



**TODAY**  
46°/37°  
Partly sunny,  
breezy and milder



**SATURDAY**  
49°/34°  
A shower  
in the afternoon

# The Gazette

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## Panel OKs first pay plan under law

No raises for 2 years for state workers; other provisions unchanged

By Scott Bauer  
Associated Press

**MADISON**  
A Republican-controlled legislative committee on Thursday approved the first Wisconsin state employee pay plan created under a new law that takes away nearly all collective bargaining rights for public workers, despite objections from those who will be covered by it.



Walker

The plan, put forward by Gov. Scott Walker's administration, includes no pay raises for roughly 41,000 state workers and 25,000 University of Wisconsin employees over the next two years. It makes a number of changes related to how overtime is assigned and the way raises are awarded, but leaves virtually unchanged provisions related to vacation, sick leave and other benefits.

Union members and leaders, as well as two Democratic lawmakers, spoke out against the plan, saying it undoes numerous provisions including required discussions between workers and management that they said led to the creation of a safe workplace. They also said the plan was created by Walker's administration with no input from rank-and-file workers.

Marty Beil, director of the 23,000-member Wisconsin State Employees Union, called the plan unconscionable and said morale among state workers is at an all-time low.

"This proposal marks the implementation of the destruction of our collective bargaining rights," Beil said. "This plan unravels decades of painstakingly crafted, long-standing rules and policies that were agreed upon by workers and managers at the bargaining table and ratified by the Legislature."

But Greg Gracz, director of the Office of State Employment Rela-

Turn to **PAY PLAN** on Page 10A

## U-turn for United

Company ditches conventions—and business booms



Dan Lassiter/dlassiter@gazettextra.com

John McIntosh welds the edge of a 100-gallon fuel tank for a generator at United Alloy in Janesville on Thursday. Business for the company has increased because of demand in the disaster recovery market.

By Jim Leute

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### JANESVILLE

What CEO Terri Roessler and her colleagues are doing at United Alloy in Janesville is considered heresy in the manufacturing world.

They've taken the gospel known as lean manufacturing and thrown it out the window.

And instead of being struck dead on their shop floor, they're enjoying a 40 percent increase in sales, a 21,000-square-foot expansion and plans to increase the workforce by 32 people at an average wage of \$18 per hour plus benefits.

United Alloy has 86 employees and manufactures diesel fuel tanks, generator frames and other

“ ”  
Unfortunately, the disaster recovery market has exploded with all of the earthquakes, floods, tornadoes, etc.

**Terri Roessler, United Alloy CEO**

heavy metal fabrications. Its customer list includes Caterpillar, Generac, Morgan Corp. and Cummins Power.

Business has been booming, in part, because of demand in the disaster recovery market.

"Ninety percent of our business is in power generation, and 100 percent of that is in backup and standby," Roessler said. "Unfortunately, the disaster recovery mar-

ket has exploded with all of the earthquakes, floods, tornadoes, etc.

"It's sort of like being a funeral director: It's unfortunate that these things happen, but it's the service we provide."

Responsiveness and timeliness are critical to serving the market, Roessler said, and that's an area where United Alloy has sometimes lagged.

"I'm embarrassed to say that in November 2010 we had an on-time delivery rate of 42 percent," she said. "The issue of time kept coming up with our customers."

"This November, I'm thrilled to say it's up to 96 percent."

How did United make such an incredible turnaround?

Turn to **UNITED** on Page 9A

## Gazette at a Glance

**LOCAL • 2A-3A, 9A**

### BTC suspends two programs

The Blackhawk Technical College Board on Wednesday suspended two programs that have graduated an average of 10.6 students per year at a cost of \$470,000. The Airframe & Powerplant Mechanic Program will continue operating for at least a year until enrolled students can graduate, but no additional students will be enrolled. About two dozen people spoke Wednesday in support of keeping the aviation program. No one spoke in favor of keeping the Leadership Development Program, which in 2010 graduated three students.

**STATE • 5A**

### Report: State lost 9,700 jobs

Wisconsin lost nearly 10,000 jobs over the last month, according to data the state Department of Workforce Development released Thursday. The state lost 9,700 jobs from September to October, according to the report. The vast majority of the losses—9,300 positions—came out of the private sector. The public sector, including federal, state and local governments, lost 400 jobs. Local governments lost 1,900 positions, the federal government in the state lost 300 jobs and state government added 1,800 jobs.

**SPORTS • 1B-4B**

### Cubs pick Sveum as manager

Milwaukee Brewers general manager Doug Melvin realizes his team's fans think hitting coach Dale Sveum just crossed over to the enemy, but he was happy to hear that Sveum was named the new manager of the Chicago Cubs on Thursday. The Cubs will hold a news conference today at Wrigley Field to introduce Sveum. He received a three-year deal plus a club option for 2015. Sveum becomes the third manager this season to be hired with no previous experience, other than the final 12 games of the 2008 season as the Brewers' interim manager.



Sveum

**NATION/WORLD • 6B-7B**

### Fear spreads across Europe

Fear spread from country to country in Europe on Thursday as investors worried the euro currency union could be heading toward an ugly breakup. Spain and even France, one of the continent's core economic engines, were forced to pay sharply higher interest rates to raise cash to fund government spending. While the European Central Bank was suspected of intervening in bond markets to fight the rise in the borrowing rates, many analysts say it needs to act more aggressively to contain the crisis.

**DEATH NOTICES • 8A**

- James G. McKinney/Allen's Grove
- Mildred L. Phillips/Beloit

**OBITUARIES • 8A**

- Elsie E. Beierle/Elkhorn
- William T. Butters/Janesville
- Sean Michael Hess/Milton
- Margaret A. Huntley/Brodhead
- Richard "Dick" Katzman Sr./East Troy
- Harry J. Little/Janesville
- Mildred L. Phillips/Beloit

**INSIDE**

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Comics .....	5B	Opinion .....	6A
Horoscope .....	8B	Puzzles, Games .....	8B-9B
Legals .....	10A	State .....	5A



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Dan Lassiter/dlassiter@gazettextra.com

Kayla Daniels, a UW-Whitewater senior, left, and other students carry signs at the Occupy Whitewater event in Whitewater on Thursday.

## Occupy protests hit campus

College Republicans stage counter rally at UW-Whitewater

By Kevin Hoffman

khoffman@gazettextra.com

### WHITEWATER

Occupy Whitewater protesters faced off against supporters of Gov. Scott Walker at the university's library mall Thursday, where dozens of people petitioned for his recall.

More than 100 people took part in the demonstrations, which began around 3 p.m. It remained peaceful

when a counter rally organized by the UW-Whitewater College Republicans arrived hours later.

Occupy Whitewater was put together last week by students and faculty in the spirit of the Occupy move-

Turn to **WHITEWATER** on Page 10A

### RELATED

- **State:** Hundreds block Milwaukee bridge as part of protest./Page 5A
- **Nation:** Occupy Wall Street demonstrations reach two-month mark./Page 6B

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# AccuWeather.com Forecast

**JANESVILLE ALMANAC**  
 Thursday's high .....32  
 Average high .....47  
 Thursday's low .....21  
 Average low .....30.4  
 Rain .....0  
 High a year ago today .....38  
 Low a year ago today .....27

**STATE FORECAST**  
 Mostly cloudy, windy and not as cold today. Partly cloudy tonight; however, increasing cloudiness in the southwest and along Lake Michigan. Periods of snow tomorrow in northern areas; accumulations 1-3 inches, with 3-6 in the far north.

**WEATHER TRIVIA™**  
**Q** What causes lake-effect snow?  
**A** Cold air moving over warm water.

**IN THE SKY**  
 Look for the third-quarter moon below Mars in the south-southwest before dawn.

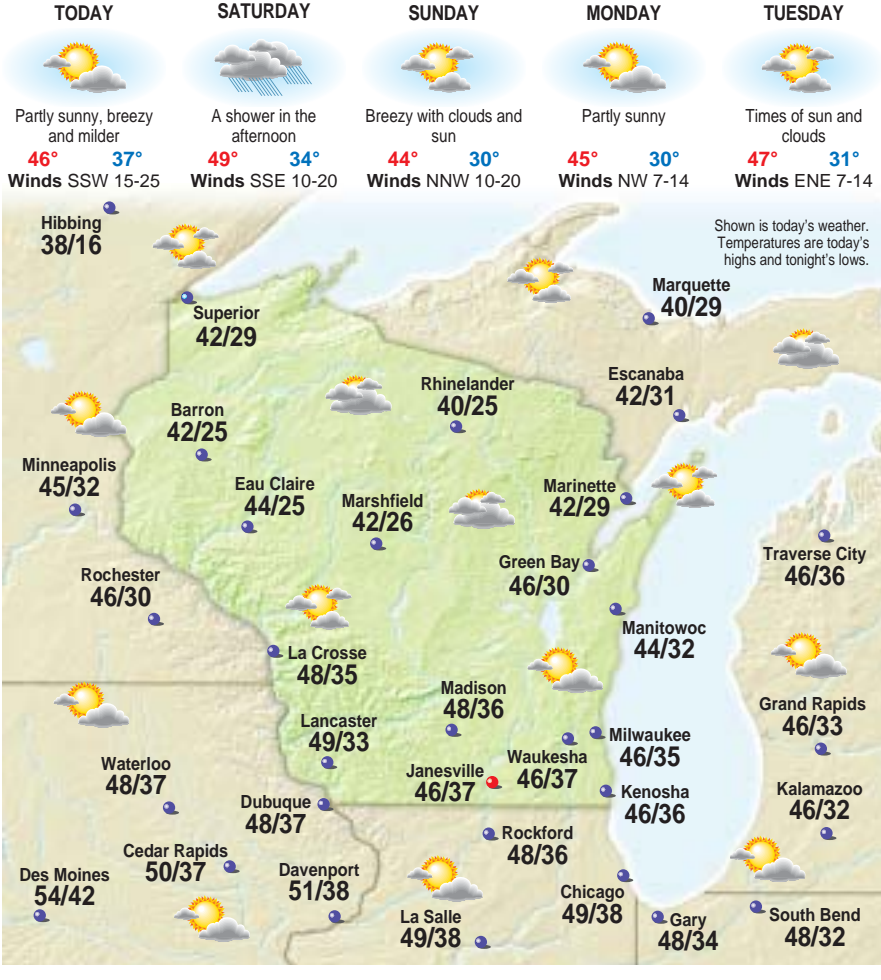
Source: Longway Planetarium

**SUN AND MOON**  
 Sunrise today 6:51 a.m.  
 Sunset today 4:31 p.m.  
 Moonrise today none  
 Moonset today 12:26 p.m.

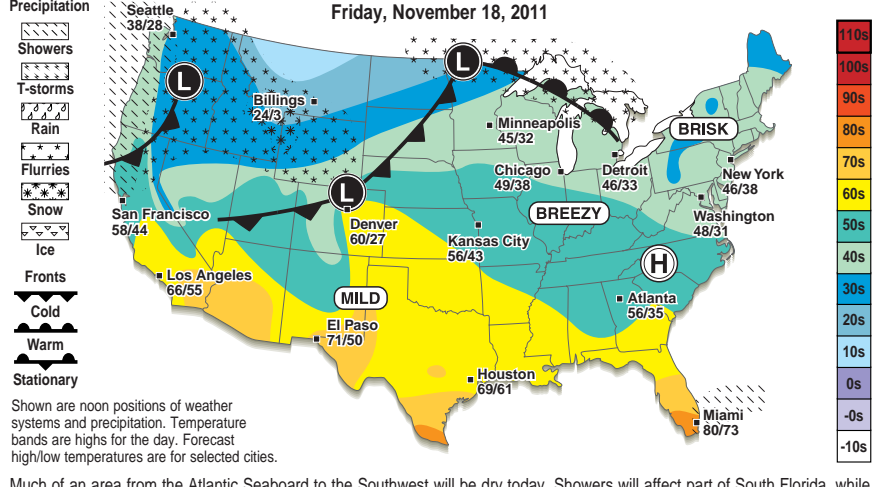
Last Nov 18 New Nov 25 First Dec 2 Full Dec 10

Forecasts and graphics provided by AccuWeather, Inc. ©2011  
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## ACCUWEATHER 5-DAY FORECAST FOR JANESVILLE



## NATIONAL FORECAST



Much of an area from the Atlantic Seaboard to the Southwest will be dry today. Showers will affect part of South Florida, while bands of snow diminish over the Great Lakes. Snow showers will affect the Upper Midwest. Areas of heavy snow will stretch from the northern Rockies to the Cascades, with rain and snow on the Northwest coast.

**National extremes yesterday for the 48 contiguous states**  
 High: Hollywood, Fla. at 88°  
 Low: Hallock, Minn. at -6°

NATIONAL CITIES						WORLD CITIES					
City	Today	Saturday	City	Today	Saturday	City	Today	Saturday	City	Today	Saturday
Atlanta	56 35 s	62 47 s	Milwaukee	46 35 pc	52 38 c	Athens	55 44 pc	60 48 s	Baghdad	70 48 s	70 49 s
Boston	48 36 pc	54 43 s	Minneapolis	45 32 pc	35 21 sn	Beijing	50 33 c	50 29 s	Berlin	47 40 c	47 38 c
Chicago	49 38 pc	55 39 c	Nashville	56 35 s	62 53 pc	Buenos Aires	84 63 s	86 64 pc	Cairo	69 56 c	67 54 pc
Cincinnati	52 33 s	58 48 pc	New Orleans	66 56 pc	77 64 pc	Johannesburg	80 59 t	77 57 t	Kabul	66 34 s	67 33 s
Cleveland	46 34 pc	54 46 pc	New York	46 38 s	53 44 s	London	61 46 pc	59 50 pc	Manila	73 50 pc	77 50 pc
Dallas	67 60 pc	76 65 c	Orlando	74 58 pc	81 62 pc	Mexico City	73 50 pc	77 50 pc	Paris	54 44 pc	58 46 s
Denver	60 27 s	45 19 pc	Philadelphia	46 34 s	53 42 s	Rome	63 40 s	60 40 s	Sydney	82 62 s	88 68 s
Detroit	46 33 pc	52 44 pc	Phoenix	77 54 s	72 52 pc	Tokyo	62 57 c	68 61 r	Toronto	44 35 pc	47 42 pc
Dubuque	48 37 pc	46 30 c	Reno	47 21 sn	37 21 pc						
Honolulu	82 72 pc	83 71 pc	Salt Lake City	52 28 r	34 23 sf						
Indianapolis	50 32 s	61 47 pc	San Diego	64 56 c	65 52 pc						
Las Vegas	68 50 pc	56 45 pc	San Francisco	58 44 sh	54 44 c						
Los Angeles	66 55 c	64 52 pc	Seattle	38 28 sn	38 26 c						
Marquette	40 29 c	38 29 sn	St. Louis	58 42 s	66 47 c						
Memphis	58 41 s	62 58 pc	Washington, DC	48 31 s	54 42 s						



Dan Lassiter/dlassiter@gazetteextra.com

Maintenance worker Marty Hanthorn does a safety inspection of completed fuel tanks staged for painting Thursday at United Alloy in Janesville.

# United/Business booming

Continued from 1A  
 It eliminated the concept of lean manufacturing, which basically focuses on the elimination of waste and production costs that don't immediately add value for customers. Instead, United secured commitments from most of its major customers for future products. "We've become part of their forecasting and visioning process," Roessler said. "We've agreed to build the expansion, we've agreed to build the products and we've agreed to hold them until they need it. "All we've asked for in return is their commitment to buy it. This goes against every aspect of lean manufacturing on the planet." United's massive fuel tanks aren't built and shipped in a

day. They're high-value, low volume products that take time to produce. "In disaster recovery situations, our customers' products are needed within minutes of the event," she said. United's approach has allowed it to level out its workflow, which since April has been in production around the clock five days a week. The ebbs and flows of what typically has been a cyclical business are gone, as is costly overtime. United's expansion is expected to cost about \$750,000. The city of Janesville is giving the company a \$100,000 loan that will be forgiven if it hires 32 people in the next three years. While United's approach is novel, it wouldn't be possible without the contractual buy-in from its customers

"I've been left holding the bag on handshakes, having to scrap \$100,000 in inventory," Roessler said. "It's unfortunate that business has come to that, but 'hope' is no longer a management strategy."

# Fire commission OKs interim budget

By Gina Duwe  
 gduwe@gazetteextra.com

**FOOTVILLE**  
 The Footville Fire Commission on Wednesday night approved an interim 2012 budget that doesn't include nearly \$16,000 from the town of Plymouth, which wants to switch its fire coverage to Orfordville. The 12 northern sections of Plymouth Township have fire coverage through Footville but EMS service through Orfordville, Town Chairman Larry Harding has said. The town

could save the \$15,500 it pays Footville every year for fire coverage, and Orfordville would pick up the coverage at no extra cost, he said. The change requires unanimous approval from the Footville Fire Commission, which voted last month to not approve the change. The Footville Fire Department annual budget requires unanimous consent from its fire commission, of which Harding is a member. He voted against the budget this fall, telling the Gazette he was not going to OK a budget that in-

cludes a payment from the town of Plymouth. "Plymouth isn't planning on paying," Footville village President Gary Selck said, "at least that is the indication I'm getting from them." Harding could not be reached Thursday afternoon. The department likely would be OK without Plymouth's portion because of grant money officials weren't aware of at the start of the budget process, Selck said. The fire commission will meet Wednesday, Dec. 14 to try to resolve the issue.

# Agriculture students can apply for Ames Scholarship

Applications are now being accepted for the John and Isabelle Ames Memorial Scholarship. The scholarship is a \$500 award to be given upon proof of registration for classes dur-

ing the second semester of the current school year. Applicants must be currently or recently involved in 4-H, FFA, and/or the registered Holstein industry and a sophomore or junior at a four-

year college. For an application or more information, email Janice Berezowitz at j\_berezowitz@yahoo.com Applications are due by Thursday, Dec. 1.

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