



AFSCME LOCAL 1668

Volume 8 Issue 8

August 2012

President's Report

Hi again AFSCME 1668! Here we are in August again. Seems like summer just began and it's almost over already. The good thing about this is that we will be welcoming our sisters and brothers from Dining Services back very soon.

I'm sure you all know by now that our contract was passed recently. I want to thank your bargaining team for all of their hard work towards this result. Your team spent many, many hours representing you at the bargaining table this year. We met twice a week almost every week beginning in February. The proposal that was presented was the result of this very long and sometimes very frustrating process. Your representatives deserve a great deal of credit for the work they did on our behalf. Each and every member of our team was professional, passionate and committed to doing their absolute best. They all deserve a great deal of appreciation for working so hard and long for our union!

Thanks also to all of you that came to the informational meetings and cast your vote! We had very good turnout for both, and that is what a union is all about, democracy!

The WMU Board of Trustees approved our contract on Aug. 10 via a conference call, so it is now in effect. Also, I was told that our raise for last month, with the retro pay, as well as the \$300 lump payment should be on our Sep. 11 checks.

I am happy to tell you that the Michigan Supreme Court recently ruled that the Public Act 4 referendum issue must be put on the November ballot! This is great news for democracy in our state! Those that don't like public employees and unions fought hard, and spent a lot of money, to keep this from happening, but they lost. They are too afraid that they are going to lose in November, that's why they did all they could to avoid the citizens voices being heard. They know they are wrong! But even though we won this battle, the war is far from over. The hard work is just beginning. Getting petition signatures was the easy part, now we need votes, and lots of them! We need to redouble our efforts to make sure we win at the polls. We all need to do our part and get our message out to our friends, relatives and neighbors that we will not allow our democracy to be destroyed. Our votes matter and we will not allow them to be cast aside by a dictator appointed by the governor. We need to send the message that no one person can run our school, city, county or state. The people do!

We also will be voting on the Constitutional amendment to protect our rights to bargain collectively in November. We just went through the process of negotiating a new contract. Through the democratic process, we collectively bargained and agreed to a contract. We have a right to do this. But there are those that don't think we should have that right. We will show them different in November, when we vote to guarantee these rights in our state constitution. But same as above, it is going to take a lot of hard work by all of us. We need to get active. We need to step up. If we really want to make a difference in the future of us all, we need to win this one, too. Your union needs your help to win both of these critical issues.

We will be seeking volunteers to help in the very near future. We will need people to phone bank, door knock, distribute literature and help spread the word so that we can win. If we want to continue to enjoy the benefits that our union has provided us, we must win in November. It's now or never. Call the union office if you can help.

In solidarity, Dennis

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Union Meetings are every first Thursday of the month Next meeting will be **September 6th 2012 at 4:00p.m.**

E-board meetings are every third Thursday of the month next meeting will be **September 20th 21st 2012 at 4:p.m.**



The Newsletter can be found online at:
www.afscme1668.org and
[facebook.com/afscme1668](https://www.facebook.com/afscme1668)

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Vice President's Report

Hello Everyone

As you may have figured out the June issue was also July's. I combined the two issues together because we really didn't have much to report in June everything happened at the end of the month. The International Convention, and the golf outing all happened so close together I decided to combine them. I hope no one is upset about it.

It's Boogie time in BCSS anyone who worked in the custodial department this summer please come it is \$10 bucks so find an ECC member and give your money to them. It's on August 17th starting at 11 and done by 1:15.

The contract negotiations are done but we still have Union

Wednesday you can still buy a union shirt and show your appreciation to the fine brothers and sisters that bargained for you. Have some pride in your union and buy a shirt today. Cost is 9 bucks. Please ask your steward where you can buy one.

PEOPLE PEOPLE PEOPLE

Time is going by so fast and November is just around the corner. Even though we are not voting for the next governor we are voting for our lives. We cannot afford to let the senate and the house be a majority of Republicans. We must even out the paying field and the only way we can do that is to get out and vote. Please understand the necessity of getting Union friendly people in Lansing and one of the ways you can help is to sign up for people. Call the union hall and ask how to sign up .

Well that's it for me don't forget the Kick-off at Binder park ZOO. (Please see back page)

In solidarity

Valerie Armstrong VP

Grievance Up-Dates/Committee reports

Arbitration-committee met on July 18th 2012:

We had five grievances to discuss:

One we are sending to Council 25

Three were awarded

And one is on Hold until after negotiations.

Women's Committee will have their quarterly meeting on August 17 and 18th.

Chief Steward's Report

Summer is coming to a close and we are all busy getting things ready for the students to come back to our beautiful campus. I would like to welcome back our Dining folks and thank those who were working with us this summer. Our entire campus is looking beautiful, and it's because of our members, Making WMU happen. Thank you to all employees for making us look good!

Now that negotiations have concluded and the contract has been accepted, we are working to put the contract together for print. There are a few things that I want to clarify. One, your annual leave will be used as sick leave if you exhaust your sick leave balance, just as always. That article did not change. After July 1, 2013, you will no longer be able to use unpaid, pre-approved annual leave as outlined in the current Article 10.2.3. That article will not appear in the new Article 10A language.

There is an entire new article that deals with what was for-

mally referred to as an unpaid sick leave of absence. The new article is article 8.8, Excused Unpaid Medical leave of absence. This article is very detailed in how you apply for this leave. You must apply for this leave in advance of exhausting other leaves such as FMLA. (Unless it is impossible because of an emergency.) It is very important that you read and understand this new article.

In regards to Holiday pay, the most important thing to remember is that you **MUST** be in a pay status and it must be approved, the day before and after the Holiday. Otherwise, you will lose your Holiday Pay.

Health Care costs are going up as always. However, we can all do our part to help keep them at a lower level. Consider generic drugs and if possible ask your physicians to prescribe a similar drug that is less expensive. Go to an immediate care facility instead of the emergency room when you are sick. (By the way, the co-pays for emer-

gency rooms are waived if you are admitted to the hospital) The ER should only be used in cases of emergency or an accident. The co-pay for this went up a great deal too. I'll get off my soap box for a now. I will say that we were really educated on the cost of Health Care and why the premiums are continuing to get higher every year.

Don't forget the Labor and United Way Kickoff event on August 18, 2012 starting at 12 noon through 4pm at Binder Park Zoo. Your non perishable food donation to the Tri County Food Bank, is your free ticket to this event. See the flyer on the back page.

Enjoy the rest of the summer semester and again, thank you for all your hard work.

In Solidarity,
Kathi



2012

**O r g a n i z e d
Labor/United Way
Kick-off and Food Drive
Saturday, August 18, 2012**



BINDER PARK ZOO



Oak & Maple Pavilions at Binder Park Zoo

Noon to 4:00 p.m.

LUNCH/GIVEAWAYS/RAFFLE DURING THIS TIME



Please bring non-perishable food items to the Pavilions to receive
FREE lunch and Zoo admission for your family.
(Up to 2 adults and 4 children - \$5 for each additional person.)

**GREAT DOOR PRIZES!
50/50 DRAWINGS!**

Awesome Raffle Prizes! Lots of Family fun!

AFL-CIO • AFSCME Local 1668 • BCTGM Local 3G • BCTGM Local 66G • CWA Local 4123 • HRDI
RWDSU Local 374 TEAMSTERS #7 • UAW REGION 1C • UFCW Local 951 • USW 2-1010
Union Counselors • United Way of the Battle Creek and Kalamazoo Region