

AFSCME LOCAL 1668

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Hello again 1668! I hope all of you are well this month. Thanksgiving is right around the corner, and I hope you all have a lot to be thankful for. I am sure you have all heard by the time you read this month's newsletter, but you accepted the tentative agreement brought to you by your bargaining team. The message has been sent to the employer for approval by the Board of Trustees, which we have been told should happen relatively soon. I want to thank all of you who took the time to have your voice heard and cast your vote at the ratification. The turnout was great and you all sent a message that we are a union, we are together, and we are paying attention! The message of solidarity within our membership was sent!

I would like to thank your bargaining team, and encourage all of you to do the same. The team had a tough road this time, and handled themselves in a way that you should all be proud, I know I am. It is hard to convey exactly what your team does for you during negotiations every

time they go to the table, but especially this time. These brothers and sisters volunteered to take on a task that requires countless hours of preparation, numerous meetings of the team, (most on their own time away from their spouses, children, friends and daily lives) and hours of tedious negotiations with the employer representatives. We had plenty of tough decisions to make along the way under less than ideal conditions. We experienced an attack on the very foundation of our union. We had to go to greater lengths this time than we have had to in the recent past. But with your support, we stood strong, together as one, and brought a package back that we felt was worthy of your consideration, but most importantly maintained our union philosophy and solidarity. It was a stressful and seemingly thankless job that involves long hours and no pay, so a heartfelt thank you from the people that they represented is well deserved! Thanks as well to all the volunteers that worked at the informational meetings and at

the ratification vote. Having members willing to step up and assist our local sure makes things go a lot smoother. Some put in a very full day during the informational meetings, starting their day at 6:30am and ending near midnight after the last of five meetings during the course of the day. All too often the efforts of those who do these things for you go unnoticed by the vast majority of our members so I would appreciate it if you could all join me in thanking them here.

Finally, in the spirit of Thanksgiving, I would like to thank my union, my local leaders, and my local members for making AFSCME Local 1668 such a fine organization. I am thankful to be a member, and I am thankful and proud to be your president.

In solidarity,
Dennis

Vice President's Report



Our condolences goes out to Jose Cardoza who lost his Mother, our prayers are with you

Hello Brothers and Sisters
I am happy to report that all my AFSCME PEOPLE'S forms have been handed out and I am very proud of all of you who participated in it. It is very important to us as working people to participate in getting

union-friendly people into a great political position. It is important to us because these are the people who will make the decisions for privatization, contracts, healthcare, retirees, etc... so when I come around (after I get more forms) and ask

you to join the PEOPLE'S PROGRAM remember I come to help you help them help us. I will be getting more forms very soon .

In solidarity,

Val Armstrong VP

Chief Steward's Report

Chief Steward Report:

Hope everything is going well for you all. Negotiations have come to an end and we have ratified the new contract. The next step will be that the Board of Trustees will have to ratify the changes as well. As soon as this occurs, I will be putting these changes together in our new contract. It will take some time to get these changes made and proof read by our team and by Management. Thank you to the Bargaining team for their hard work over the last several months. You all did a great job, fighting the good fight! I am so proud of each and every one of us for sticking together! I would also like to thank everyone who volunteered to work the informational meetings and the ratification. Some of you worked for 18 hours during the informational meetings and still came in to work the next day.

Some of the very same people worked 13 more hours straight on the day of the ratification. Thank you so much for your efforts! So, while you are waiting to get your new contracts, Longevity is coming out in early December. Yeah!
VERY IMPORTANT INFORMATION: If you have a spouse or significant other listed on your Health Insurance, you will receive a letter from Blue Cross at least once a year, possibly in the fall, called a "Coordination of Benefits". If you receive this information, you must fill it out and send it back. They are simply verifying if you or your dependents have other coverage, secondary coverage... If you do not fill this out and send it back, the carrier will stop covering your expenses until you do. If you think you may be one of these people, as it seems your bills are

not be paid by BCBS, then you should immediately make an appointment with the Melissa, who is the University's BCBS Coordinator. She is on campus every Thursday. This is also the person you can talk to if you have other concerns about medical bill problems. By the way, if you are interested in long term disability and have not signed up for it, now would be a great time to consider this! I have seen a few people over this last year, get sick and run out of sick leave or get hurt and get denied Worker's Compensation and you guessed it, they did not have LTD either. Look at your Web Checks, if it does not show anything for LTD, you are one of these people. I am not telling how to use your benefits, but from experience, that money is worth its weight in gold! Just think about it!
In Solidarity,
Kathi

*W2MU-SIETA
SCHOLARS
PROGRAM.
THANK YOU
THANK YOU
THANK YOU
AFSCME
LOCAL1668*



Please check your swipe in's and outs make sure your name is showing up.

Please Help the Sieta Kids!!!!!!!

Brothers and Sisters, some of our students need our help. There are a couple of Seita Scholars who have small children that are in need of clothes, especially winter clothes. The following is a list of what is needed, so please check to see if you have any of these items that you would be willing to donate:

Girl- Sizes 3T-4T with size 8 shoes

Boy- 4T with size 12 shoes

Boy- 4T shirts, 3T pants, and size 12 shoes

Girl- Age 5 (whatever size that is) and size 6 shoes

Boy- Size 3T No info on shoe size

Girl- Size 12-18 months No shoe info

If you have any items to donate, please bring them to work, email me at bryan.sutton@wmich.edu, and I will come get them from you. Thank you in advance for your continued generosity, and please know that your assistance is greatly appreciated by these students. As of this date we have not received any winter coats or any shoes and boots and nothing for the 18 month old baby.

In solidarity, Bryan Sutton

Processing fees have been furnished by a hunting club in Marshall!

For arrangements to drop off deer; contact Beau Jenks
Cell: 269-420-3556
Home: 269-781-4920

Or

Mike Damon
Cell: 269-967-7612

This meat will be processed for the Tri-county Labor Agency Food Bank.

ATTENTION HUNTERS

**Please help the hungry. Tri-County Food Bank will process your deer FREE!
This meat will be processed for the Tri-County Labor Agency Food Bank.
Processing fees have been furnished by a hunting club in Marshall.**

Drop off is in Marshall at 13143 A drive South. It's the white barn with white trim on the north side of the road, there's a cement silo by the barn. Contact Beau Jenk (269)420-3556 or Mike Damon (269) 967-7612.

FOOD DRIVE

Thanks to everyone who donated food into the boxes this month. It will be really appreciated