

## Local 2398

June-July 2009

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

### From the President

As you know, the Customer Service Center is going full-steam ahead with the June 22 start date. We have been working closely with Mary Casey to insure that things are going as smoothly as they can. As expected, we have encountered some bumps in the road with workload, overtime, and other concerns. We will continue to work with Administration so that the concerns are worked out before they become serious issues.

We are talking about offering some type of a Q & A session during our in-service on the contract. It would be done with the Union and Human Resources and is intended to help people understand and interpret the language in our contract from both of our perspectives. If you have any thoughts or suggestions on this idea please let me know!

I would also like to thank you for the opportunity to continue to serve as president of this local. It is an honor that I do not take lightly. I will continue to work in the best interest of the membership and fight to uphold the language of our contract. Please feel free to contact me with any questions or concerns.

In Solidarity,

*Lisa*

### Labor Relations

Thank you for electing me to my second term as Labor Relations Chair. It is an honor and a privilege to continue on in this role. This past year has been quite a learning experience, and although frustrating at times, it has also been very rewarding:

- by reaching out and helping members with workplace issues and concerns.
- by addressing issues with management and filing grievances on behalf of our members for contractual violations.
- by being asked by management to sit in on meetings with members so our members are represented.
- by winning a grievance that dragged on for 5 months.
- by seeing volunteers step forward to receive steward training and serving as stewards at each campus location.
- by attending union workshops and conferences to acquire information and knowledge to give back to the Union.
- by establishing respectful relationships with management.
- by working closely with Lisa to make decisions that are in the best interests of all.
- by knowing that Jim is just a phone call away and is always there to help.
- by making a difference.

Our new Collective Bargaining Agreement is now available. Preserve the integrity of the contract--know your contract. Please read through the contract because there are several changes. It is important that you know the contract and notify us when there are violations. In an effort to save on printing costs, members elected

whether or not to receive a print copy. If you do not have a print copy, you can access the contract online at: My CVTC, organizations, operations sites, operational team information, union information, or on the Local 2398 Website at: <http://wi.aft.org/CVTC2398>.

Lisa and I continue our bi-weekly Labor-Management meetings with Mary Casey and Julie Neuhaus. Our experience working with Mary has been only positive so far. I am happy to announce that we currently have no grievances; however, we have been working on several issues with management. Continue to let us know of workplace issues or concerns you have so that we can discuss them at these meetings.

We have become aware that, in some areas of the college, management is monitoring our members' use of the Internet, e-mail, and phone calls. I want to remind our members that a Internet/E-mail policy does exist. It is very easy for the college to run reports of these activities. We really need to take this seriously. I encourage you all to read the article in this newsletter, submitted by Brenda Meinen, regarding her personal experience with violation of this policy. Don't let this happen to you.

I also want to remind our members to periodically check their personnel files as per, Article XVI-Employee Files. Should you have a question or concern regarding employee files, please let Lisa or me know.

Finally, our campus union stewards have been doing an excellent job of bringing issues to our attention as well as being a resource for our members at those locations. The current stewards are: BEC-Barb Stuber, HEC-Sue Sie, ESEC/Transportation-Jean Alcantar, Gateway/Nano-Brenda Meinen, Chippewa Falls-Viv Deford, Menomonie-Jeannie Krig and River Falls-Paul Wittrock. Don Morrow, the steward at the Transportation Center transferred into the custodial/maintenance union and Linda Danzinger at the Neillsville center will be retiring. I would like to thank all of these members for their service in this very important role. Do not hesitate to contact your campus steward as they are your link to the union.

The union stewards' summer meeting is June 22 at the Goodman residence.

In Solidarity,

*Kathy Goodman, Labor Relations Chair*

## Updates

### **AFT Executive Council & PSRP Program & Policy (PPC) - May 2009 Meetings**

The meetings were held May 27- 29 at the Washington Court Hotel, located next to the AFT Office. In addition to the business of the Executive Council, including the officers' and committee reports, there were three speakers. Melody Barnes, President Obama's Domestic Policy Advisor and the Director of the Domestic Policy Council, which coordinates the domestic policy-making process in the White House spoke about many of the same things that are important to all of us. Quality lifetime education – cradle through career, investment in all levels of education and a robust job training program. Terry O'Sullivan, President of the Laborers' International Union of North America (LIUNA), spoke about green jobs/good jobs, weatherization projects (average 50% of energy used in homes is wasted) and skilled jobs. Larry Cohen, President of the Communications Workers of America (CWA) spoke about the Employee Free Choice Act.

The PSRP PPC meeting included a discussion of information and resources our members need to better serve students. The speaker was Pauline Williams, School Psychologist from Waukegan, IL. Even though the primary focus was on K-12, our students face the many of the same issues in these trying economic times. And in many cases our students' issues can be even more difficult. We always need to keep in mind that we do not know what a person has been through when they are at our work areas. Knowing where we can refer them for help is important. We also need to remember to take care of ourselves. Our members may also be having difficult times. An excellent benefit many schools have, including ours, is an Employee Assistance Program (EAP). This benefit provides a wide range of confidential services. Their number is 715-838-3060 or 800-236-3060.

Please let me know if you'd like a copy of the handout "Helping Children Cope in Unsettling Times: The Economic Crisis Tips for Parents and Teachers" from the National Association of School Psychologist. It can relate to all students and staff.

Some other items issues over the three days were the American Reinvestment and Recovery Act (ARRA), state and national economic updates, and health care. The next AFT Executive Council and PPC meetings that I'll be attending will be October.

*Submitted by  
Deb Ausman, AFT PSRP PPC member*

## **Legislative Update**

The AFT-Wisconsin's Committee on Political Education (COPE) held its May meeting at CVTC in Eau Claire. Shana Schmidt will be joining Local 2398 members Lisa Storms and Deb Ausman on the committee. COPE members along with many other AFT-Wisconsin members have been very active in the state budget process. These activities include testifying at hearing and contacting legislators on issues such as education funding and public service. The next few weeks will be very busy as it is hopeful that the state budget will done by the end of June. But the budget is not the only item, this committee works year-round for the WTCS, public education and other important issues in Wisconsin. The next COPE meeting is scheduled for September in Appleton.

*Submitted by  
Deb Ausman*

## **Greater West Central Area Labor Council (formerly the Eau Claire Area Labor Council)**

Over the last couple of years, the Wisconsin AFL-CIO has been in the process of reorganizing its local labor councils. At its April meeting, the Greater West Central Labor Council approved the second reading of its constitution and the next set is State AFL-CIO for approval. The council has monthly meetings with members from area locals such as the Postal workers, labors, AFSCME. Other AFT-Wisconsin locals include Local 4018, support staff at the Eau Claire Area School District, Local Chippewa Falls Federation of Teachers and Local 3535 TAUWP, the Association of University of Wisconsin Professional. Lisa Storms and Kim Yoder are also Local 2398 delegates.

*Submitted by  
Deb Ausman, Local 2398 Delegate*

## **A Look at Our Contract**

Every issue of our newsletter one section of the contract. This issue I've selected Banked Overtime which is below. Remember, ***it's your option to be paid when working the overtime or bank it for future time off.*** Either way it's compensated at time and one-half. You report the actual hours worked and it is automatically calculated at time and one-half, either in pay or leave to be taken at a later time. When working the time and banking it, enter it as Overtime Banked. When using the time off, enter it as Banked OT Taken. The maximum you can have bank at any one time is 80 hours. If you have any questions regarding the how it works, please contact me, Kathy Goodman, or Lisa Storms. This is how our contract reads:

### **Article VIII – Hour of Work, Section B:**

Employees required to work beyond the regular work day or work week shall have the option of being paid for the overtime hours worked or banking the overtime hours for future use. Overtime will be compensated at the rate of time and one-half, whether paid or banked. Once overtime hours have been banked, employees may not later request to have those same hours paid to them.

The use of banked overtime must be approved by the employee's supervisor. If the employee intends to use banked overtime in increments of a full day or more, he/she must provide twenty-four (24) hours' advance notice. Banked overtime can be used in increments of one (1) hour or more. No more than eighty (80) hours of banked overtime may be on the books at any one time, and there is no deadline within which the banked overtime must be used.

Overtime earned must be reported on time sheets in the pay period during which it occurs. Banked overtime used (i.e., comp time taken) must be reported on time sheets in the pay period during which it is used.

Upon termination, banked overtime shall be paid at the final regular hourly rate received.

*Submitted by Deb Ausman  
Member, Negotiations Committee*

## Internet/E-mail Acceptable Use Policy

I know you have all been told a dozen times that your e-mail/Internet usage can be monitored, but I'm going to share this information one more time in hopes that just one person will believe that it can happen to them. This time, however, I'm going to tell you about it from a personal perspective. Several years ago I was written up for inappropriate e-mail usage. I had received a joke that did not fit into the acceptable e-mail usage policy and had responded to the sender of the joke; and I had also sent a joke to another employee that did not fit the criteria. I received a verbal warning (that was written up and put in my personnel file) and the person who had sent me the joke was suspended for three days. It really **can** and **does** happen. You can't control what someone sends to you, but you can be sure to not respond nor forward it.

In the Internet Use – Employee college policy, it states "The College's computing and telecommunicating networks, computing equipment, and computing resources are owned by the College. . . . 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." This type of policy has been challenged by individuals with other companies, but the Supreme Court has upheld that the company does own the equipment and networks and does have this right.

They can and do monitor your e-mail and Internet usage. Please take a moment to familiarize yourself with the policies/procedures and the disciplinary action that can result from not following them. You can use the Internet for personal use as long as you follow the policy and it "is not excessive, and does not interfere with job responsibilities or disrupt the educational use of the network by other users, services, or equipment."

If you have already been reminded of these policies by your supervisor, that may be your advanced warning. Remember that any form of gambling, football pools, etc., also does not fit into the acceptable usage policy(ies). When in doubt, don't send, reply, nor forward.

If you have any questions, refer to the College policies/procedures (links are listed below), or contact one or your union representatives.

College Policy: Internet Use – Employee

[https://org.cvtc.edu/departments/reports/CollegePolicies/InternetUseCPol\[1\].pdf](https://org.cvtc.edu/departments/reports/CollegePolicies/InternetUseCPol[1].pdf)

College Policy: E-mail – Employee

[https://org.cvtc.edu/departments/reports/CollegePolicies/EMailEmployeeCPol\[1\].pdf](https://org.cvtc.edu/departments/reports/CollegePolicies/EMailEmployeeCPol[1].pdf)

College Policy: Internet/E-mail Acceptable Use Policy – Student

[https://org.cvtc.edu/departments/reports/CollegePolicies/InternetEmailUseStudentCPol\[1\].pdf](https://org.cvtc.edu/departments/reports/CollegePolicies/InternetEmailUseStudentCPol[1].pdf)

*Submitted by  
Brenda Meinen*

## 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 Ancantar-ESEC, Brenda Meinen-Gateway/Nano, Viv Deford-Chippewa, Paul Wittrock -River Falls

**Budget Committee:** Deb Ausman-Chair

**Social Committee:** Kim Vollmer and Sheri Brandsetter

**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.

## Dates to Remember

June 16 and July 21--union meetings.

Wednesday, June 17, 9 a.m. or Thursday, June 18 at 1 p.m.--Information and Service Center Information Sessions in the RCU Room or via Live Meeting.

Friday, July 3--CVTC will be closed to observe the 4th of July holiday.



## Marion Flood Memorial Endowment Scholarship Thank You

Lisa received the following letter from the recipient of the Marion Flood Memorial Endowment Scholarship. Jodi is pictured with Kathy receiving her scholarship certificate.

April 21, 2009

Dear Lisa:

I would like to express my sincere appreciating and gratefulness as the recipient of the Local 2398 Marion Flood Memorial Endowment Scholarship.

My name is Jodi Goveronski and I am a "very busy" second year radiography student, employee of the WESTconsin Credit Union, loving mother and wife. I will be graduating with honors this July from the program and am very eager to begin my career in the field. My future career plans involve establishing a full-time position as a radiologic technologist and eventually getting my master's degree in health management.

This scholarship money will be applied towards my summer school expenses, I will be doing my final internship at Hudson Hospital and Clinics in Hudson, WI and am hoping to have the opportunity to begin my career there or around the River Falls/Hudson area. I am very excited and optimistic about the endless opportunity's in the medical field and am certain I've made a wonderful choice, I couldn't have made it this far without the phenomenal education I've received at CVTC.

Thank you again for this recognition, your support and generosity mean more than words can express!

Sincerely

  
Jodi L. Goveronski

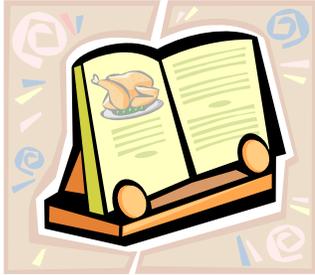


## United Way Committee Needs Volunteers

The CVTC United Way Committee is soliciting volunteers for the 2009 United Way Campaign effort. We are looking for approximately 1-2 hours per month of your time to be on this committee. Together we can come up with fun ideas/activities that earn money to help people in our very own communities. If you'd like to help in this community effort for United Way, please contact Turi Miller at [tmiller@cvtc.edu](mailto:tmiller@cvtc.edu) or at 715-833-6309. For more information on the United Way, please check out their website: <http://www.unitedwayeauclaire.org/>

*Submitted by Turi Miller*

## Cooks' Corner



### **Mushroom and Asparagus Sauté**

- 1 lb asparagus spears
- ¼ cup butter
- 2 cups sliced mushrooms
- 2 T. Dijon mustard
- ¼ tsp. pepper
- 1/8 tsp salt
- ½ tsp minced garlic

Place asparagus spears in a 10" skillet; add enough water to cover. Bring to a boil over medium heat until crisp-tender. Drain and place asparagus back in skillet. Add the remaining ingredients and stir well. Heat through over medium heat. Serves 6.

*Submitted by Lisa Storms*

### **Granola Breakfast Bars**

- |                           |                             |
|---------------------------|-----------------------------|
| 2 cups old fashioned oats | ½ cup honey                 |
| 1 cup all purpose flour   | 2 teaspoons almond extract  |
| ¾ cup light brown sugar   | 1 large egg                 |
| ½ cup toasted wheat germ  | 1 bag (5 oz) dried cherries |
| ¾ teaspoon salt           | 1 cup sunflower seeds       |
| ½ cup vegetable oil       | 1 cup sliced almonds        |

Preheat oven to 350 degrees F. Grease 13" x 9" metal baking pan. Line pan with foil; grease foil. Combine all ingredients. With wet hands, press mixture into pan. Bake 30-35 minutes until golden around edges. Cool completely in pan on wire rack. When cool, transfer with foil to cutting board. Cut into strips.

*Submitted by Kathy Farley*

### **Hoppin John's Bean Salad**

(1 cup = 1 point—Weight Watchers)

Mix together:

- 1 - 15 oz can black-eyed peas (could use black beans or garbanzo beans), drained and rinsed
- 1 green pepper (chopped)
- 1 yellow pepper (chopped)
- 1 sm red onion (chopped)
- 2 stalks celery (chopped)

Add the following:

- 2 T cider vinegar
- 2 tsp olive oil
- ¼ tsp thyme
- ¼ tsp salt
- ¼ tsp pepper

*Submitted by Kim Vollmer*

## Technology Tip



Here's how to remove unwanted hyperlinks in a document: With your cursor in the hyperlink, press Control, Shift, F9 on the keyboard, and poof! the hyperlink is gone. The text remains, just not in blue or underlined.

*Submitted by Bev Hilton*

## Fun Photos

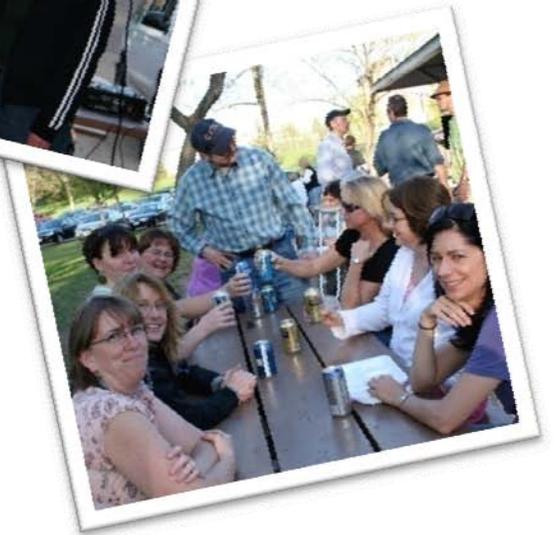


Kim Yoder's 17-year-old daughter, Alyssa, harvested this turkey on April 19, 2009, near Tomah. It weighed 22 pounds, with a 10-inch beard and  $\frac{3}{4}$ -inch spurs

Some pictures from the end-of-the year party at Carson Park in Eau Claire:



Congrats to Cheryl Dahl—winner of the limo ride!!



And from the Menomonie Picnic:



## Classifieds

Charming 3 bedroom, 2 full bath lake cottage in Stone Lake, WI for rent on daily (\$125) or weekly (\$700) basis. Romantic for 2, comfortable for 4, but can accommodate up to 7 people. Includes screen porch, balcony with porch swing, deck with hammock, canoe, kayak, gardens, dog kennel. Smoking allowed on screen porch. Call 715-379-9068 for availability. See pictures by contacting lstorms@cvtc.edu.

## Helpful Links

<http://wi.aft.org/CVTC2398> CVTC Staff and Clerical Federation, Local 2398



<http://www.aflcio.org/> American Federation of Labor-Congress of Industrial Organizations



<http://www.aft.org> American Federation of Teachers



<http://www.wacteonline.org> Wisconsin Association for Career & Technical Education



<http://www.aft-wisconsin.org> AFT-Wisconsin



<http://www.aft.org/psrp/index.htm> Paraprofessionals and School-Related Personnel (PSRP)



<http://www.wisafclcio.org> Wisconsin State AFL-CIO



<http://www.witechcolleges.com> Wisconsin Technical College System



<http://etf.wi.gov> Wisconsin Department of Employee Trust Funds



<http://www.wisconsin.gov> Wisconsin Government



<http://www.datcp.state.wi.us/core/consumerprotection/consumerprotection.jsp> Wisconsin Department of Agriculture, Trade & Consumer Protection



<http://www.legis.state.wi.us/serviceagencies.htm> Wisconsin State Legislature



*Submitted by Kathy Goodman*

### A note from the newsletter editor:

Thanks to everyone who contributed articles to this newsletter, my first as editor. The next electronic newsletter will be published in August. From now until then, please collect items/photos for submission and send them my way! Thanks!  
Bev

The End!!