominate the following as Local 5000 delegates to the Milwaukee Area Labor Council: (11 to be elected)

Signature _____ Date _____

Personal Email: _____

PLEASE NOTE: There will be no write-in candidates on the final ballot. Only those nominated using this official form will be considered nominated. Form not valid without signature & date.

Forms can be submitted via email to akosloske@wfnhp.org, faxed to 414-475-5722 or mailed to WFNHP, 9620 West Greenfield Avenue, West Allis, WI 53214.

Nominations must be received by 5pm on Friday, November 5, 2021.



Wisconsin Federation
of Nurses & Health
Professionals AFT,
AFL-CIO

A Union of Professionals

9620 West Greenfield Avenue
West Allis, WI 53214-2645
414-475-6065 or 1-800-828-2256
www.wfnhp.org

Return Service Requested

**Important Nomination/Election
Information is Enclosed**

Want to help build a better future
for you, your co-workers
and your community?



Become a Union Leader!

LOOK INSIDE FOR MORE DETAILS!

IMPORTANT ELECTION DATES:

Nomination Forms Due	NOV 5	Election Ballots Due	DEC 3
Consent to Serve Forms Due	NOV 12	Ballots Counted	DEC 13
Election Ballots Mailed	NOV 15	New Leaders Take Office	JAN 1