

Local 2398

December 2009

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 take this opportunity to wish you and your loved ones an exceptionally blessed holiday season. We have all been faced with difficult situations, whether they are personal or financial, but this is the time of year to be grateful for what we have, and to give of ourselves what we can.

Our local has had a very exciting year with many things to be proud of. We formed a Social Committee to help benefit our communities and bring together our members. I am very proud of the Adopt-A-Highway that the committee worked very diligently on, and also of our members that came out on our first pick-up day! I hope that everyone can make it our Holiday Party on January 30th! I'm really excited about this event, as it will be an opportunity for us to reconnect and celebrate with our families.

We had a great AFT-W state convention this year! I am so proud that we had 7 of our 10 delegates in attendance. That was a great showing for our local! We had a couple newbie's this year, and I'm so glad that they were able to experience what goes on outside of Local 2398. There were changes to the format this year that you'll find out about in the delegates articles. I think it was a very positive change, and look forward to new and improved ways on teaching and learning from AFT that will benefit what we do at the local level.

I'd also like to take this time to congratulate Deb Ausman on becoming the AFT-W's Secretary! This is a very important position on the state board, and it's great that the PSRP's and our local will have her representing us! Congratulations, Deb!

Look for many more changes in the upcoming year as we move forward in negotiations and the unit clarification. I will keep you updated on as much as I can, as often as I can.

In Solidarity,

Lisa

Labor Relations

Grievance Update: On November 20, 2009 we moved the "Hiring of Program Assistant through Manpower" grievance to Step 4 of the grievance process. Step 4 is an appeal sent to the CVTC Board Chair, currently Gary Brummeyer. The Union contends there was a direct violation of the contract per Section C of the Letter of Agreement Concerning Flex Scheduling, regarding no sub-contracting of bargaining unit work for the duration of this contract. If the grievance is not resolved at the Board level, the Union may appeal directly to the WERC (Wisconsin Employment Relations Commission) for arbitration.

H1N1 Update: A few weeks ago, I requested brochures from the AFT office, "Taking Care of Yourself and Others," giving information about H1N1. Members should have received a copy in their mailbox. For updates and further information on H1N1, go to: www.aft.org/topics/h1n1 or to the Center for Disease Control at <http://www.cdc.gov/h1n1flu>. Extra brochures are available by contacting Lisa or me.

On October 26, Tom Huffcutt, Vice President of Operations, emailed the following H1N1 update to all employees. (Faculty and students also received messages which are not included here.)

"Please see the messages below, which are being distributed to faculty and students of CVTC. In summary, activating the Pandemic Flu Preparation Plan means that CVTC students are specifically asked to stay home if they feel ill, and these absences will not be counted against the student for grading purposes.

What this means for CVTC employees is – if you feel sick, stay home! Employees with obvious symptoms may be asked to go home. Regular full-time employees should have adequate accumulated sick time to cover absences related to flu-like symptoms; if this is not the case, please contact Mary Casey in Human Resources. Part-time and casual employees will be given the opportunity to make up time lost due to illness, where practical. Again, contact Mary with questions.

We continue to monitor the H1N1 situation, in concert with local public health officials. If we need to take additional steps to reduce the risk or spread of H1N1, we will communicate those at that time. CVTC employees with any other questions or concerns related to H1N1, should contact Mary Casey at 852-1377 or mcasey10@cvtc.edu."



Resources.
opportunity
practical.

concert
additional

employees
H1N1,

Please contact Lisa, me, or your campus union steward if you have workplace questions or concerns.

In Solidarity,
Kathy Goodman, Labor Relations Chair

Convention Reports

From Kathy Farley:

This was my first AFT-W Convention, and the following is my summary:

AFT-W represents 17,000 Wisconsin public employees. Six separate councils are represented by AFT-W: 1) Graduate Employees (made up of graduate employees from UW-Madison and UW-Milwaukee), 2) Higher Education (made up of faculty and academic staff from the University of Wisconsin system), 3) K-12 Teachers (made up of teachers from kindergarten through 12th grade school districts from across the state), 4) Paraprofessional and School-Related Personnel (PSRPs) (made up of PSRPs from both K-12 school districts and the Wisconsin Technical College System), 5) State Employees (made up of professional employees from the State of Wisconsin), and 6) Wisconsin Technical College System (made up of teachers from different schools in the Wisconsin Technical College System). There is also a Retiree Council. We are considered PSRPs, and there are currently 19 PSRP locals in the state.

Thursday, October 29, had a packed agenda. The day started at 8:45 a.m., with the opening session. We then attended our individual council sessions. Jim Cavanaugh, President of the South Central Federation of Labor, presented a DVD entitled "Labor History in Wisconsin and Coalition Building" to the PSRP Council. The DVD revealed many interesting facts about what workers went through prior to the creation of unions, which was shortly after the end of the Civil War. Unfortunately union numbers keep dropping. For example, 26 percent of U.S. workers belonged to a union 20 years ago; today that number is only at 9 percent.

After lunch we returned to our PSRP Council session. Our council was fortunate to have Loretta Johnson, Executive Vice President of AFT-National, facilitate our afternoon session. Loretta is extremely knowledgeable and has dedicated her life to union involvement and leadership. Following the afternoon council sessions, delegates attended their respective committee meetings. Janet Goldsmith and I were members of the Elections Committee so we spent the next 1½ hours counting out the correct number of ballots for each Local. There were individual ballots for Executive Vice President and six amendments.

The Delegate Session took place on Friday, which included voting by ballot for Executive Vice President and the six amendments, and then we voted by voice on the 20 resolutions. The process was interesting because floor microphones were available and used by many in attendance to debate the resolutions.

I learned a lot, and can hopefully represent Local 2398 as a delegate again next year.

From Kathy Goodman:



The 2009 AFT-W Convention was held October 28-30, at the Plaza Hotel and Suites in Wausau, Wisconsin.



One notable change this year from previous years was in the structure of the Thursday session. Previously, delegates had an option of selecting workshops to attend from a list of breakout sessions being offered. That workshop format provided some flexibility to attend sessions on specific topics of interest, and for delegates to branch

out and attend different sessions.

This year, Thursday's program consisted of a council structure format. The schedule was set for these specific sessions. As members of the PSRP unit, our delegation attended this session. The morning PSRP Council was "Movie Night: Labor History in Wisconsin." The afternoon PSRP Council was "Getting to Know Loretta Johnson." I enjoyed the benefits of attending the council sessions with the PSRP members. I did, however, miss the option of picking and choosing workshops of interest. I think a combination of the workshop and council structure would be a good format for future conventions, one in the morning the other in the afternoon.

From Deb Ausman:

Delegates Elect AFT-Wisconsin 2009-2011 Executive Board

Election of the Executive Board takes place in odd numbers years to a two year term. Starting with the 2009-2011 election, the board is made up of President, Executive Vice President, Secretary, Treasurer, six Council Vice Presidents and six Vice Presidents at Large. Delegates to the 78th Annual AFT-Wisconsin Convention elected the following:

President: Bryan Kennedy, Local 3535, Executive Vice President: Greg Georg, Local 4848
Secretary: Deb Ausman, Local 2398

Council Vice President: K-12 Judy Hack Local 202, PSRP Pam Miller, Local 3605, State Employees Mark Roe, Local 4848, WTCS Cliff Winkleman, Local 212

Vice Presidents at Large: Pam Campbell, Local 4018, Charlott Foth, Local 1166, Joe Lowndes, Local 243, Larry Peterson, Local 4822, Jeff Richter, Local 4999, John Verberkmoes, Local 4848

At its post convention meeting, the Executive Board appointed at Large Vice President John Verberkmoes, Local 4848 fill the Treasurer position creating a vacant at large VP positions. Gary Hjelm, Local 1907 was appointed to fill the vacant at Large Vice President position.

Contact information for all AFT-Wisconsin personnel including board and staff is available at <http://www.aft-wisconsin.org> Please let me know if any questions.

AFT-Wisconsin Constitution Changes

Delegates to the 78th Annual AFT-Wisconsin Convention Adopt Constitutional amendments which included the creation of Bylaws. One of the tasks that the Governance Committee had over the last year was to split the constitution into to constitution and bylaws from our current constitution. Committee co-chairs Jeff Richter, Local 4999 and Deb Ausman, Local 2398 submitted the substitute constitution and bylaws to the convention. Communications to locals were done throughout the process including two teleconferences inviting members to learn more about the process and ask questions about the proposal to help everyone prepare for discussion and debate at convention. Delegates overwhelmingly supported this change by voting 14,788 to adopt and 239 to reject. Complete information on the rest of the items to the convention will be available later this month on the AFT-Wisconsin website. Please let me know if any questions.

From Janet Goldsmith:

I attended the AFT-WI Convention for the first time this year. It was a very exciting and politically charged environment. Kathy Farley and I served on the elections committee. We prepared and counted ballots for the election. This is a very well organized process with many measures to ensure fair and accurate ballot counts. The number of votes for each ballot is based on the number of members from the local. For example, each ballot cast by Local 2398 counted for approximately 100 votes. The ballot for a local with 500 members receives 500 votes. It was a very interesting process and I would encourage members to serve on the AFT-WI committee.
Janet Goldsmith

Holiday Gathering

You and your family are invited to the first annual holiday Union party!



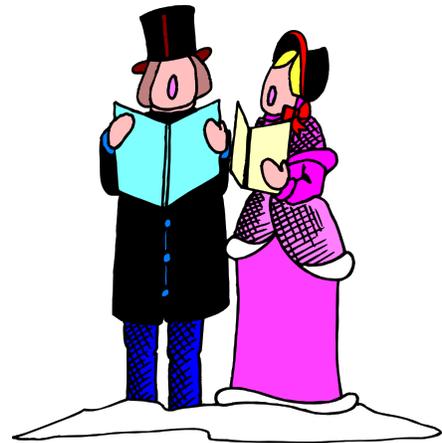
Saturday, January 30, 2010
5-9 p.m.
VFW – 1300 Starr Avenue, Eau Claire

Please bring your favorite holiday dish to share. Soda and water will be provided, along with one complimentary beverage ticket per adult. There will be a band playing that night that begins at 9.

Watch for more details as the date gets closer. Join us for this festive event!

Project Caroling

On Monday, December 14, several union members entertained residents at the Clairemont Nursing Home and Our House Memory Care by singing Christmas carols. It was reported to be a great time and residents enjoyed the singing talents of our members.



Members who caroled included: Kurt Carlson, Kari Lammers, Kathy Goodman, Andrea Jones, Cheryl Dahl, Lona Sippel, Barb Stuber, Sue Sie and Lona's daughter Jill.



Technology Committee Update

The Technology Committee is in the process of creating/updating a MyCVTC page. This is currently a work in progress. Eventually all committee minutes, agendas, and other information will be located at

this site. Feel free to browse through the items at this location. If you have questions about anything you see in the agendas/minutes, I will do my best to answer them. If I can't answer them, I will bring the question forward to the Committee to get you an answer.

<https://org.cvtc.edu/committees/TechCom/default.aspx>

At a recent Technology Committee meeting there was an item discussed that I felt it was important for all of clerical to know. I have received the approval of IT to communicate this information to you. If you have questions on how something specific to your area is going to be handled, please discuss it with your supervisor.

As most of you are aware, the remodeling of the Clairemont Campus is going to cause the need to relocate the data center (the server room for those of us who have been here forever). The servers will be moved off-campus during the remodeling. There are many things that will be happening behind the scenes between now and then to ensure a smooth transition. The biggest part of this will be a brief downtime of most services. The proposed dates that the servers will physically be moved is January 8 (evening), 9, and 10. If everything goes smooth, it won't take the entire time. These dates were being discussed at cabinet today. Leadership has been informed of the dates and is working on any conflicts.

IT is firming up other dates associated with the transition and will post a calendar out on MyCVTC once dates are more firm. Please check MyCVTC for updates along the way. IT's goal is to make this transition as seamless as possible.

Submitted by Brenda Meinen

What's for Supper?

Here's a fun web site to check out. Enter the ingredients you have on hand at <http://recipepuppy.com> and this service provides you a recipe using those ingredients.

New Arrival

Here's a picture of Elaine Miller's new grandson, Alexander Wayne LaBlanc. He was born Thursday, December 4, at 9:51 p.m. He weighed 7 lb 6 oz and was 20 ¼ inches long. His parents are Stacie and Muzin (Hokshila) LaBlanc. Their first child and Elaine's second grandchild. Elaine and family are thrilled to welcome this early Christmas gift.



Local 2398 Members Are Stylin'!

Kim Vollmer and Bev Hilton recently held classes on the art of making tote bags entirely out of duct tape. All participants went home with a completed project.



Miscellaneous

Submitted by Bev Hilton:

An Excerpt from
Sandbox Wisdom
by Tom Asacker

*Fun, Laughter, and Enthusiasm...*We should strive to keep that childlike spirit in our work and our play. When we grow up we take ourselves way too seriously, and sometimes we become a heart attack waiting to happen.

*No Limit Thinking...*As children we believe that we might become president, a great artist or a great explorer. But as adults we begin to put fences around those dreams.

*No Inhibitions...*Children speak from the heart, and as adults we should strive to do more of that.

*Read People and Situations...*Children can see past the trappings of material success and see into the core of people. As we grow older we begin to label people, and as the saying goes, "labeling is disabling."

*Creativity and Imagination...*A great philosopher once observed, "Genius is childhood recaptured at will." The imagination and creativity we had at five too often begins to fade at fifteen.

Cook's Corner

The Aroma of Christmas

Add the following to 1 quart of water and simmer:

1/3 cup whole cloves

2 cinnamon sticks

2 bay leaves

1/2 orange, quartered

1/2 lemon, quartered

(Note: not for human consumption!)

Easy Chicken and Potato Dinner

4 chicken breasts

1 lb. potatoes, cut into wedges

1 T. Italian seasoning

1/2 cup Kraft Zesty Italian Dressing

1/2 cup (2 oz.) grated parmesan cheese

Place chicken and potatoes in 13x9-inch baking pan. Pour dressing over chicken and potatoes. Sprinkle evenly with seasoning and cheese. Bake at 400° F. for 1 hour or until chicken is cooked through. Makes 4 servings.

Mounds Bars

1 1/2 cups Graham crackers, crushed

1/4 lb. butter

Mix well and pat into 9x13-inch ungreased cake pan. Bake for 10 minutes at 350°.

1 can (14 oz.) sweetened condensed milk

1 c. coconut

Mix together and spread over crust. Return to oven and bake another 20 minutes at 350°.

Melt 1 c. chocolate chips and 1 stick butter. Mix well while melting then pour over top. Cool. Cut into squares for serving.

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.

Thanks to all who submitted articles for this newsletter!

The End!