

# AFSCME LOCAL 1668

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## President's Report

Hello again sisters and brothers. I hope all of you are enduring the heat wave in good spirits! By now most of you have probably heard that the membership approved the proposed changes to our contract. The athletic grounds crew in the recreation/sports region is being moved from the BC/SS department into Landscape Services. The contractual change approved by the membership is that the progression path previously within BC/SS will now be from within the landscape department. There were other minor changes that had to do mainly with representation districts and such as well. Please hang on to the information that you were mailed so you can have something to reference in regards to the new language if necessary.

I want to thank the membership for sending myself and the other elected delegates, Kathi Cantley and Valerie Armstrong, to the AFSCME International convention. What a learning experience it was! In addition to the trainings and special caucuses that we attended, it was an awesome experience seeing the democratic process of our union in action. There was a very highly contested election for the position of

IU Secretary/Treasurer that came down to the wire. There were approximately 1.3 million votes cast, and the candidate that our local and Council 25 endorsed won by about 4300 votes. That was a great example of why it is important for locals like ours to attend the convention. The IU convention is, for all practical purposes, the membership meeting of our international union, the same as our monthly membership meeting. It is the venue for the members of AFSCME to have their voice heard, and their vote counted, while conducting the business of our union. In addition to the election, there were a few highly debated resolutions to be dealt with. Resolutions are basically the marching orders for the international officers and executive board on what direction to take our union, what stance to take on current issues facing our members. Issues ranging from health care for illegal immigrants to boycotting the state of Arizona because of their immigration laws were heard on the convention floor. These were hotly debated for several minutes, then voted on by the delegates in attendance. It was very interesting to witness the parliamentary

procedure carried out and the democratic process in action. The result of this is the members, not the officers, voices being heard and their will being done. Your delegates attended the convention, represented you proudly, and made sure that AFSCME Local 1668 at WMU had a voice in our International Union. In addition, an interesting piece of trivia for you, the state of Michigan cast approximately 98% of its available votes at the convention. What a great message to send to the IU! Don't forget about us! One of our members expressed it very well at a meeting, he said "silence conveys consent." Well, Michigan was not silent and the message was delivered. Michigan is here, we are active, and we will be heard. Thanks again.

Finally, please check out the sponsor list from the golf outing again. There were a couple of additions after the newsletter went to the printer last month. I want all of our sponsors to receive the recognition they deserve for making our event such a success. We couldn't do it without them!

In solidarity,

Dennis

## Special points of interest:

- International Amendment
- Sponsor list for golf outing

We heard several 3rd step grievances last week. One was dealing with the calculations for LTD payments. Our contract states that they use the applicable base rate for an employee to figure what their 66.67% would be. But in this case they used that number, then subtracted what the employee receives for their Social Security and then gave them 66.67% of what remained. This is wrong and we are waiting an answer. Another Grievance was filed on behalf of the Bargaining Unit as the University filled the STH vacancy with an employee who was not the most senior. They did not use the criterion that has been used in the past to fill this vacancy. We also filed another Unit Wide Grievance on the Temporary Upgrade of the Carpenter Position on 2<sup>nd</sup> shift. This position, though temporary should have been posted. The Union was not notified of their willingness to temporarily fill this vacancy and therefore we have grieved it. We are waiting answers to all these grievances.

We received an answer to a 3<sup>rd</sup> step grievance that dealt with recalls in BCSS. The Department recalled the wrong employee based on a "recall list" which was incorrect. Now the Department and the Union have to share the information that should be used and the Union will get the ultimate say on the correct seniority if that is the only factor. We, of course will go by what is in the employee's employment records for their classification employment records.

The Council 25 Arbitration Department rejected our grievance on YOU from last summer, we are appealing. I have a few other cases that I am working on getting submitted for Arbitration consideration.

We Attended the International Convention in Boston Last week. I was proud of our delegation as we attended every session, every class and were present in the wee hours of the morning for the election. Some of the 77 resolutions that were past included "Rebuilding Haiti", "The attack on Union and Public Services", "Develop and implement Technology Utilization Criteria for AFSCME Locals", "Women Leadership Development", "Local Union Leadership Academy", "AFSCME will

hold Politician accountable" and "Immigration Reform." Though I am not going to go into much detail of these resolutions there should be an update on these resolutions posted on the AFSCME Website soon. This should explain them in detail.

There was a very nice presentation for the Retiring William Lucy, Secretary Treasurer for AFSCME International. The presentation was very moving and spoke of several points of history, marking the "End of a 57 year relationship" Lucy is also the founder and the President of the Coalition of Black Trade Unionists (CBTU). Congratulations to Mr. William Lucy on your well deserved retirement, your hard work and dedication will be truly missed. We also participated in a very spirited Election for the new Secretary Treasurer. We helped to elect Mr. Lee Saunders as our new Secretary Treasurer. This was the action that was passed by our membership via a motion made at a previous membership meeting.

I attended a few training sessions on the "Next Wave" programs at the International Convention. I copied the attached from the AFSCME.org website.

#### **AFSCME's Young Activists: Working for the Common Good**

As union activists, 35ish and younger, we are taking action to recruit, engage and educate younger members to step up and carry on the legacy that AFSCME leaders before us have built.

#### **The Future of Our Union**

As a union we have always overcome whatever challenges come our way. Today, we are confronted with an altogether different sort of challenge — more than half of AFSCME members are eligible to retire in the next 10 years. But, we are not ready to fill this Leadership void. Next Wave chapters are important in providing the tools and connections to get younger members active and ready for future union leadership.

If you are curious or have questions about the Next Wave program follow this link or give me a call. I am actively seeking "Next Wavers" to get involved in your Union. The Future of our Local is in your

hands. SO please check this out! We would like to send some new faces to our next CUCC (College and University Coordinating Committee in September. This would be a great way for you to see what we are all about, up close and personal. IF you are interested, again, please contact me at the Union Hall, asap. (269-381-1668. See this website and explore the opportunities: <http://www.afscme.org/members/nextwave.cfm>

And don't forget: Next Wave is everyone's program — we all have a stake in the future of AFSCME. I know that several of you have been requesting that I have another Basic Training for computers. We now have a new WEBMAIL system at the University and I have attended the Train the Trainer class for this new system. As promised I will hold some more training (s) in the fall. (After I have become a little more familiar with it myself and everyone is back to work.)

Summer Dining update: We do not have all Dining Services employees working, who want to work this summer. Therefore there are a few things that are being handled differently. Also, we signed an agreement with the Dining Services department on a one time basis that we will allow the department to recall all of the Davis Dining Employees four (4) days early to prepare for all the changes at the newly redesigned Davis Dining Hall. As this is going to be completely different from the normal dining halls on campus that we are all used too, we are allowing them to bring all Davis Dining Employees back early to do some training and familiarization of the area and do some trial runs on some us to be sure that they are prepared for opening day. Opening Day should not be a training day. This venue is likely to see droves of people wanting to try the Café. We need this to succeed for all parties involved. Good luck to those of you, who are embarking on this new and exciting adventure. Hope you all have a great summer! Kathi

## RESOLUTIONS WE MOVED ON AND ADOPTED

### RESOLUTIONS #8

Delegates on Monday moved that Resolution #8 be referred to the Resolutions Committee for further consideration. It calls on Convention to be in session for a minimum of six hours a day and not be allowed to adjourn until at least 90 percent of the amendments are considered and placed on the floor for a vote.

### RESOLUTIONS #18; 3; 5; and 73

Delegates adopted several resolutions Tuesday. Among them, there were these four

calling on AFSCME to: continue to combat efforts to undermine our member's

retirement security and reaffirm support for defined benefit pension plans

(#18);

collaborate with other health care unions in developing criteria for the implementation of Health Information Technology

systems (#5);

have its leadership bodies at every level of the union to reflect its growing female membership (#3);

and

**participate in labor-management efforts to improve the cost effectiveness of public services and help stop privatization (#73).**

## Vice President's Report

Ok folks so far I have written about four committees, the Arbitration Committee; the Sub-Contracting Committee; the JATEC Committee and the Membership Committee (FYI) Pat Campbell is not stepping down from her position as representative instead of the Western Way we decided to do this the AFSCME way and train someone before it is too late. This month I will be writing about the, believe it or not folks the Uniform Committee. CBA 19.2 and 19.3 which states: 19.2 The Union recognizes the Employer may issue uniforms, and establish rules and regulations governing the wearing of them under this section of the collective bargaining agreement. 19.3

Which states: The Union may participate in discussions regarding issuance of uniforms. The Union reserves the right to the grievance procedure if it believes that the rules and regulations governing the wearing of uniforms are unreasonable. It is not our responsibility to go around and check to see if everyone is wearing the right clothes; it is only our responsibility to make sure Management is reasonably governing the uniforms. It is not our job to go tell on others if they don't have the right stuff on, be glad they are here and you don't have to do their job while they go get the right stuff to put on.

Subcontracting Committee  
JATEC Committee  
Membership  
Good and welfare  
Uniforms Committee  
Elections Committee  
Safety Committee  
United Way  
PEOPLE Committee  
Wellness Committee  
Arbitration Committee  
Constitution Committee  
WMUSA Committee  
Women's Committee



This 6th annual AFSCME Local 1668 Golf Outing was made possible by the generous contributions of the following area vendors and businesses. Please take a mo-

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