

Local 2398

December 2010

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

Chippewa Valley Technical College, Eau Claire

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

From the President

Dear Members,

We have settled the Unit Clarification! More information will follow, as we are preparing a meeting with the individuals accreting to the bargaining unit. Once we have meet with all them I will send out the list of positions we gained.

The Unit Clarification was a long, drawn-out mess, and we worked very hard with management to come to an agreement that both sides could live with. It was always about trying to protect our work, and insure that those performing that work be under the protection of the union. I am confident that we did the best we could do.

The contract is being held up by some outstanding issues, one of the biggest being the Unit Clarification. We wanted to include those positions in the contract before publishing it. I do apologize for the delay.

I would like to take this opportunity to wish you and your loved ones a wonderful holiday season. Enjoy!

In Solidarity,

Lisa Storms

Labor Relations

Labor Relations - Grievances Update:

- ◆ Grievance regarding an involuntary transfer: The union met with President Barker and submitted a resolution at the Step 3 level. The College decided to “forego” that proposed resolution, citing several factors that weighed into the decision. The Union Executive Council met on November 15 to discuss and vote on whether to take the grievance further and on to arbitration. After careful thought and much deliberation the Council voted not to pursue the grievance any further.

- ◆ Grievance regarding a job transfer: The grievance was mutually placed on hold by the College and the Union while a resolution was being worked on at the Step 2 level. The resolution was not successful. The grievance has now been denied at the Step 2 level. The Union will now make a decision about moving to Step 3.

Labor Relations - Union Stewards Update:

The Union Stewards met on October 6, 2010, at the Gateway Campus. Two new stewards were welcomed, John Creaser and Raeann Hutchinson. An update on current grievances was given by Lisa and Kathy and stewards gave reports about incidents at their respective campuses. Our Staff Representative, Jim Mangan, provided a training session, "From Building Rep... to Organizer: Your Role in Building the Future". The stewards are the face of the union at the outreach campus locations. We discussed getting a "new member packet" from AFT, for stewards to hand out to new members, and putting out a flyer introducing the union stewards for all members. The paper flyer has gone out to all members, and is also in this newsletter. Finally, Weingarten Rights and just cause were discussed. Stewards will continue to report incidents and potential problems/questions/concerns as they happen to Lisa and me. The committee decided to meet four times/year.

Please contact a labor relations member/union steward if you have workplace issues/concerns/questions.

Current stewards are:

- 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.

Lisa Storms-President and Kim Yoder-Vice President also serve on the committee.

Please contact a labor relations member/union steward if you have workplace issues/concerns/questions.

Kathy Goodman
Labor Relations Chair

Attention Part Time Union Members

Part time union members are strongly encouraged to contact Geri Gamroth, Julie Neuhaus or Mary Casey for time sheet recording and leave balance questions and concerns. With so many different work schedules for our part time members, HR believes that getting individual answers to questions is best.



Please do not feel intimidated or foolish for asking for clarification or an explanation if you do not understand something. Part time members have many different scenarios to deal with that the full time members do not.

I believe that the HR personnel will be patient and sensitive to all of the situations and questions. If you have any problems, or you do not feel your questions have been answered to your satisfaction, please let Lisa or me know so that we can further address any issues with Mary.

Submitted by

Kathy Goodman

AFT-Wisconsin Convention Reports

The AFT-Wisconsin Convention was held on October 28-29. There were 7 delegates that attended from CVTC Local 2398. Kathy Farley and I were on the elections committee again this year. Our duties included counting the votes and recording the results.

I also attended a session on estate planning. It included information on Power of Attorney for Health Care, Declaration to Physicians (Living Will), Power of Attorney for Finances, and Authorization for Final Disposition Instructions. A spouse cannot make decisions on your behalf. It is very important to have the signed documents to have your wishes carried out if you unable to make decisions for yourself. The forms and instructions can be found at:

<http://www.dhs.wisconsin.gov/forms/AdvDirectives/ADFormsPOA.htm>

Delegates for this convention are elected through the local. It is a great experience and I encourage members to participate.

Submitted by,

Janet Goldsmith

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I attended the 79th Annual AFT-Wisconsin Convention in Appleton, Wisconsin on October 27-29. Once again this year, the format was having the Council meetings on Thursday morning followed by Council sponsored sessions in the afternoon.

Guest speaker at the PSRP Council session was David Gray. David is an AFT-National Vice president and has been president of the Oklahoma City Federation of Classified Employees since 1988. He is a leader in national organizations that promote civil and human rights. David talked about building alliances with other entities in the community and the need to support each other and work together.

The rest of the meeting was spent reviewing, and revising the bylaws, ideas on how to get more members involved, the PSRP 2011 Spring Conference, and election of officers. I will be serving as the Secretary/Treasurer for the PSRP Council.

Submitted by,

Kathy Goodman

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I had the pleasure of attending the 2010 AFT-Wisconsin convention on October 27-29 in Appleton, at the Paper Valley Hotel.

The convention started on Wednesday evening with a delegate & guest reception. It was an enjoyable evening getting to meet other members from around the state.

Thursday morning started early with a breakfast workshop at 7:15. Attorney, Tim Hawks, presented this workshop. He discussed the public's right to know against the individual's right to privacy, and some examples of conflict for government managers and employees.

I also attended a couple of workshops that discussed different aspects of the Wisconsin Retirement System, and updates. As of January 1, 2010, WRS had 566,317 participants. Of those, 267,293 are active, or currently working, 150,671 are receiving annuities, and 148,353 are inactive. I also found it interesting that the WRS is the ninth largest public pension in the U.S., and the 30th largest in the world. Another interesting fact is has an asset value of \$72.8 billion. In the last ten years, if you have been in the fixed trust funds, you have done better than those invested in variable funds.

It was an interesting couple of days as we worked our way through the committee meetings and delegate sessions. It was an educational experience to see how the AFT work and how they decide on what issues the members feel are important.

It was a good experience for me, and I would encourage others to attend a convention if they have the opportunity to do so.

Thanks for sending me to the convention.

Submitted by,

Doug Dekan

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The 79th Annual AFT-Wisconsin Annual Convention was held in Appleton at the Radisson Paper Valley Hotel October 27-29.

Thursday, October 28, had a full itinerary starting with the opening session and welcome by AFT-Wisconsin President Bryan Kennedy. The convention keynote speaker was Matt Rothschild, who has worked for *The Progressive* magazine since 1983 and editor since 1994.

The PSRP Council meeting, led by Chair Richard Seibt, followed the opening session. We were fortunate to have AFT Vice President David Gray as our presenter.

After lunch I attended the Family Estate Planning session with Attorney Kathy Charlton, who is employed at Hawks, Quindel, S.C. She explained and handed out important documents such as Durable Powers of Attorney, Health Care Powers of Attorney, and a Living Will.

The second session of the afternoon that I chose to attend was Attachment Disorders and Brain Development. The presenter was Kelly Duffy, who is a special education teacher for the Superior School District. She stressed how important the first years of life are and how a healthy attachment leads to a sense of safety, security, and trust. A child with health attachments is more likely to develop healthy relationships with others.

Following the afternoon council sessions, delegates attended their respective committee meetings. I am a member of the Elections Committee so I spent the rest of the afternoon helping to organize and count out the correct number of ballots for each Local and getting everything ready for the Delegate Session scheduled for the next morning.

Submitted by,

Kathy Farley

The delegates:

Left to right, Bev Hilton, Kathy Farley, Janet Goldsmith, Lisa Storms, Doug Dekan, Kathy Goodman, and Deb Ausman.



New Text Messaging Law



In case you haven't heard, beginning December 1, 2010, you will be breaking Wisconsin law if you text while driving. Amended "AB 496 prohibits any person from driving a motor vehicle while composing or sending a text or electronic mail message."

This is a primary law, which means that law enforcement officers can stop someone for texting, instead of first pulling them over for another offense like speeding.

First-time offenders could be fined \$20 to \$400 dollars along with having four points assessed on their driving records. Fines for second-time violators are \$200 to \$800.

Thirty states plus the District of Columbia have already banned text messaging by drivers.

Submitted by,

Kathy Goodman

Technology Tip

This month's Microsoft Word 2010 tip shows us how to clear the formatting that was previously applied to a piece of text.

Imagine the scene: you're trying desperately to style a paragraph of text in your Word document to get just the right effect. You italicize it and make the font size larger. Maybe you apply a nice pastel color for the text, and apply a snazzy font family.

But no - that's no good. You want to start again and restyle all the text in the paragraph, so what do you do? You could individually remove every piece of formatting you applied, but that's tedious. Enter the *Clear Formatting* command.

Select the text whose formatting you want to remove and then click Home > Font > Clear Formatting.



Presto! The text reverts back to the default *Normal* style and you can start restyling it again.

From the Social Committee

Nine union members gathered to make holiday cards on November 7 under the guidance of Bev Hilton and Kim Vollmer. People who participated completed eight cards and enjoyed the company of their fellow union members over a light dinner. If there's enough interest, the event will be repeated after the first of the year.

New Year Holiday Gathering:

Our Union President has volunteered her home for our holiday gathering in January (date to be determined). We are planning a pot luck, ice skating in her back yard, & exciting socializing with your co-union members & families.

Other activities that may be held this winter are caroling & sledding. Stay tuned for more details.

And all your comments or suggestions are always welcome, thank you!

Submitted by,

Kim Vollmer

WEAC/AFT-WI WTCS Support Staff Joint Bargaining Meeting

A joint WEAC/AFT-WI support staff meeting was held on Saturday, November 13 in Stevens Point. Jim Mangan and I attended, along with representatives from nearly all of the technical colleges.

The morning session was titled, "Drowning in Work." Ken Mericle from the University of Wisconsin Extension School for Workers was the presenter-- <http://schoolforworkers.uwex.edu/KenMericle.cfm>. The topic first arose at a bargaining meeting in June. Support staff present at this meeting discussed their experiences with workload issues, (skipping breaks, no overtime, and working through lunches to get the work done), short staffing levels, and the ramifications it was having on their health. When positions go unfilled, the remaining workers take on more.

Mr. Mericle explained that "output" is a function of "hours worked" and "productivity" (the rate of output per hour). The only way to maintain or increase output is to either increase hours worked or increase productivity. In the technical colleges output is increasing with the enrollment growth, however hours are not increasing. Productivity is increasing, work volume is increasing, and workers are working harder, faster. The existing job classification system does not address work volume and stress factor issues. Therefore the union needs to look at alternative approaches to many workload issues, particularly those concerning work volume.

What are some avenues the Union can take?

1. Contract enforcement (break, lunches, etc)
2. Contract negotiations (is there something about temporary assignment pay)
3. Legal remedies (filing a wage and hours complaint)
4. Direct action-do everything by the rules to send a message (do not come in early, do not skip breaks, do not put in extra time without pay)

What actions can be taken to address workload concerns?

1. Make grievances union grievances, not individual
2. Raise the issue at the top (go on record as recognizing a problem exists)
3. Take the "high road" (be willing to redesign systems)
4. Document the problem (unpaid time, increased sick leave, coming early, staying late, working through lunch, taking work home)
5. Communicate with members (define the problem as systemic)
6. Move from individual action to group action
7. Explore low risk actions:
 - a. Conduct a job stress study
 - b. File a wage and hour Complaint
8. Direct action lead by the union
9. Identify key work groups with problems and solidarity to act
10. Approach strategically as an organizing activity

The afternoon session was spent discussing bargaining strategy and what will happen in January once the newly elected officials take office.

The next meeting will be held on January 29, 2011, where the workload discussion will continue. The staff will investigate the prevalence of workload formulae for unionized support staff. At the local level we need to begin with communication and information gathering.

Submitted by,

Kathy Goodman

Baby Report

Congratulations to Lisa and Jeff Waller. Their son, Bennett Neil Waller, was born Friday, November 26, at 11:11 pm. He weighed in at 6 pounds, 7 ounces and was 20 inches long.



Jay Maloney has a new granddaughter. Lauren Rae was born December 1. She weighed in at 6 pounds, 11 ounces. Congratulations, Jay!



Old News

The adopt-a-highway crew cleaned up a two mile section of County Road T in October.

Left to right: Kathy Farley, Deb Ausman, Jane Flynn, Della Schindler, Kim Vollmer, Lisa Storms, Kris Jackson, and Jane's daughter Briana.



Cook's Corner

Blizzard Party Mix

Ingredients

- 2 cups Corn Chex
- 2 cups miniature pretzels
- 1 cup dry roasted peanuts
- 20 caramels, coarsely chopped
- 1 package (10 to 12 ounces) vanilla *or* white chips

Directions

- In a large bowl, combine the first four ingredients. In a microwave, melt chips; stir until smooth. Pour over cereal mixture and toss to coat.
- Immediately spread onto waxed paper-lined baking sheet; let stand until set, about 20 minutes.
- Break into pieces. Store in an airtight container. Yield: 4-1/2 cups

(Note: If you're watching calories, don't bother making this! Two-thirds cup is a whopping 523 calories!)

Creamy Ham & Potatoes Recipe

Ingredients

- 2 large red potatoes, cubed
- 1/3 cup VELVEETA Pasteurized Prepared Cheese Product cubed
- 3/4 cup cubed fully cooked ham
- 1 tablespoon dried minced onion
- 2/3 cup condensed cream of celery soup, undiluted
- 2/3 cup 2% milk
- 1 tablespoon all-purpose flour
- 1/4 teaspoon pepper

Directions

- In a 1-1/2-qt. slow cooker coated with cooking spray, layer the potatoes, cheese, ham and onion.
 - In a small bowl, combine soup and milk; whisk in flour and pepper. Pour over potatoes. Cover and cook on low for 5-6 hours or until potatoes are tender. Stir before serving.
- Yield: 2 servings. Calories: 1-1/2 cups equals 398 calories

Thanks to all who submitted items for the newsletter. Look for the next newsletter early next year!

The End!

