

Local 2398

Staff & Clerical Federation, AFT, AFT-Wisconsin, AFL-CIO
Chippewa Valley Technical College, Eau Claire

June 2008

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

From the President

First, let me start out by telling you how honored I am to be representing you, and our local as President. I hope to continue the hard work of those who came before me, and make our local as strong as it can be. With that said, I can't do it alone.

It has been said many times that a union is as strong as its members. I have seen firsthand how strong you are. When called upon to attend such things as Board Meetings, you've come together to show your solidarity. We can do tremendous things when we stand together.

One of the biggest challenges we face is a budget we have no control over. This is a very turbulent time for all of us. We have to hope and believe that administration is making the best decisions for all of us, and that we will make it out of this financial situation fairly unscathed.

The most important issue to me is maintaining the positions that we have in the bargaining unit, and gaining those back that we have lost. Whether we have lost them to 19.5's, LTE's, or even leadership, we will fight to get them back. Anyone performing bargaining unit work should have the benefits that come with belonging to the union.

We are a family. We may not always agree with each other, but never the less, we are sisters and brothers in a union that believes in us. Let's continue to stand together, look adversity in the eye, and never back down.

Solidarity Forever,
Lisa

Labor Relations

First, I would like to thank the members of Local 2398 for nominating and electing me to represent you as Labor Relations Chair. Having been an active member of this committee since April 2006, and also a member in previous years, I am familiar with this committee and process. I'm thankful to have the expertise of Lisa, Kim, and Jim to help guide me along the way as I assume the duties of chair.

Lisa has been working closely with me on procedures, protocols, writing grievances, etc. She and I have bi-weekly labor management meetings scheduled with Tom Huffcutt, and Julie Neuhaus through the first part of July. These meetings are a good format to bring your concerns to the table.

Know your contract. Our Collective Bargaining Agreement is a legal document between Local 2398 and the Chippewa Valley Technical College District Board. It is only as effective as its enforcement. We count on our members to bring bargaining unit matters to our attention. Please let us know if you become aware of workplace concerns and issues (we respect anonymity) so that we can investigate and preserve the integrity of our contract.

Each member should have a print copy of the Collective Bargaining Agreement. An online version can be found at the new Union Website at <http://wi.aft.org/CVTC2398>, resources, then Local 2398 2005-2008 Clerical Contract, or MYCVTC, "Staff/Faculty" tab, under "Information" select "Reports and Publications," Union Contracts & Salary, "Clerical Union Contract."

The current Labor Relations Committee members: Linda Danzinger, Viv DeFord, Jeannie Krig and Barb Stuber, along with Lisa Storms, Kim Yoder and me, will be meeting with Jim in the near future to determine the direction this committee will take.

I'm off for the summer, and will be working on bargaining unit issues both on and off campus. Please feel free to contact me via email (kgoodman@cvtc.edu) or phone (839-0970). I can meet with you during a break, over lunch, before or after your work hours to discuss concerns. For immediate needs, contact Lisa (6347) Monday-Thursday, or Kim (6308), if neither of us can be reached.

In Solidarity,

Kathy Goodman
Labor Relations Chair-Local 2398-AFT-W

Member News

Retirements



Brian Juliot
1975 – 2008



Sandy Gray
1986 – 2007



Sandy Hoch
1974-2007



Karen Strasburg
1986-2008

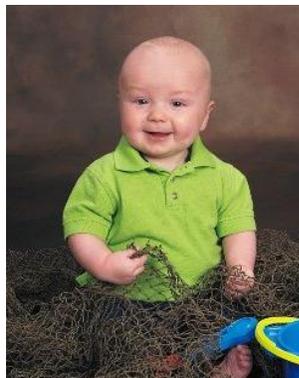


Elaine Welin
1979-2007

Births



Amy Berger
welcomed a second
daughter, Ava Jo,
October 4, 2007



Kendra Maves
welcomed a son,
Weston Layne,
October 14, 2007

New Members

Please welcome Sheri Brandstetter! Sheri started at CVTC in December as our Grants Accounting Clerk. She was born in St. Louis, MO and raised on a farm in Ladysmith, WI. She has lived in Texas, Florida, and for the past 17 years in Northern Illinois. She is happy to have relocated to Chippewa Falls where she is near her niece and three nephews. Sheri has a BS degree from Northern Illinois University and was previously the Business Manager at the University of Illinois College of Medicine at Rockford. Sheri enjoys the variety of all four seasons, likes to ride motorcycle and, of course, cheers on the Packers!



Congratulations to Marcia Finseth and Gail Charlesworth

Marcia Finseth is the recipient of the Local 2398 Marion Flood Scholarship and the Arthur Medtlie Memorial Scholarship. Marcia is enrolled in the Administrative Assistant Career Connect program. Gail Charlesworth is the recipient of the Kathryn Fischer Memorial Scholarship and is also enrolled in the Administrative Assistant Career Connect program. Congratulations!!



Kim Yoder, Marcia Finseth

Marcia Finseth

Gail Charlesworth

Member Contributions

AFT-Wisconsin Annual Leadership Conference

September 22, 2007

Submitted by Kathy Goodman

Workshop: *Legal Briefing: Privacy Issues in the Workplace*, presented by Tim Hawks, Labor/Employment Law Attorney from the firm Hawks Quindel Ehlke & Perry, S.C.

This workshop was attended by Linda Danzinger, Kathy Farley, Kathy Goodman and Bev Hilton. Keep in mind that it is often difficult to understand all of the legal jargon. If you don't understand a word or terminology, look up the meaning. The Wisconsin Statutes that are mentioned below can be accessed online at: <http://www.legis.state.wi.us/rsb/stats.html>

Tim began by discussing Wisconsin Statute 995.50, Right of Privacy. Several statutes were discussed relating to right to privacy, invasion of privacy, electronic communications and HIPPA. Some cases and examples were given. Attendees asked questions and brought up examples and situations in the workplace for clarification.

Highlights of the workshop:

Invasion of privacy 995.50(2)—a written consent must be given for advertising or for purposes of trade, for the use of your name, portrait or picture. An example would be the department photo calendar for United Way, which then is sold to staff. Another instance of invasion of privacy is a matter concerning the private life of another that is communicated to the public. Example--you have a medical disease/condition and the supervisor tells department members of that condition. Intrusion upon privacy would be installing a video camera in women's locker room, bathroom, etc.

HIPPA—Health Insurance Portability and Accountability Act of 1996—these are Federal standards for the protection of health information. “Employers have responsibilities for the use of ‘employee protective health information’ (PHI) it makes available to third party administrators, provider organizations, pharmacy benefit managers and medical consultants. PHI is ‘individually identifiable information’ which is recorded, transmitted or maintained in any form or medium.” Additional information on HIPPA can be found at: <http://www.hhs.gov/ocr/privacysummary.pdf>

State and Federal Statutes governing background checks, Wisconsin Statute 111.335. “The Wisconsin Fair Employment Act, Statute 111.335, prohibits employment discrimination due to an arrest or conviction record unless the charge or crime is ‘substantially related’ to the job.”

Employee's Right to Personnel Records, Wisconsin Statute 103.13, states that "employers must provide a requesting employee a copy of their personnel records within seven working days after the employee makes the request." Employee records may also include any email correspondence. If an employee disagrees with any information in his/her record, they may submit a written statement explaining why. This statement will be included in the personnel record according to Wisconsin Statute 103.14(4).

Electronic workplace—most employers prohibit personal use of email, and searching the Internet. Employers can legally search personal emails and web sites visited, and may even retrieve deleted materials. Do not email anything that you would not want printed in the newspaper. Emails that originate from your personal ISP going to a CVTC email address are also subject to employer's search. We have in our contract, that local 2398 can use email for bargaining unit business.

Electronic Communications Privacy Act—"an employer may access an employee's voicemail and email if the employer provides the system on which they are maintained. If an outside party provides the system, the employer must obtain the prior approval of the employee or the recipient of the voicemail or email before intercepting it." This may be a gray area with SunGard, a third party, at CVTC. Employers may also ask authorization in writing by an employee to access voice and emails. More information can be found at: <http://legal.web.aol.com/resources/legislation/ecpa.html>

Federal and state laws provide some protection in the workplace regarding communication, but it is limited. If you have any questions about privacy issues, please contact a union leader. To receive a copy of the conference handout, contact Linda, Kathy, Kathy or Bev.

This annual conference is a great way for members to get involved with little time commitment, right here in Eau Claire. Members can attend all day or part of the day, network with members around the state, and with our local members as well. The past presentations that I have attended have been well attended with lots of information. I encourage members to consider attending future conferences.

Information taken from: *Legal Briefing: Privacy Issues in the Workplace*, by Tim Hawks

Congratulations to Debbie Duncanson's daughter, Emma! She graduated from the University of Wisconsin Medical School – Madison, Wisconsin, on Friday, May 16, 2008. She is specializing in Internal Medicine & Geriatrics. Emma will be leaving for her three-year residency at the Maine Medical Center in Portland, Maine.



Committees

Local 2398 Executive Council 2008-2009:

President	Lisa Storms
Vice-President	Kim Yoder
Secretary	Kathy Farley
Treasurer	Janet Goldsmith
Labor Relations Chair	Kathy Goodman
Membership Chair	Raeann Hutchinson
Newsletter Chair	Kendra Maves
Website Chair	Kim Yoder

Please visit our website <http://wi.aft.org/CVTC2398/> for a current listing of other committees.