

Staff & Clerical Federation, AFT, AFT-Wisconsin, AFL-CIO

Chippewa Valley Technical College, Eau Claire

<http://wi.aft.org/CVTC2398/>

Labor Relations

Thank you for electing me to serve my third term as your Labor Relations Chair. This continues to be a learning experience and although it requires a lot of time and energy, it has been immensely rewarding for me. I am happy to serve in this capacity.

Lisa and I continue to meet with Mary Casey bi-weekly. Please let us know of any concerns or workplace situations that are occurring so that we can discuss them at these meetings. Members at outreach campus locations may also contact their campus union steward. Thanks to all members who have brought matters to our attention. This is a good way for us to solve problems before they become grievances, and to make a better workplace.

I participated in my first arbitration hearing on May 3, regarding the grievance that involved interpretation of contract language dealing with subcontracting. We will announce the arbitrator's decision as soon as we know it, in about 60 days.

Let's continue to support each other and work together to create a positive and productive environment.

In Solidarity,

Kathy Goodman-Labor Relations Chair

Workplace Tip – The Right Computer Height

Apply these recommendations to your workstation:

- 2 to 3 inches between the top of your thighs and bottom of your desk.
- 2 to 4 inches between the edge of the chair and back of your knees
- 90-degree knee angle (feet flat on the floor)
- 90-degree elbow angle (forearms are parallel to the floor and 1 to 2 inches above the keyboard and mouse)
- 90- to 115-degree angle between your torso and thighs
- 18 to 30 inches between your eyes and the monitor

The top of the screen should be at eye level (if you wear bifocals, lower the monitor or raise your chair 1 to 2 inches; you may need a footrest to maintain that 90-degree angle)

Campus Stewards

I am happy to announce that the following union stewards have chosen to return for another year. They are: Jean Alcantar-ESEC/Transportation, Paul Wittrock-River Falls, Jeannie Krig-Menomonie, Sue Sie-HEC and Brenda Meinen who will return but at the BEC campus. We have two new members: John Creaser representing Gateway/Nano and Raeann Hutchinson at the Chippewa Campus. Thanks to the returning stewards for your past commitment and welcome new members. You are a very important connection for our members at your respective campus locations! The most important aspect of being a steward is to provide our members a link to the union at those campus locations. A steward is trustworthy and known by co-workers as someone they can go to for information or help. Stewards are there to listen and be an extra pair of eyes and ears to report workplace issues and concerns to Lisa and me. We, in turn, will do further investigation and follow-up. Union stewards will not be writing grievances, but may be asked to attend meetings and take notes to represent our members. We are planning a summer training meeting. More information will follow. Once again, thank you all for volunteering to serve in this very important position. In Solidarity,

Kathy Goodman-Labor Relations Chair

Scholarship Winner

Bethany Gardner was the recipient of the Marion Flood Scholarship.



Thank You

Dear Local 2398 Marion Flood Memorial Endowment Scholarship,
Thank you for your monetary interest in my education. I plan on completing my bachelor's degree in dental hygiene at the University of Minnesota Mankato.

Sincerely,
Bethany Gardner

AFT-Wisconsin 2010 Baseball Tour with the Eau Claire Express

Join fellow Local 2398 members & their families along with other AFT-Wisconsin members & their families from the Eau Claire area.

WHEN: Saturday, June 5, 2010

WHERE: Carson Park Pine Pavilion

TIME: Picnic starting at 1PM

The Pavilion has been reserved for the **entire day** so stop in earlier if you'd like. Badminton, bean bag toss, and other games will be set up in the early afternoon.

Food served from 2:30 – 5:30

Baseball Game starts at 6:35

Tickets will be handed out at the picnic.

COST: \$10.00 for member/\$10.00 1st guest; \$16.00 each additional guest

(includes food & beverages, t-shirt, & admission to the game)

QUESTIONS: Contact Deb Ausman (6225), Sheri Brandstetter (6226), or Kim Vollmer (6274)



cut here  *******Deadline to Register is Thursday, May 27, 2010*******  cut here

Please Complete the Following Registration Information:

First Name: _____

Last Name: _____

Email: _____

Phone No: _____

Number of Tickets: _____ @ \$10.00/each (2 maximum) = \$ _____

Number of Tickets: _____ @ \$16.00/each (up to 4) = \$ _____

(Total Enclosed) = \$ _____

Make Checks Payable to: AFT-Wisconsin SEC

Please list t-shirt size(s), (*i.e., 1 large, 3 medium*). Adult sizes only (small, medium, large, X-large, XX- large): _____

Cut off the Registration form and send it, along with your payment, to Deb Ausman. Keep the top portion for your information.

No refunds will be issued.

Using the 125 Flexible Spending Plan

I've talked with several members over the past couple of months about using the 125 Plan and perceived a general confusion about this plan. Rightly so, as these plans can be confusing and complex. If you expect to incur medical expenses out-of-pocket, or have dependent care claims, you may want to take advantage of this plan.

A flexible spending account is an employer sponsored benefit. It allows members to pay for unreimbursed medical expenses (those that are eligible) and dependent care expenses on a pre-tax basis. Contributions to the account are deducted before Federal, State, or Social Security Taxes. This saves you money by reducing your income taxes, and increasing your spendable income. This could save you hundreds of dollars each year.

Perhaps part of the misunderstanding is the sentence on the information sheet: "All benefit-eligible employees of Chippewa Valley Technical College (CVTC) have the opportunity to participate in a Section 125 flexible spending plan." I've talked to Geri Gamroth about "benefit-eligible" and how to clarify what this means. Simply, everyone in our bargaining unit, regardless of how many hours/week you work is benefit eligible. You do not have to be actively participating in the health or dental insurance program to be eligible.

Another part of the confusion is the comment "use it or lose it," making it unattractive. You do have to spend the dollars before the benefit year ends or yes you will lose the money, but that shouldn't stop you from participating. There are worksheets in the packet of information that will help you determine what amount to deduct. There is also a maximum dollar limit that you can flex per year.

Please check out the information on CVTC's 125 Flexible Spending Plan, which includes examples and a worksheet to help you determine how much money you wish to have deducted. This can be found on MYCVTC <https://org.cvtc.edu/departments/HR/Pages/Benefits.aspx>.

This is a short-year, January 1-June 30, 2010, so you have an opportunity to participate in the next open enrollment period, May 2010. I encourage members to contact Geri Gamroth with questions about using the 125 Flexible Spending Plan.

Submitted by,

Kathy Goodman

Babies, Babies, Babies!!!

Elaine Miller' s son Jesse and his wife Misty added a second son on February 14, 2010. Graedin Lee joins his brother Keinin to complete their family. Papa Wayne and Nana Elaine are looking forward to future camping and fishing with their little gang.



Ian Robert Berger
Born at 10:20 am on Thursday, April 15
7 lbs. 8 oz
21 inches long
Ian's grandma is Rosie Berger

Owen Jason Drescher was born on Friday, 3/12/2010, 5 lbs. 15 oz., 19 inches. Parents are Rachel and Dan Drescher and Grandparents are Char and Lenny Drescher. Owen was born a month early on his dad's birthday.



Fun Photos



From the Great Grillout



From the highway cleanup on May 1



CVTC's Scrabble Team, Team Bright, included three Local 2398 members: Kathy Farley (back row, middle), Kathy Goodman (back row right), and Bev Hilton (front row left). The team finished in second place, 20 points behind the first-place team, and also finished second in fund raising. Proceeds from the Scrabble Bee go to support Literacy Volunteers-Chippewa Valley.

Spread the Word!



WELCOMING HOME WISCONSIN'S VIETNAM VETERANS

May 21-23, 2010

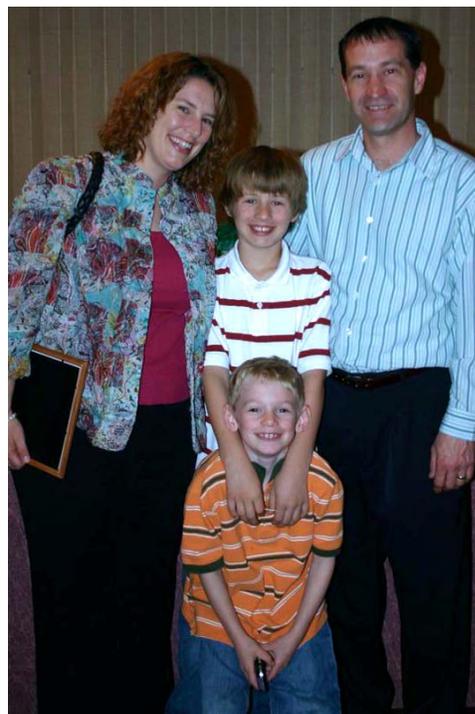
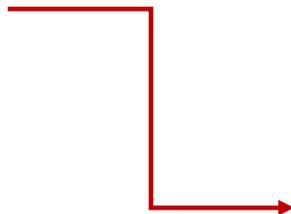
A wide-ranging statewide effort to honor Wisconsin Vietnam Veterans culminates at Lambeau Field in Green Bay with a weekend of public events including exhibits, vintage military vehicles and aircraft, music and more. Free events run Friday through Sunday with a ticketed keynote ceremony Saturday evening inside Lambeau Field. Everyone is invited to attend.

Hats Off to Our President!



Union President Lisa Storms was one of the five recipients of the Chippewa Valley ACTE Professional Excellence Awards for 2009-2010. Lisa received the Outstanding Support Professional Award and was recently honored at the annual CVACTE Awards Breakfast and at the state WACTE convention. Congratulations, Lisa.

Lisa and "her guys."



Old News

From the March sleigh ride.



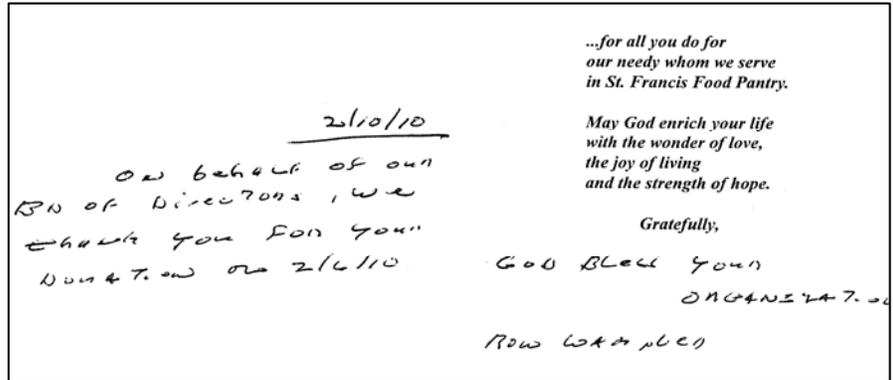
Really Old News

A thank you from the St. Francis Food Pantry



Thank You...

For I was hungry and you fed me. Matthew 25:35 LB



In Case You Missed It

This was printed in the March 2010 "The Professional." Nice article on our own Kurt Carlson.

Question—How does a speech therapist become a techie? ... Answer—With a change of career.



That was what I learned after interviewing Kurt Carlson, a Nano and Micro Fabrication Technician at Chippewa Valley Technical College. Kurt is a member of the CVTC Staff and Clerical Federation, AFT Local 2398. I had the opportunity to meet Kurt in February when we both attended an AFT-W event in Eau Claire. When Kurt told

me of his position at the college, I knew that he had to be the subject of this issue's column.

Kurt runs a "clean room," which is tech-speak for a room in which all dirt, dust and particulate matter must be filtered out so that it does not harm the prototype development that is done in the room. CVTC has partnered with local business and industry, as

well as with nearby UW campuses, to develop the Nanorite Innovation Center. Nanorite provides local industry with incubation space to develop new high-tech products, such as biotechnology machines and computer chips. The clean room is a part of that space. In the clean room, microchips can be created, and other ultra-fine and technical work can be performed without contamination of the workspace. Some of CVTC's Nanorite business partners include 3M, Gateway Corporation, Xcel Energy and many others.

When you work with things at the micro and nano level, a piece of dust in the work environment can be like crashing a boulder into a car—it can completely destroy the work. A micrometer is 1,000,000th (millionth) of a meter and a nanometer is 1,000,000,000th (billionth) of a meter—so, we are talking really tiny pieces of technology equipment. A speck of dust is huge and deadly to the work. As a result, anyone going into the room must be covered in a special suit that looks a lot like a HAZMAT suit. It contains any dirt and dust within the suit so that it does not get loose in the

room. It is affectionately referred to as the "bunny suit."

Kurt Carlson happened upon this opportunity when he followed his wife to Eau Claire. They had been living in Manitowoc, where Kurt worked as a speech therapist in the local schools and was active in his WEAC local. His wife finished a Ph.D. and eventually found employment in Eau Claire. Kurt decided it was time for a change, so he entered a tech program at CVTC. Shortly after graduating, he was offered the position of maintaining and running the clean room—a job that he absolutely loves. Kurt is active in his local and serves as the legislative liaison for Local 2398. He has engaged in lobbying and has represented his members in Madison and in other meetings with legislators.

I am never shy about telling people that AFT-Wisconsin is one of the most diverse unions you can find anywhere. Kurt Carlson's position at CVTC is yet one more example of the fine work AFT-W members perform as public sector workers in Wisconsin.

Cook's Corner

Puppy Chow

Ingredients:

1/2 cup Peanut Butter
1/4 cup Butter
1 cup Chocolate Chips
1/2 tsp. Vanilla
9 cups Crispix cereal (any flavor)
1-1/2 cups Powdered Sugar

Instructions:

1. Combine peanut butter, butter and chocolate chips in a microwave safe bowl.
2. Microwave for one minute then stir to blend all ingredients thoroughly. Add 1/2 tsp. vanilla. Stir well.
3. Place the 9 cups of Crispix cereal in a very large bowl.
4. Pour the peanut butter-chocolate mixture over the cereal and toss evenly, making sure all the cereal gets a good covering.
5. Coat with powdered sugar, sprinkling evenly over the cereal and tossing as you sprinkle to cover each piece well.

Submitted by Jane Nelson

Spinach-and-Orange Salad with Almonds and Honey-Sesame Dressing

The Asian-flavored dressing for this salad also makes a great dip for raw veggies, spring rolls, and dumplings.

Ingredient List (Serves 4)

Salad

1/4 cup slivered almonds
5 oz. baby spinach (6 cups)
2 large oranges, peeled and sectioned
1 Tbs. sesame seeds

Honey-Sesame Dressing

1/4 cup honey
2 Tbs. rice vinegar
2 Tbs. low-sodium soy sauce
1/4 tsp. red pepper flakes
3 Tbs. vegetable oil
1 Tbs. dark sesame oil

Directions

To make Salad: Toast almonds in dry skillet over medium heat 2 to 3 minutes, or until light brown. Cool. Arrange spinach on a platter, and top with orange sections and almonds.

To make Honey-Sesame Dressing: Blend honey, vinegar, soy sauce, and red pepper flakes in food processor. Pour in vegetable oil and sesame oil, and blend until smooth. Drizzle 1/4 cup Honey-Sesame Dressing over salad, and sprinkle with sesame seeds.

Nutritional Information

Per SERVING: Calories: 185, Protein: 4g, Total fat: 11g, Saturated fat: 1.5g, Carbs: 21g, Cholesterol: mg, Sodium: 360mg, Fiber: 4g, Sugars: 17g Spinach-and-Orange

Submitted by Josie Dickrell

Local 2398 Officers and Committee Members

Officers

President: Lisa Storms
Vice President: Kim Yoder
Secretary: Kathy Farley
Treasurer: Deb Ausman

Executive Council: Union officers plus the following individuals:

Labor Relations Chair: Kathy Goodman
Membership Chair: Raeann Hutchinson
Negotiations Chair: Raeann Hutchinson
Newsletter Chair: Bev Hilton

AFL/CIO: Lisa Storms, Kim Yoder, Deb Ausman

AFT National: Deb Ausman, Sue Volkman

AFT-Wisconsin: Kathy Farley, Janet Goldsmith, Kathy Goodman

Labor Relations Committee: Kathy Goodman-Chair, Lisa Storms, Kim Yoder

Labor Relations Stewards: Jean Alcantar-ESEC/Transportation, Paul Wittrock-River Falls, Jeannie Krig-Menomonie
Sue Sie-HEC, Brenda Meinen-BEC, John Creaser Gateway/Nano, Raeann Hutchinson Chippewa Campus.

Budget Committee: Deb Ausman-Chair

Social Committee: Kim Vollmer and Sheri Brandstetter

Constitution Committee: Deb Ausman-Chair, Karen Delaney, Kathy Goodman, My Nou Xiong

Negotiations Committee: Raeann Hutchinson-Chair

PCC Committee: Lisa Storms, Marlene Mathison, Raeann Hutchinson

Newsletter Committee: Bev Hilton-Chair

Website: Kim Yoder-Chair

Staff Representative: Jim Mangan

Good and Welfare Committee: Need members, contact Lisa if you're interested.

The End!