

Local 2398

February/March 2010

Staff & Clerical Federation, AFT, AFT-Wisconsin, AFL-CIO
Chippewa Valley Technical College, Eau Claire
<http://wi.aft.org/CVTC2398/>

From the President

I would like to thank those of you who completed our negotiations survey. The information we gather from that survey is what we take to the table on your behalf. As always, health insurance and job security are at the top of the list. We had a joint negotiations meeting with the Faculty and Custodial/Maintenance unions on Wednesday, February 24, 2010. The purpose of this meeting was to discuss the issues that are most important to our different groups, and see how we can work together for the betterment of us all. We also want to ensure that we are all on the same page as far as health insurance is concerned, since that is the biggest issue we all face.

We will be opening negotiations with the college on March 8, 2010. The meeting will be held in the RCU Room from 2-3 p.m. This is an open meeting, so please join us if you are able.

Please keep an eye out for upcoming events that the Social Committee is planning. I feel it's very important that we not only develop strong working relationships, but friendships as well. These events are designed to bring us closer together. The stronger our relationships are, the stronger our union will be!

Solidarity Forever!

Lisa

Labor Relations

Grievance Update: We have been dealing with the grievance on "Hiring of Program Assistant through Manpower" since September. This position was posted, internal candidates were interviewed, and then it was suddenly placed on hold when the Unit Clarification was filed. In January, the temp agency contract was terminated and the LTE became a CVTC employee. I am happy to report that on January 21 it was officially announced that the position was finally offered to member Brenda Meinen, an internal transfer. The Union requested back-pay for lost wages, which was denied. The College is also in disagreement over the contract language:

"C. The College Agrees that for the duration of the pilot project it shall not sub-contract bargaining unit work if such sub-contracting would result in a layoff or reduction in hours to bargaining unit members, or if such subcontracting would prevent a return from layoff or leave or prevent the hiring or transferring into an open position within the bargaining unit."

The Union contends there was a direct violation of the contract language per Section C. After numerous discussions with the College to come to a resolution, the Union filed a Request to Initiate

Grievance Arbitration with the WERC (Wisconsin Employment Relations Commission) on February 9, 2010. More information is forthcoming as the arbitration process continues.

Internet Use

I cannot stress this enough---it is very important that our members follow the College Employee Internet Use Policy. As we have reported previously, the College has and continues to monitor and track Internet usage. The College policy appears below.

“Acceptable Use: Internet access is provided to employees for educational and operational purposes consistent with the mission of the College. Incidental personal use is allowed as long as it follows this policy, is not excessive, and does not interfere with job responsibilities or disrupt the educational use of the network by other users, services or equipment.

Only those employees or officials who are duly authorized to speak to the media or in public gatherings on behalf of the College may speak/write in the name of the College to any Internet news groups or chat rooms.

Department websites may be created by departments for publishing on the College’s public website. All appropriate College policies and procedures must be followed.

Unacceptable Use: The College’s Internet resource may not be used for:

1. *Downloading, accessing, creating, displaying, transmitting, and storing:*
 - *Obscene, profane, abusive, defamatory, derogatory, threatening, or sexually explicit language or graphic representations;*
 - *Statements or graphic representations that may be construed as discriminatory or offensive by reference to race, national origin, gender, religion, age, disability, sexual orientation, or other legally protected criteria;*
2. *Downloading entertainment software or games or playing games against opponents over the Internet for personal use or profit.*
3. *Uploading any software licensed to the College or data owned by the College without the express authorization of the Chief Information Officer*
4. *Commercial activities and other activities conducted for personal gain.*
5. *Solicitations not approved by the College;*
6. *Political fundraising or lobbying;*
7. *Propagation of computer worms or viruses;*
8. *Vandalism and mischief that incapacitates, compromises or destroys CVTC resources and/or violates federal and/or state laws;*
9. *Utilization of copyrighted information in a way that violates the copyright;*
10. *Utilization of computer software in violation of licensed agreements;*
11. *Transmitting unauthorized College confidential or privileged information; or*
12. *Violating any federal, state, or local law/regulation or College policy/procedure.*
13. *Illegal peer to peer file sharing.*

Enforcement

The College's computing and telecommunicating networks, computing equipment, and computing resources are owned by the College. Thus, every user is responsible for the integrity of these resources. As such, the use of the Internet resource is a privilege, not a right; and the College maintains the right to limit access.

The College has the right to access information stored in any user directory/drive and information on the current user screen. In addition, the College has the right to monitor and track Internet usage. Violations of this policy may result in, but are not limited to, denial, revocation, or suspension of Internet rights; employee disciplinary action, including termination of employment; and/or any other appropriate legal action. Employees who need help understanding this policy or who discover a violation of this policy should notify the Human Resources Director."

To view College policies relating to computer usage, go to:

My CVTC > Organizations > Operations Sites > Reports & Publications > College Policies > Information Technology.

Lisa and I continue our bi-weekly meetings with Mary Casey. Please contact Lisa, me, or your campus union steward if you have workplace questions or concerns.

In Solidarity,

Kathy Goodman, Labor Relations Chair

Technology Committee Update

The Technology Committee is the process of reorganizing. Currently the Committee discusses any technology updates/items that are brought to the table; however, through recent discussions it has become apparent that not all subjects are relevant to everyone. Therefore, administration is looking at creating two committees—one for the instructional side of things and one for the administrative side. The Committee(s) will begin meeting again once the new structure has been determined.

At the last meeting checking out Office 2007 was discussed. Several people had been told that this would no longer be a service available to faculty and staff. After a very positive discussion, it was determined that this service would continue. If you had previously tried to check out Office 2007 and were told we no longer could, please contact IT. NOTE: If you have already checked out Office 2007, you cannot get an additional copy. The agreement with Microsoft is one copy per user.

As an employee of CVTC, you also have the opportunity to purchase software (or additional copies of Office 2007) at a reduced rate through Wisconsin Integrated Software Catalog. The web address is <http://wiscsoftware.wisc.edu/wisc/>. Click on the drop down menu labeled Faculty/Staff (Personal Sales) in the column on the left hand side (you may have to scroll down to see this option). Choose Chippewa Valley. You will be given directions of how to order and a list of the software that is available for purchase (at a reduced rate). You will need your id number. This is a great benefit for the staff at CVTC.

Submitted by,

Brenda Meinen

Top 10 Reasons to be a Union Activist

- 1. You'll set an example.** By becoming an activist, you set an example for others to follow to make the union strong.
- 2. You'll put your values into action.** You are an education worker because you believe you can do your part to change the world. Union activism is just another outlet for achieving that goal.
- 3. You'll rub shoulders with great people.** Good people care about kids, schools and the quality of their work. Great people take action. That's a nice crowd to be associated with.
- 4. You'll help ordinary people achieve extraordinary things.** This is the essence of what a union is all about, and you as an activist will have a front-row seat.
- 5. You'll renew your faith in the power of people.** As an activist, you will see firsthand how important issues get settled in our society and how you and other union members can tilt the balance of power in favor of what you believe is right for you, your students and your family.
- 6. You'll sharpen your people skills.** Listening to, speaking to and connecting with people are the essential skills of a union activist. Become one, and you will have an ideal opportunity to sharpen your skills as you apply them to other aspects of your personal or professional life.
- 7. You'll make lifelong friends.** Union activism creates a bonding experience so powerful among activists that you will call your new union friends "brother" and "sister."
- 8. You'll have fun.** Union people have a way of taking serious business and making it fun—sometimes even funny.
- 9. You'll get more T-shirts.** For every union cause, there is a T-shirt, button or hat. Wear them. Collect them. Trade them with your friends!
- 10. You'll leave a legacy for future generations.** What we do today to keep our schools, communities and unions strong will pay unimaginable dividends down the road and inspire others to follow in your footsteps.

From Rick Kuplinski,
AFT Organization and Field Services Department

Social Committee Update

Holiday Gathering

The first annual Local 2398 Holiday Gathering was a success! It was a good time with 35 people in attendance, and there was plenty of good food. We collected two large baskets of nonperishable food items for the food pantry as well. Thanks to all members and their families who attended and we hope to see more of you there next year! (Look for photos of the event further on in the newsletter.)

Cabin Ridge Sleigh Ride

Remember to sign up now for a sleigh ride at Cabin Ridge Rides in Cadott on Saturday, March 6, at 2:00 p.m. Cost is just \$9.00 per person, children 4 and younger are free. This 1 ½ hour event will include a bonfire, hot chocolate, and marshmallows. All members and their families are welcome! Please contact Sheri Brandstetter (sbrandstetter1@cvtc.edu) if you want to sign up.

Spring Highway Clean-Up

We will be scheduling a highway spring clean-up in April or May. More details to come.

Picnic & Baseball

Mark your calendar to attend the AFT-Wisconsin picnic and baseball game at Carson Park to be held on Saturday, June 5, 2010. More details to come.

If you have any suggestions or ideas for future events, just let us know. Thanks!

Submitted by,

Sheri Brandstetter and Kim Vollmer, Social Committee Co-Chairs

Cook's Corner

Barbecued Hamburger

2 pounds hamburger

1/2 pound onions

2 cups water

1/2 cup catsup

2 teaspoons dry or yellow mustard

2 teaspoons chili powder

Salt, to taste

2 teaspoons sugar, white or brown

Brown hamburger and drain. Chop onions fine and cook until tender in water. Add hamburger and remaining ingredients. Cook on low heat for about 30 minutes. Serve with buns.

Submitted by Bev Hilton

Shrimp and Avocado Salsa

Combine:

- 2 avocados, diced
- 1 tsp jalapeño, diced
- 3 large tomatoes, diced
- 1/2 to 3/4 lb of shrimp, diced
- 1/4 small onion, diced
- juice of 2 limes
- salt

Amounts are approximate

Submitted by Bev Hilton

Breakfast Hotdish

- 2 bags of croutons
- 2 c. shredded mozzarella cheese
- 2 lb. breakfast sausage
- 8 eggs
- 2 cans Cream of Mushroom soup
- 2½ c. milk

Place croutons in greased 9 x 13 pan; top with cheese. Cook and drain sausage; place over cheese. Beat eggs and add soup and milk; pour over sausage. Bake at 300° for 1½ hours.

Submitted by Kathy Farley

Photos From the Holiday Gathering



There's more . . .



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, Kris Jackson, Deb Ausman, Doug Dekan, Bev Hilton, Lisa Storms, Sue Volkman, Kim Yoder

Labor Relations Committee: Kathy Goodman-Chair, Lisa Storms, Kim Yoder
Union Stewards: Barb Stuber-BEC, Sue Sie-HEC, Jeannie Krig-Menomonie, Jean Alcantar-ESEC, Brenda Meinen-Gateway/Nano, Viv Deford-Chippewa, Paul Wittrock -River Falls

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!