

Local 2398

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

Nov/Dec
2008

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

From the President

Don't forget to vote – **TOMORROW, November 4, 2008**. To find out where you vote, what time the polls are open and who will be on your ballot visit the following site at home, on breaks or during your lunch.

<https://vpa.wi.gov/VoterSearchScreen.aspx?Language=en-us>

or

<http://elections.state.wi.us/section.asp?linkid=270&locid=47>

Remember every vote counts!!

Labor Relations

Labor Relations Update:

The Labor Relations Committee met on October 23. The committee discussed changing the focus of the committee from dealing with grievances to membership involvement. Ideas discussed were planning and organizing social activities, organizing a contract party and getting information out to the members. This would involve meeting with the Executive Committee and a constitutional change, if moved forward.

The committee also discussed having stewards at the various campus locations to facilitate issues at those campuses, and member-to-member conflicts and member-to-faculty conflicts and how to best handle those conflicts. Discussions will continue on how to best work on resolving kinds these issues.

In September, Lisa and I attended the Union Leadership Institute (ULI) conference in Wisconsin Rapids. I attended the "Grievance Advocacy & Stewardship Skills" course. One item we covered that I would like to write about is Weingarten Rights (WR). Each member should have gotten a WR card along with their membership card just recently at the staff in-service. If you did not attend or did not receive a card please let me know.

Weingarten Rights give members the right to have union representation during an investigatory interview; a meeting where a supervisor is investigating facts that may lead to discipline or asks a member to defend his/her conduct. Employers have no obligation to inform employees of this right. That is why it is important for members to be aware and ask for representation if needed.

Some examples of investigatory interviews can include subjects such as: absenteeism, drinking, drugs, work rule compliance, accidents, lateness, work performance, poor attitude, and sabotage. Not every discussion is investigatory, but if a supervisor is dissatisfied with the answers and takes on a hostile attitude, then WR apply.

Having union representation is important by: serving as a witness, assisting the member in presenting the facts, counseling the member during the interview, objecting to confusing questions or

intimidating tactics, interrupting to clarify a question, advising the member on how to answer a question and provide information to justify the member's conduct.

If a member is in this situation, assert your WR rights. Read the statement on your WR card: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting." Resist answering questions until the union representative is present.

If a member is denied the request for union representation the employer is committing an unfair labor practice and the member may refuse to answer.

If you have questions, please contact Lisa or me for further information.

Grievance Update:

We currently have 2 grievances that are in abeyance, one grievance at Step 4 (CVTC Board) and 3 grievances that are on hold pending the new contract.

In Solidarity,
Kathy Goodman
Labor Relations Chair

 **Member News**

Member Contributions

How Women Got To Vote

A short history lesson on the privilege of voting...

The women were innocent and defenseless. And by the end of the night, they were barely alive. Forty prison guards wielding clubs and their warden's blessing went on a rampage against the 33 women wrongly convicted of obstructing sidewalk traffic.

They beat Lucy Burn, chained her hands to the cell bars above her head and left her hanging for the night, bleeding and gasping for air. They hurled Dora Lewis into a dark cell, smashed her head against an iron bed and knocked her out cold. Her cellmate, Alice Cosu, thought Lewis was dead and suffered a heart attack. Additional affidavits describe the guards grabbing, dragging, beating, choking, slamming, pinching, twisting and kicking the women.

Thus unfolded the 'Night of Terror' on Nov. 15, 1917, when the warden at the Occoquan Workhouse in Virginia ordered his guards to teach a lesson to the suffragists imprisoned there because they dared to picket Woodrow Wilson's White House for the right to vote.

For weeks, the women's only water came from an open pail. Their food--all of it colorless slop--was infested with worms. When one of the leaders, Alice Paul, embarked on a hunger strike, they tied her to a chair, forced a tube down her throat and poured liquid into her until she vomited. She was tortured like this for weeks until word was smuggled out to the press.

So, refresh my memory. Some women won't vote this year because--why, exactly? We have carpool duties? We have to get to work? Our vote doesn't matter? It's raining?

We need to get out and vote and use this right that was fought so hard for by these very courageous women.

Submitted by Lisa Storms

Buy Union Made!

The following link is a useful resource for knowing what products are Union made.

http://www.wisaficio.org/buy_union/index.htm#BUY_UNION

Contract Corner

Contract information for new employees regarding the probationary period can be found on page 5 of the Collective Bargaining Agreement, Article V – Discipline and Discharge.

- A. Newly hired personnel shall serve a probationary period of three (3) months (with the Board's right to extend this period for another three (3) months upon written notification to the employee and the Federation President), during which period, or extension thereof, the employment of such employee may be terminated with no right of appeal from said employee should a termination occur; however, the employee will be given the reason therefore. During the period of probation the employee will be given guidance, assistance, and recommendations for improvement.
- B. Employees who have completed the probationary period satisfactorily and are continued in employment thereafter shall be covered by this Agreement and their seniority shall date back to their date of hire.
- C. No employees covered by this Agreement shall be disciplined or discharged except for just cause. Where an employee's performance in his/her normal duties is unsatisfactory, the employee will be informed of this fact and given an opportunity to improve such performance prior to the imposition of any formal disciplinary measure. Any employee who is disciplined or discharged may, within ten (10) working days after receipt of such action, file a grievance as to the just cause thereof. The grievance shall be subject to the arbitration clauses in this Agreement.

Submitted by Kathy Goodman

ARTICLE XIII - SALARIES

D. Differential Pay:

- 1. Any bargaining unit member scheduled to work within the hours of 6:00 pm and 6:00 am and/or is scheduled to work any time on Saturday and/or Sunday, shall receive an additional differential pay of thirty-five cents (\$.35) per hour for hours occurring within this time frame.
- 2. If an employee receives differential pay for their scheduled work hours, he/she shall also receive differential pay for any overtime hours worked that same day as set forth in Article VIII – Hours of Work, Section B.
- 3. If an employee requests a work schedule change, as set forth in Article VIII – Hours of Work, Section E, that extends outside the hours of 6:00 pm and 6:00 am, the employee shall waive his/her right to differential pay.
- 4. Employees shall receive differential pay for paid leave hours (sick, personal, vacation, holiday, etc...) on the same basis as if those days had actually been worked based on the employee's regular work schedule."

If the above language pertains to you, please record the hours on your time sheet using the Earnings line of "Differential Pay" for the hours above. Still record your regular hours as usual. Example: Monday hours of 12 noon to 8:30 PM equals 8 hours of regular and 2.5 hours of Differential Pay.

Differential Pay may be for regularly scheduled hours or additional hours. If your regular schedule includes differential hours, you can record differential hours on days which you use leave.

Please contact me with any questions.

Deb Ausman