



# LABOR ASSOCIATION OF WISCONSIN, INC.

**Serving Public Employees Throughout Wisconsin**

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## INSIDE THIS ISSUE:

Act 10 Union Law Upheld	1, 2
Welcome! Town of Linn PD	3
LAW-VEBA Vacant Seats on Board	3
Up Coming Holidays	3
Recipe - Pork Fried Rice	4
LAW-VEBA - Who Can Join	4
Your Brain on Healthy Food	5
The Secret To Good Sleep?	6
Fun Fall Ideas	6



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*"Serving Public Employees  
Throughout Wisconsin"*

## SUPREME COURT UPHOLDS SCOTT WALKER ACT 10 UNION LAW

**Madison** — The Wisconsin Supreme Court upheld Gov. Scott Walker's signature labor legislation Thursday, delivering an election-year affirmation to the governor in just one of the three major rulings issued by the court on union bargaining, election law and same-sex couples.

In addition to ruling Walker's labor law constitutional, on a historic day the state's highest court also upheld the state's voter ID law and a 2009 law providing limited benefits to gay and lesbian couples.

The state court's decisions on the voter ID and domestic partner registry could still be overtaken by decisions in separate but related cases in federal court. But after more than three years of litigation, the court's seven justices on Thursday put to rest the last of the major legal disputes over Act 10, the 2011 law repealing most union bargaining for most public employees.

The decision was 5-2, with Justice Michael Gableman writing the lead opinion, which found that collective bargaining is not a fundamental right under the constitution but rather a benefit that lawmakers can extend or restrict as they see fit.

"No matter the limitations or 'burdens' a legislative enactment places on the collective bargaining process, collective bargaining remains a creation of legislative grace and not constitutional obligation. The First Amendment cannot be used as a vehicle to expand the parameters of a benefit that it does not itself protect," Gableman wrote.

Gableman was joined by Justices David Prosser, Patience Roggensack and Annette Ziegler. Justice N. Patrick Crooks concurred but wrote separately. Dissenting were Chief Justice Shirley Abrahamson and Justice Ann Walsh Bradley.

The state Supreme Court rulings Thursday, coming out just as this year's midterm elections heat up, were fraught with political implications.

In a statement, Walker touted his victory with the law, which ushered in cuts in public employee benefits and changes to insurance carriers, overtime rules and a host of other cost-cutting moves within the government work force.

"Act 10 has saved Wisconsin taxpayers more than \$3 billion. Today's ruling is a victory for those hard-working taxpayers," Walker said.

It can be difficult to verify all of the savings that Republicans attribute to Act 10 because of gaps in the data among schools and local governments affected by the law. But in general the Milwaukee Journal Sentinel has been able to confirm a large majority of the savings touted by Walker.

*continued on page 2*

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**- Supreme Court Upholds Scott Walker Act 10 Union Law - continued**

As governor, Walker, a Republican, was one of the defendants in all of the cases. His re-election challenger, Democrat Mary Burke, serves on the Madison School Board, the employer of the teachers suing the state in the labor case. By its very nature, voter ID has the potential to influence elections.

Burke spokesman Joe Zepecki said none of the decisions would change the fact that the key issue in the election would be the state economy and jobs.

"Mary supports the right of workers to collectively bargain, and believes that the concessions on health care and pension were fair, but should have been reached through the collective bargaining process. She knows that collective bargaining rights don't stand in the way of effective, accountable government, and that working together is the best way to address the challenges we face," Zepecki said.

In March 2011, Walker and Republicans in the Legislature approved strict limitations on collective bargaining for most public workers, setting off an explosion of litigation. In the lawsuits by unions and others, Act 10 has suffered setbacks in trial courts but so far has been upheld on every appeal.

Senate Majority Leader Scott Fitzgerald (R-Juneau) said he hoped the latest ruling would help the state move on from the fight over the union law, which drew tens of thousands of demonstrators to the state Capitol in February and March 2011.

"After months of protests and costly recalls that Governor Walker, many of my Senate colleagues and I myself survived to retain control over the statehouse, I hope that this added legal victory can allow us to finally lay the fight surrounding Act 10 to rest. The people and the courts have spoken: Act 10 is here to stay and Wisconsin is moving in the right direction," Fitzgerald said in a statement.

In this case, opponents filed several challenges to the law and Dane County Circuit Judge Juan Colás in September 2012 found major portions of Act 10 unconstitutional. The state Supreme Court agreed to take the case last year without having the state District 4 Court of Appeals first rule on it.

The two sides have disputed whether Colás' ruling affected all public-sector unions or just the two that brought the case. As that fight played out, Colás ruled in October that because of his earlier decision, Walker's employment commissioners were in contempt of court for applying parts of Act 10 to other unions.

The Supreme Court held oral arguments in November on the case and 10 days later issued a 5-2 decision reversing the contempt-of-court order.

Thursday's decision addressed the merits of the case and upheld Act 10 in its entirety. The justices who came down in favor of Act 10 were the same ones who ruled against the contempt order.

A spokeswoman for Republican Attorney General J.B. Van Hollen had no immediate comment.

Lester Pines, the Madison attorney who represented the unions in the case, said he was disappointed by the decision but needed to read it fully before commenting Thursday.

This isn't the first time that a higher court has considered a challenge to Walker's union law.

The state Supreme Court ruled in June 2011 that lawmakers could easily avoid the state's open meetings law and did not violate that statute in passing the labor limits. And the U.S. 7th Circuit Court of Appeals has upheld Act 10 in its entirety in two challenges in federal court.

*courtesy - JS Online*





## A NEW LOCAL HAS JOINED L.A.W., Inc.

### WE WOULD LIKE TO WELCOME THE The Town of Linn Police Department

We are happy to announce that the Town of Linn Police officers have voted to be represented by the Labor Association of Wisconsin, Inc.

The Labor Association of Wisconsin, Inc. is a 21st Century labor relations firm and has been representing public employees throughout the state of Wisconsin since 1985.

We are looking forward to working with the Police Officers in Town of Linn Police Department.

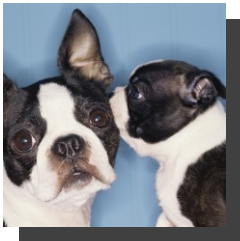
### ASSOCIATION PRESIDENTS!

We would like to begin emailing the yearly SAR Report, (Summary Annual Report) to all of the LAW-VEBA Trust Participants instead of sending the report through the mail. If you would please send us the email addresses of all of your members so that we can email them directly when needed. All information received will be held in the strictest of confidence.

Please, send the list to the following email address: law-inc-wi.com or send the list through the mail to our Germantown address. Thank you.

### ASSOCIATION PRESIDENTS!

PLEASE LET US HEAR FROM YOU!



WE WOULD LIKE YOU TO SUBMIT ARTICLES  
THAT MAY BE OF INTEREST TO OUR  
MEMBERSHIP TO BE CONSIDERED FOR  
PUBLICATION IN OUR LETTER OF THE LAW.  
PLEASE MAIL THEM TO THE GERMANTOWN  
OFFICE OR SEND AN EMAIL TO:  
law@law-inc-wi.com.

THANK YOU



### SPRING FORWARD - FALL BACK!

DAYLIGHT SAVINGS TIME ENDS  
ON NOVEMBER 2. TURN YOUR  
CLOCKS BACK AT 2:00 A.M.

THE DREADED DARK AT  
4:30 P.M. BEGINS!

### Upcoming Holidays:

September 1 - Labor Day

September 7 - Grandparent's Day

September 11 - Patriot Day

September 23 - Autumn Begins



October 13 - Columbus Day, Obs.

October 16 - National Boss's Day

October 31 - Halloween

### LAW - VEBA HEALTH BENEFIT TRUST HAS TWO VACANT SEATS ON THE BOARD

The Labor Association of Wisconsin, Inc. (LAW) Health Benefit Trust (Trust) has two vacant seats on the Board of Directors. Under the by-laws, and the charter issued by the Internal Revenue Service (IRS), there will be seven persons who serve on the Board of Trustees. Three of the seats will be permanent seats appointed by LAW and three seats will be elected by participating LAW, Full-Service Members and one seat filled by an affiliate member. One Trustee will be elected by the participating members each year to a four year term, or a partial term if a Trustee resigns mid-term.

The Board of Directors meets quarterly and has been meeting at the Germantown LAW home office on the second Tuesday of January, April, July and October.

If you are interested, please submit a letter to the Board indicating your desire to fill one of these positions and any experience or background that you may have to assist in being given consideration by the Board.

FRIED RICE

## INGREDIENTS:

- 10 3 Tbsp. Butter, Divided
- 10 2 Eggs, Whisked
- 10 2 Medium Carrots, Peeled
- 10 1 Small White Onion, Dice
- 10 1/2 Cup Frozen Peas
- 10 3 Cloves Garlic, Minced
- 10 Salt And Pepper
- 10 4 Cups Cooked And Chilled Rice (Must Be Chilled/Cold Or Will Become Mushy If Warm)
- 10 3 Green Onions, Thinly Sliced
- 10 3-4 Tbsp. Soy Sauce, Or More To Taste
- 10 2 Tsp. Oyster Sauce (Optional)
- 10 1/2 Tsp. Toasted Sesame Oil

## DIRECTIONS:

Heat 1/2 Tablespoon Of Butter In A Large Skillet Over Medium-High Heat Until Melted. Add Egg, And Cook Until Partially Scrambled, Stirring Occasionally. Remove Egg, And Transfer To A Separate Plate.

Add An Additional 1 Tablespoon Butter To The Pan And Heat Until Melted. Add Carrots, Onion, Peas And Garlic, And Season With A Generous Pinch Of Salt And Pepper. Sauté For About 5 Minutes Or Until The Onion And Carrots Are Soft. Increase Heat To High, Add In The Remaining 1 1/2 Tablespoons Of Butter, And Stir Until Melted. Immediately Add The Cold Rice, Green Onions, Soy Sauce And Oyster Sauce (If Using), And Stir Until Combined. Continue Stirring For An Additional 3 Minutes To Fry The Rice. Then Add In The Eggs And Stir To Combine. Add The Sesame Oil, Stir To Combine, And Remove From Heat.



Prep Time: 5 Minutes  
Cook Time: 10 Minutes  
Total Time: 15 Minutes  
Yield: About 4 Servings

## - VEDA - WHO CAN PARTICIPATE?

ANYONE CAN SIGN UP TO BE IN  
OUR VEDA PROGRAM.  
FAMILY (INCLUDING CHILDREN, NO AGE  
LIMIT).

FRIENDS AND NEIGHBORS.  
LAW, INC. IS CONTINUALLY  
ACCEPTING MEMBERS IN THE  
TRUST ACCOUNT.

HOWEVER, IF YOU ARE ~~NOT~~A MEMBER  
OF LAW, INC.,  
THERE IS AN AFFILIATE FEE OF \$24  
PER PERSON DUE JANUARY 1<sup>ST</sup> OF  
EVERY YEAR, ALONG WITH THE  
MONTHLY \$10 FEE.

## WANTED

JOIN THE RANKS OF OTHER  
FELLOW LAW, INC. MEMBERS BY  
RECOMMENDING US TO A PROSPECTIVE  
LOCAL. IF THE NEW LOCAL BECOMES A  
MEMBER OF THE LAW FAMILY,  
YOU WILL RECEIVE A

**\$100 REWARD**



## HEY, EINSTEIN! Your Brain On Healthy Food

credit: KITCHEN DAILY

Various foods have been touted for their positive effect on cognitive function, but how do these foods actually help the brain? What do omega-3 fatty acids, carbohydrates and other foods do to help the brain do its job properly?



### WATER

Water is an essential component of the human body. The body reacts to dehydration as a sign of stress. This stressed state can initiate the release of cortisol, which has been found to decrease memory function. Conversely, some studies have found that drinking water can improve cognitive function and even mood.

### SALMON

Omega-3 fatty acids cannot be made in the body, thus, we must obtain them from diet. Fish like salmon have a lot of omega-3 fatty acids, which play a crucial role in brain function. The omega-3 called DHA (docosahexaenoic acid) is a fat that helps brain tissue function.

### WALNUTS

Walnuts are another omega-3-rich food and even resemble the brain in shape! Eating walnuts is beneficial to the grey cells in the brain and also helps the brain to function normally.

### GRAINS

Even though the brain is mostly made of fat, it requires carbohydrates for energy. Since the brain is unable to store carbs, it relies on a constant supply from the blood stream. Carbs that are low on the glycemic index are ideal because they sustain a more consistent, slow stream of energy to the brain.

### GINKGO BILOBA

Some studies suggest that the supplement ginkgo-biloba could help to prevent memory loss. Subjects who took ginkgo-biloba showed improved brain function in their memory centers.

### BLUEBERRIES

Some studies have found that blueberries can help protect the brain from the effects of conditions like dementia and Alzheimer's disease. A study on aging rats found that blueberries improved their learning abilities and motor skills.

### SPINACH

Spinach is filled with folate, which helps the brain maintain healthy circulation and also prevents the build up of plaque. Folate also helps to make neurotransmitters which are necessary for learning and thinking.

### GRAPES

Purple grapes — and yes red wine — contain a phytonutrient called resveratrol, which aids circulation. A recent study found that resveratrol increased the brain blood flow in participants as they were completing mental tasks.

### SWEET POTATO

Filled with vitamin B6, sweet potatoes are an excellent way to help maintain the nervous system. Brain chemicals like serotonin and adrenalin require vitamin B6.

### GARLIC

Garlic has been found to reduce tumor growth, especially in the brain. Another study discovered that the inflammatory properties of garlic helped to protect against a loss in cognitive function.

### AVOCADOES

Avocados enhance blood flow, which can help to liven up brain cells and improve focus.

### GREEN TEA

Green tea contains an amino acid called theanine, which can help to improve cognition, but also creates a calming effect. Theanine helps the brain exhibit more  $\alpha$ -waves that are associated with relaxation.

### YOGURT

A recent study found that women who ate probiotic-filled yogurt showed altered cognitive function. This is fascinating research because it suggests that bacteria in the gut actually affects how the brain processes stress.

### TOMATOES

Tomatoes contain carotenoids, which help maintain the fat in the body and the brain since its mostly made of fat. It also helps to prevent free-radical damage, something that the brain is susceptible to because it is filled with omega-3 fats.

*The information is designed for educational purposes only. It is not intended to be a substitute for informed medical advice or care. You should not use this information to diagnose or treat any health problems or illnesses without consulting your pediatrician or family doctor.*

## FUN - FALL - FINE ART



**PAINT YOUR PUMPKIN!**  
**FOR AN EXTRA BIT OF**  
**SPOOKALICIOUSNESS, USE**  
**BLACK, GLOSSY SPRAY**  
**PAINT TO DECORATE YOUR**  
**PUMPKINS THIS YEAR!!**

**BEST TO DO THIS**  
**OUTSIDE !**

**TRICK OR TREAT!**

**JUST FILL A PLASTIC**  
**TUBE WITH CANDY OR**  
**GUMBALLS AND TOP**  
**WITH A PRINTABLE**  
**HALLOWEEN FLAG**  
**DESIGN.**



**FRONT VIEW ? SIDE VIEW?**



### WHY YOUR FEET

MAY BE THE SECRET TO GOOD SLEEP



Forget counting sheep -- the secret to sleep is ... your feet!

That's according to a new article in New York Magazine. Writer Melissa Dahl wanted to find out why she sleeps with a foot outside her blankets at night.

So she reached out to Professor Natalie Dautovich, spokeswoman for the National Sleep Foundation. Dautovich told Dahl leaving feet outside the blankets will cool you down. Our hands and feet are good at keeping us cool because they're hairless and have special blood vessels, Dahl reports.

So, secret to good sleep revealed? Well, maybe secret to a sleep tip. This doesn't mean everyone should sleep with a foot outside the covers.

Some people try to warm their feet. WebMD even notes that "cold feet, in particular, can be very disruptive to sleep."

We're all Goldilocks when it comes to sleep, it seems. Sleep research on the whole shows the ideal sleep temperature is very specific, person to person. The temp in a room might be great for one person to sleep, and not another. And you'll have a hard time sleeping if you're too hot or too cold.

This is even something mattress companies have tackled. Sleep Number's DualTemp, for example, lets each side of a bed have different temps so partners sleep perfectly.

Basically, the right temperature for you helps you sleep, and if you need to cool down to get there, try slipping your feet out from under the sheets.

courtesy: nymag.com