

Local 2398

September 2009

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

From the President

Welcome to the 2009-2010 school year! First, I would like to applaud the efforts of everyone involved in the transition to the Customer Service Center. This was a enormous change for our college in hopes for improvement of production and customer service. This did not occur without some bumps and bruises along the way. Many of you were shuffled around, and some had significant job changes. I want to thank you for all of your hard work and dedication to this change. The plan is not perfect, and it will take some time to work out all of the bugs. Please keep me informed on issues that are concerning you so that I can take them back to Management, and try to get them resolved.

There is one very significant area of concern to me regarding members – the use of work time to conduct personal business. I have sent out a couple of different emails reminding members of the use of college property, specifically email, internet and phone. My concerns are coming from management as well as fellow members. I just want to ask that you be respectful of your fellow co-workers, and adhere to the college's policies. Please be mindful of conducting personal business while you are at work, and how that may be affecting those around you. Please know that I do not want you second guessing the person that sits next to you, or that may walk past your workstation, just be conscious of how much time you may be spending doing those things.

Let's continue to work together, and make CVTC the best place it can be! As always, do not hesitate to come to me with any issue, big or small.

In Solidarity,
Lisa

Labor Relations Update

We currently have no grievances.

Lisa and I now have access to the employment report as per ARTICLE I - RECOGNITION AND IMPLEMENTATION, Section H of the contract—"The Board shall make available to the Federation such information concerning the school district as may be reasonably necessary to allow the Federation to bargain collectively for its members and to represent its members in connection with the enforcement of this Agreement. On a monthly basis, the Board, through the Director of Human Resources, shall provide to the Federation President the names, rates of pay, hourly status, and, if temporary employees, the projected length of temporary assignment, for all hires, which shall include temporary, casual, student, limited-term, part-time and full-time as well as outside contractors doing bargaining unit work. In addition, the Federation shall be forwarded, in advance, a copy of the agenda of all Board meetings."

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 so that we can investigate and preserve the integrity of our contract. We respect anonymity.

Members located at another campus should not hesitate to contact the union steward with workplace issues and concerns. These stewards have been trained to assist you with labor relations needs. Current union stewards are: HEC—Sue Sie, ESEC/Transportation—Jean Alcantar, Gateway/Nano—Brenda Meinen, Chippewa Falls—Viv DeFord, Menomonie—Jeannie Krig, and River Falls—Paul Wittrock. I am working on finding a replacement for Linda Danzinger at Neillsville and Barb Stuber at ECB.

In Solidarity,

Kathy Goodman
Labor Relations Chair

A Look at Our Contract

Contract information regarding limited-term (LTE) positions, can be found on page 3, ARTICLE III – SENIORITY, Section D of the Collective Bargaining Agreement.

“A limited-term position is defined as a position for a duration of not exceeding twelve (12) months of employment which does not have a substantial expectancy of continuation as a permanent position beyond said twelve (12)-month period. Such position shall be considered a probationary bargaining unit position. Limited-term employees shall not accrue seniority, may not appeal termination of employment, nor may they utilize the job promotional procedures set forth in Article VI (Transfer Procedures/Job Postings) of this Agreement; however, they may apply for unfilled vacancies by making application with the Board. Limited-term positions will not be posted; provided, however, if said positions become permanent, the Board will consult with the Federation and the positions will be posted. Limited-term employees shall not be eligible for benefits under Article X (Leaves of Absence), Article XI (Holidays), Article XII (Vacations), Article XIV (Insurance), or Article XV (Retirement) of this contract unless such benefits are required to be provided by law. If a limited-term employee, without a break in service, is employed in a permanent position, his/her seniority shall date back to his/her original date of employment.”

In Solidarity,

Kathy Goodman
Labor Relations Chair

Save Some \$\$

If you have Verizon, aka Alltel, for your cell phone provider you may be eligible for a 15 percent discount on your monthly bill. You need to go to a Verizon office and provide proof of employment (pay slip and W-2 from 2008, both of which can be printed from SIS--take a marker and blackout personal information [employee ID number, SSN, etc.]). Contact Verizon if you have questions.

Technology Tip

If you zoom in and out of your documents quite a bit, you may get tired of using the pull-down zoom control on the toolbar. If you have a mouse that has the wheel between the two buttons, you can do a neat trick. All you need to do is hold down the **Ctrl** key as you turn the small wheel. Each click of the wheel, up or down, increases or decreases the zoom factor by 10%.

Project Bookworm

The clerical union had some bookshelves put into BEC 147C (the workroom near the doors on the west side of the staff parking lot entrance 2B) to share books. (Note: if the door is locked, please contact Char Drescher at 6207 in BEC 148 to ask a custodian to unlock it.)

If you have some books at home that you would like to bring to work to put on these bookshelves, it will be open for staff to borrow a book and return a book whenever they wanted something to read. Audio books and magazines are welcome too but please know that if we get too many magazines and it becomes unmanageable, they will be recycled.

This will be done on an honor system so you wouldn't have to check out a book, just take one and return it when you are done for the next person to enjoy!

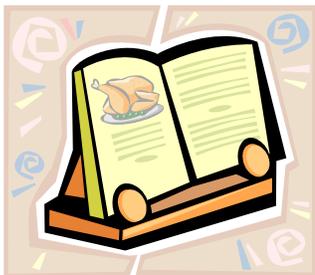
If you have any questions, suggestions, or concerns about **~Project Bookworm~**, please contact a clerical union member: Sheri Brandstetter (6226), Lisa Storms (6347), or Kim Vollmer (6274).

Thank you for your cooperation in helping make **~Project Bookworm~** a success!

I would like to thank Beth Peterson for this idea! What a great idea it is, as I have had much positive feedback on it already!

Submitted by Kim Vollmer

Cooks' Corner



Lemony Zucchini Bread

4 cups flour
1 ½ cups sugar
1 pkg (3.4 oz.) instant lemon pudding mix
1 ½ tsps baking soda
1 tsp baking powder
1 tsp salt

4 eggs
1 1/4 cups milk
1 cup vegetable oil
3 tbs lemon juice
1 tsp lemon extract
2 cups shredded zucchini
¼ cup poppy seeds
2 tsps grated lemon peel

- Continued -

Combine flour, sugar, pudding mix, baking soda, baking powder and salt in a large bowl.

In another bowl whisk eggs, milk, oil, lemon juice & extract. Stir into dry ingredients just until moistened. Fold in zucchini, poppy seeds and lemon peel.

Pour into 2 greased 9 x 5 x 3 loaf pans.

Bake 350 for 50-55 minutes or until toothpick comes out clean. Cool for 10 minutes before removing from pans. Makes 2 loaves.

Submitted by Kathy Goodman

Brown Rice & Honey Pancakes

For those who follow the Weight Watchers plan: 7 points/serving (3 pancakes and 1/2 cup applesauce). This recipe makes 2 servings.

379 calories, 5 Grams fat, 7 grams fiber

1/2 c. cooked brown rice
1 c. fat free milk
2 tbsp. honey
1/3 all purpose flour
3 tbsp. wheat germ
1 tsp. baking powder
1/4 tsp. salt
1/4 cup fat-free egg substitute (Egg Beaters)
1 cup unsweetened applesauce
2 tbsp. ground flaxseed

Combine the rice, milk, and honey in a small saucepan and bring to a boil over medium high heat. Reduce the heat and simmer 5 minutes. Transfer the mixture to a bowl and let cool about 10 minutes.

Meanwhile, whisk together the flour, wheat germ, baking powder and salt in a medium bowl. Stir in the lukewarm rice mixture and egg substitute.

Spray a nonstick griddle or large nonstick skillet with nonstick spray and set over medium heat. Drop the batter by 1/4 cupfuls on to the griddle and cook the pancakes until bubbles appear and the edges look dry, about 3 minutes. Turn and cook until deep golden brown, about 2 minutes longer.

Transfer the pancakes to 2 plates and top with the applesauce and flaxseed.

Submitted by
Kim Vollmer

Social Networking/Blogging

I have recently been added to the Technology Committee at CVTC and will be updating you periodically on items of interest. Since I am new to this committee, I am in the learning phase, so I will try to share some of the new things I learn with you.

The College's policies and procedures pages have been rearranged a bit and now include a heading for Information Technology. Please take a few minutes when you have a chance to review some of these policies. A few new policies have been added to these pages. One, in particular, that we should be aware of is the Blogging-Employees policy.

This policy relates to social networking sites, i.e., Facebook, MySpace, etc. This policy indicates that if you have one of these sites, that you need to clearly state that the views expressed are yours and do not reflect the College's views.

The policy can be reviewed at:

<https://org.cvtc.edu/departments/reports/CollegePolicies/Blogging-Employees,CPol051408.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.

Fun Photos



Gail Charlesworth crossing the stage at the July commencement. Congrats, Gail!

Linda Danzinger's retirement party
Best wishes, Linda!



There's More!!

From the Express Game . . .



From the Welcome Back Grill Out . . .



From the Adopt-a-Highway cleanup . . .



And for all of you Deadliest Catch fans . . . Captain Phil Harris at the Alaska State Fair!!!



