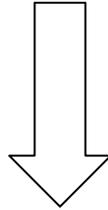


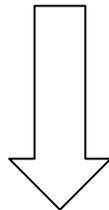
AFSCME

American Federation of State, County, and Municipal
Employees AFL-CIO



WSEU Council 24

Wisconsin State Employees Union



Local 2748 PSS

Professional Social Services

AFSCME

American Federation of State, County, and Municipal Employees AFL-CIO

- AFSCME International Headquarters
1625 L Street, N.W.
Washington, D.C 20036-5687
- Website: www.afscme.org

Brief history:

“In 1932, AFSCME began, when a small group of white-collar professional state employees met in Madison, Wisconsin, as the country suffered through a severe economic depression, and formed what would later become Wisconsin State Employees Union - Council 24. The reason for the group’s creation was simple: to promote, defend and enhance the civil service system. They also were determined to help spread the civil service system across the country.

State employees feared that politicians would implement a political patronage or “spoils” system and thousands of workers would lose their jobs. Meetings were held, marches and demonstrations were organized, and the Wisconsin State Employers Association saved the civil service system in Wisconsin. By the 1930s, such organizations existed in major cities and states around the country, saving the civil service system nationwide. In 1936, the American Federation of Labor (AFL) granted a charter for the American Federation of State, County and Municipal Employees (AFSCME). And Arnold Zander was chosen as AFSCME’s first International President.

Today, AFSCME’s 1.6 million members provide the vital services that make America happen and advocate for prosperity and opportunity for all working families. AFSCME is a union made up of a diverse group of people who share a common commitment to public service. We see the big picture and gladly accept the responsibility of guarding and nurturing it — not because we expect to be recognized for our sacrifice, but because we know

the job needs to be done. That's why we're in the public service — to keep our families safe and make our communities strong.

While we work for justice in the workplace, we advocate for prosperity and opportunity for all of America's working families. We not only stand for fairness at the bargaining table — we fight for fairness at the ballot box and in the halls of government.” -excerpt from www.afscme.org website

Why do I need a union?

“Big corporations and anti-worker politicians are attacking public employees and the services we provide. Their goal is simple: privatize our jobs, strip us of our rights and dismantle the public sector. They're going after our wages, our pensions, and our health care. And in 2005, newly elected governors in Indiana, Kentucky and Missouri took away the bargaining rights of all state employees. This can happen anywhere.

In Washington, D.C., and in state capitols across the country, it's the same old thing: politicians side with the rich and powerful, and neglect the needs of middle-class families.

Whether you are a public employee or work for a private company providing public services, we have to act now to stop the right-wing rush to lower our wages and benefits and eliminate our rights. That's why building a strong union is so important now.”-excerpt from www.afscme.org website

How to become a member

You must sign and return a green card to the Local 2748 Secretary, chapter officer, steward, or table officer. Ask your steward, if you need assistance with the process.

Constitutions:

There are three constitutions that govern the operations of Local 2748.

- AFSCME International Constitution
- WSEU Council 24 Constitution
- Local 2748 Constitution

PEOPLE Program:

As public employees, we have a unique ability to elect the representatives that we ultimately work for. Those we elect can determine the quality of our lives and our livelihoods. Our jobs, wages, benefits, working conditions, health and safety, and collective bargaining rights are in the hands of elected politicians. Unless, that is, we hold them accountable. As public employees, our activism in politics is incredibly important.

Through PEOPLE Program, we can elect candidates who stand for what matters to AFSCME members:

- Strong contracts and collective bargaining rights
- No outsourcing
- Affordable health care
- Retirement security
- No cuts to vital public services

Politics is a vital part to the function of AFSCME. Federal election law and some state laws prohibit using union dues for campaign contributions and other political activities. AFSCME PEOPLE enables our union to be strong politically and help enact legislative programs that protect our jobs. Joining the PEOPLE program is voluntary and simple. Tax deductible contributions will be automatically deducted from your paycheck. As a member, you decide how much you are able to contribute.

Union Dues:

Union dues increases are set by AFSCME International annually. Dues are automatically deducted from your paycheck biweekly. Local 2748 retains a relatively small portion of those dues, after monthly payments are made to AFSCME International and WSEU Council 24.

AFSCME Advantage Program:

As an AFSCME member, you have the opportunity to take advantage of a wide array of products and services, including scholarship programs, auto/home insurance, and discounts. Please refer to www.afscme.org and find out what's available.

WSEU Council 24

Wisconsin State Employees Union

- AFSCME WSEU Council 24
8033 Excelsior Drive, Suite C
Madison, WI 53717
- Website: www.wseu-24.org

Council 24 Mission Statement:

We are dedicated to improving the terms and conditions of employment for State Employees.

With that, we are under a solemn obligation: to represent our members forcefully and effectively
in negotiations
with management and to conduct internal Union affairs according to democratic standards.

Our Union is primarily organized to secure better wages and working conditions.

We hold that we are organized in order to participate in the decisions which affect our members
in the work place.

One of the fundamental tenets of democratic government is the consent of the governed.
Unions are an extension of that idea.

When State Employees are organized we are able to make a better, and stronger, Union.
The minute we stop, we start to wither and die.

Organizing is the heart beat of our Union.

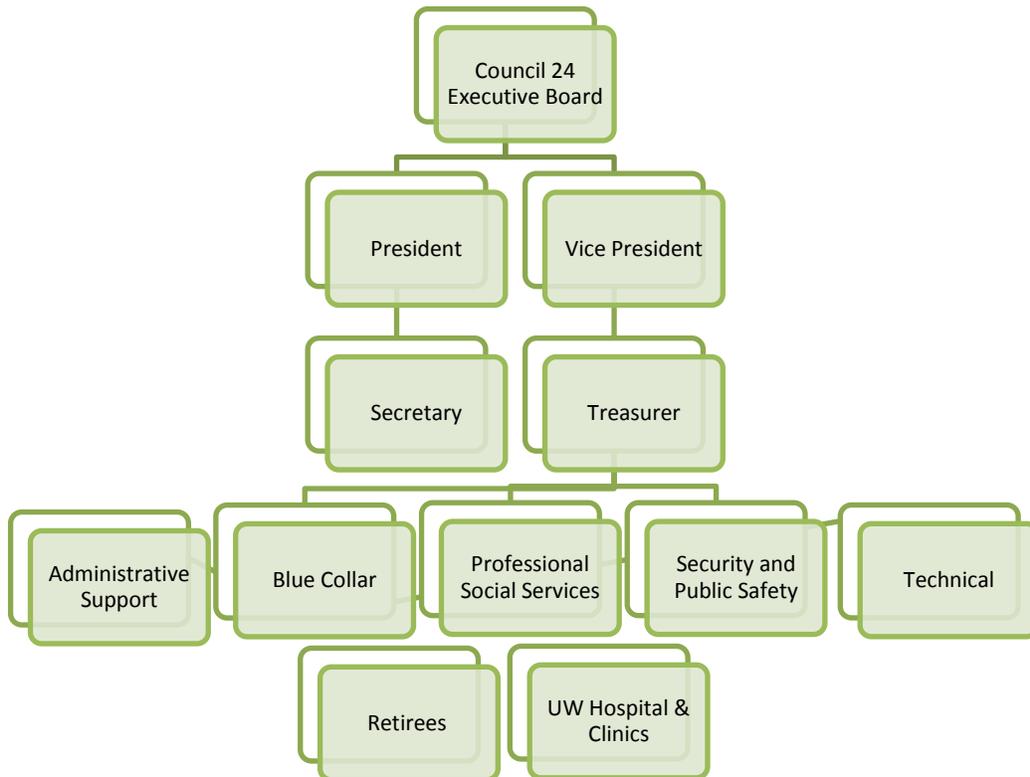
Whether it is collective bargaining, contract enforcement, legislative activity, or any other
program that our Union engages in,
it is vitally important that we are at full strength and have the total support of all.

For Unions, the work place and the polling place are inseparable,
and the exercise of the awesome rights and responsibilities of citizenship are equally required at
both.

Therefore, we the members of the Wisconsin State Employees Union, Council 24, adopt this
mission statement.

Council 24 Executive Board:

Council 24 Executive Board is the governing body of WSEU Council 24, in accordance with the WSEU Council 24 Constitution.



- Council 24 Executive Board has four table officers: President, Vice-President, Secretary, and Treasurer, as well as elected representatives from each bargaining unit, retirees, and UW Hospital and Clinics. The six bargaining units within Council 24 are Administrative Support, Blue Collar, Security and Public Safety, Professional Social Services, Technical and UWHC.
- Each one of the table officers is elected to a two year term at the AFSCME WSEU Council 24 Convention, which is held between March and July of even numbered years. The delegates carry the votes from the locals that they are elected to represent at the convention for the table officers. Each local is allotted one vote for each member. For example if Local 2748 has

2500 members, the delegates at the convention would carry a total of 2500 votes. Council 24 Convention is held annually.

- Bargaining unit representatives are elected to the same two year term as the table officers at the Bargaining Unit Conference prior to the WSEU Council 24 Convention between March and July of even numbered years. The WSEU Council 24 Constitution allows a minimum of one representative per bargaining unit to be elected to the Council 24 Executive Board and an additional one for each 2000 members or fraction thereof over the first 2000 members.
- Presently, PSS has two representatives serving on the Council 24 Executive Board.

Council 24 Convention:

- Per the Council 24 Constitution, Local 2748 is allocated a certain number of delegates to the Council 24 Convention based upon the number of members of the Local. These delegates are elected at a Local 2748 General Membership Meeting held prior to the Council 24 Convention. They are elected by the members attending the meeting. Each member attending the meeting can vote for up to the total number of delegates allocated to Local 2748.

Council 24 Staff:

Council 24 staff positions are as follows:

- Executive Director
- Assistant Director
- Financial Administrator
- Executive Assistant
- Field Representatives
- Political, Education, and Legislative (PEL) Coordinator
- Support Staff

The executive director position is hired by the Council 24 Executive Board. Other staff positions are hired by the executive director with approval of the

Council 24 Executive Board. The executive director serves as the chief spokesperson for Council 24.

Council 24 Committees:

Council 24 has ten standing committees. Members of each committee are appointed by the Council 24 President and approved by the Council 24 Executive Board. Each committee has a chairperson and board liaison.



Eligibility:

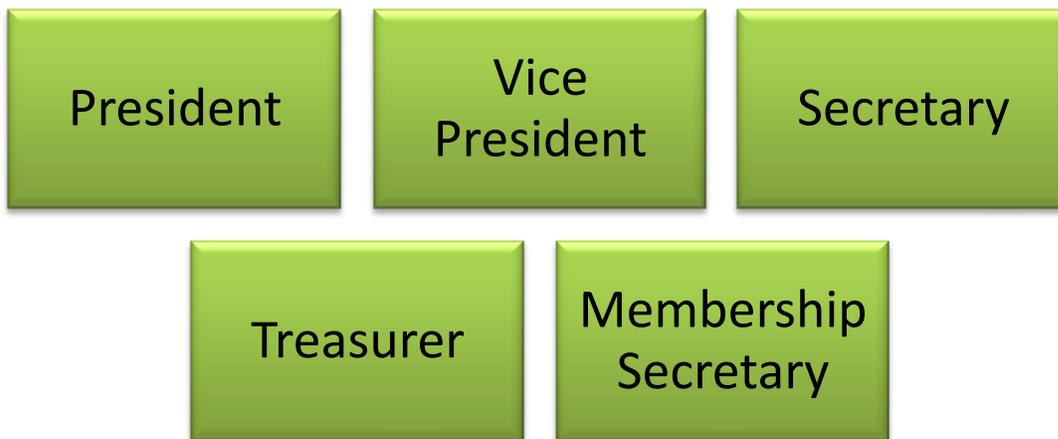
For election to the Council 24 executive board or as a Council 24 table officer, you must be a member in good standing for a period of one year.

Local 2748 PSS

Professional Social Services

- Website: www.local2748.org

Local 2748 Table Officers:



- Local 2748 table officers are elected by a secret mail ballot held within 15 days of the nominations made at the August General Membership Meeting to be held in each even numbered year. Ballots are mailed to the most current home address of each Local 2748 member.

Chapter Officers:



- Local 2748 chapter officers are elected by secret ballot at the September chapter meeting to be held in each even numbered year, consistent with the Local 2748 Constitution. Nominations are made from the floor, during the meeting.

Local 2748 Executive Board:

- The Local 2748 Executive Board is comprised of the President, Vice President, Secretary, Treasurer, Membership Secretary, and the Chapter Chairpersons from each of the fifteen chapters.
- The Local 2748 Executive Board meets quarterly throughout the year and is the governing body of Local 2748 between general membership meetings, per the Local 2748 Constitution.
- Members are welcome to observe executive meetings and are provided a period of time to address the board, during each meeting.

Chapters:

- Local 2748 is a statewide local, comprised of fifteen chapters. They are:

1	• All employees who work in Dane, Iowa, Sauk, and LaFayette counties.
2	• All employees who work in Rock, Green and Jefferson counties.
3	• All employees of the DWD, DHS, DCF, DVA, Public Defenders, DOJ, UW - Systems, and UWM, who work in Milwaukee, Washington, Ozaukee, and Waukesha counties.
4	• All employees from the DOC, DJC who are employed in Milwaukee, Washington, Ozaukee, and Waukesha counties. In addition, this chapter will consist of members from other DOC Divisions who are employed in Washington, Ozaukee, and Waukesha counties.
5	• All employees who work in Walworth, Racine and Kenosha counties.
6	• All other employees from the DOC Divisions (other than DJC), who are employed in Milwaukee County.
7	• All employees who work in Dodge, Columbia, Marquette and Green Lake counties.
8	• All employees who work in Oconto, Brown, Calumet, Kewaunee, Door, Marinette, Shawano, and Menomonee counties.
9	• All employees who work in Waushara, Wood, Portage, Waupaca, and Marathon counties.
10	• All employees who work in Adams, Juneau, Monroe, Jackson, LaCrosse, Tempeleau, Buffalo, Crawford, Vernon, Richland and Grant counties.
11	• All employees who work in Sheboygan and Manitowoc counties.
12	• All employees who work in Lincoln, Price, Oneida, Vilas, Langlade, Forest, and Florence counties.
13	• All employees who work in Pepin, Pierce, Eau Claire, Chippewa, Clark, Taylor, Rusk, Barron, Polk, St. Croix, and Dunn counties.
14	• All employees who work in Iron, Ashland, Sawyer, Washburn, Burnett, Douglas, and Bayfield counties.
15	• All employees who work in Outagamie, Winnebago and Fond du Lac counties.

Meetings:

- Chapter meetings are to be held quarterly in each chapter area, per the Local 2748 Constitution. All chapter members are encouraged to attend. Contact your Chapter Chair for the date and location of your next meeting or check www.local2748.org. Chapter elections occur at the September meetings during each even numbered year.
- General Membership meetings are required to be held annually, per the Local 2748 Constitution. Members are notified of the meetings through the U.S. Mail. All members are encouraged to attend and will receive mileage reimbursement from Local 2748 for doing so. Nomination for the table officer election occurs at the August General Membership meeting during each even numbered year. On average, there are two statewide general membership meetings a year. All members are able to vote on the business of the general membership meetings.
- Local 2748 Executive Board meetings are held no less than quarterly, per the Local 2748 Constitution. Members can observe at those meetings and are generally allotted a period of time during the meeting to address the board.

Bargaining Team:

- The Professional Social Services (PSS) bargaining team is comprised of five members. One member serves as chairperson, while another serves as secretary of each bargaining team. The bargaining team and alternates are elected at the Bargaining Unit Conference (BUC), by the five Local 2748 table officers and sixty chapter officers.

Bargaining Unit Conference (BUC):

- The Professional Social Services (PSS) bargaining unit is unique in that it is the only Council 24 bargaining unit that is comprised of only one statewide local, Local 2748. Each one of the other four bargaining units is made up of several locals.
- In Local 2748, no specific election is held to elect delegates for the bargaining unit conferences. Each of the five Local 2748 table officers and all four of the officers from each of the 15 chapters is a delegate to the BUC.

Each of the chapters can elect alternate delegates to attend in the event the chapter officers are unable to be present at the BUCs. Each delegate at the BUC is able to cast one vote.

- BUCs convene for elections involving the following:
 1. Bargaining team members and alternates
 2. Council 24 executive board representatives and alternates
 3. Prioritizing contract issues
 4. Approve tentative contract agreements for ratification

Contract Issues:

Prior to contract negotiations beginning, contract issues forms are distributed to the Local 2748 membership, via the union email account local2748@aol.com.

Members are encouraged to complete the issues forms and return them by the scheduled deadlines to WSEU Council 24, to be signed by the Local 2748

President. In turn, this allows the bargaining teams to review each of them and set the recommended priority for BUC delegates. The BUC delegates, in turn, review the recommendation and vote to set the priority of the contract issues.

Stewards:

There are several Local 2748 stewards throughout the state. The steward's list can be found on the www.local2748.org website. Members are encouraged to take the Stewards in Action training offered by WSEU Council 24. To become a steward, you must be appointed by the Local 2748 President. We are always in need of stewards, who are willing to learn and committed to the labor cause.

When do I need a steward?

- Placed under investigation or during any time that you feel that you may subject to discipline
- Health and safety is being compromised in the workplace
- Your contractual rights are being violated

The rule of thumb is if you don't know, ask a steward. They will be able to tell you whether or not the issue is a contract violation and/or point you in the right direction to get your issue resolved.

Grievance:

Each union member has a right to file a grievance to challenge any disciplinary action taken against them or to file a grievance to challenge any action that is in violation of the contract. Grievances are filed by the steward of your choosing.

Labor-Management Meetings:

Consistent with the master contract, labor –management meetings are required to be held between Local 2748 representatives and management representatives of the stated agencies. Union representatives are appointed by the Local 2748 President and approved by the Local 2748 Executive Board. Members can submit labor-management issues for the meetings to any appointed Local 2748 representative of each agency group, table officer, chapter officer, or steward. These meetings are held monthly or quarterly, consistent with the contract, and provide the union a forum to attempt to get our issues resolved.

Fair Share:

Local 2748 is a fair share organization, which in essence means that regardless of membership, all PSS bargaining unit employees have to pay monthly union dues. This was done and passed by a 2/3's vote of the membership. Being a fair share organization simple strengthens our union at the bargaining table and in other forums.

Green card:

The green card is the union membership card that must be signed to become an AFSCME member. If you need one, please contact a steward.

Eligibility:

For election to the Bargaining Unit Conferences, the Council 24 Convention, the table officers, and the chapter officers, you must be a member in good standing with Local 2748.

