

AFSCME LOCAL 1668

President's Report

Hello once again AFSCME Local 1668! I hope this newsletter finds you all happy and healthy!

The leaves have changed and fallen, the thermometer is dipping, snow is falling.... Yep, it's winter in Michigan once again. It's also Thanksgiving time, not yet Christmas, although you would think it was by all the commercials and lights already out there. ...

It's Thanksgiving, a time to reflect and give thanks for the things we have in our lives. I like Thanksgiving, because it does just that, reminds me to pause to think about things, and realize that there are many things to be Thankful for. It can be too easy to get caught up in things and forget.

I am thankful, most of all, to have a happy and healthy family. They provide support and encouragement to me every day. My life would not be as good without them!

I am thankful to have a good job that provides me

with decent wages, benefits and security that allows me to provide for my family.

I am thankful for our great local union that provided me with the job that I enjoy.

Thanks to all the men and women that got us where we are, and for those that will take us forward for the next fifty years of service to the WMU community. Many people worked long and hard so that we can enjoy what we have, and many will in the future.

I am thankful that we have unions in this country. It is the unions that brought us most of the working conditions that we enjoy. Not just for union workers, but for ALL workers. They brought the American worker decent wages; the 40 hour week; the 8 hour day; overtime pay; sick leave; vacation time; paid holidays; retirement benefits;

workers compensation; FMLA; maternity leave; OSHA.... The list goes on and on! We as working people have a lot to be thankful for, and we should give most of that thanks to organized labor. Generations of workers fought, and sometimes died, so that we would have these things and more. We can never forget this.

Now, more than ever, we need to be appreciative of this. We need to remember.

And we need to continue the fight for worker's rights! We need to help each other, and we need to help our union help us. In the near future, your union will be calling on you to help. You will be asked to join all union members across the state and across the country to stand up against the attack of working people. We are all in

this together, and together we will win! You don't have to be a labor historian or a great speaker to help. There are many ways that any member can provide support and communication so that

Union Meetings are every first Thursday of the month: Next meeting will be February 7th 2013 at 4:00 p.m.

E-board meetings are every third Thursday of the month: Next meeting will be February 21st 2013 at 4:00 p.m.

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Vice President's Report

Brothers and Sisters, I would like to begin by saying thank you for allowing me the opportunity to serve as your Vice President. I look forward to doing all that I can to help make our Local stronger and more unified, as well as assisting our fellow officers in any way I can. For those who may not know me, I have been a

proud member of our Local for over 24 years. I have worked in Dining, BCSS, and most recently in Skilled Trades. I have been, and will continue to be, a very visible and active member who believes strongly in what makes our Local so special. YOU are what makes us special! The work you do and the service you pro-

vide is invaluable to WMU, and we will continue to remind people of that every day.

If there is something or someone special that you would like highlighted in the newsletter, please feel free to email me at

bryan.sutton@wmich.edu

u. I will do what I can to get as much information out as I can, and

Chief Steward's Report

Greetings to all my Brothers and Sisters of Local 1668. I have a few things to report on. We held a Special Conference last week, in part to discuss our Demand to Bargain over the new policies which were posted in regards to Article 9 sick leave abuse letters. The existing policies that may have been posted are to be removed and changed. The point of these letters was to council employees on their suspected "Abuse" of sick leave. There is no automatic reason to issue these letters. The employees have to meet three criteria. This criteria is that "if an employee makes (1)frequent (2)short- time usage of sick leave (3)which give rise to valid reason for suspecting that sick leave is being used for other purposes. All three of these have to be met. Then the SUPERVISOR, not the Timekeeper is to hold a meeting with the employee to determine is their concern is valid. This gives the employee the opportunity to explain, verify, etc. Then, if it is still a concern, then the supervisor can issue an Article 9 letter. There will be a list of examples posted with this new policy. Until these new policies are provided to the union, no Article 9 letters are valid.

We also met in special conference to attempt to settle the grievances that were denied involving the day before the Holiday break last year when the University was closed. NO word on these yet.

36 Reasons Why You Should Thank a Union

- Weekends
- All Breaks at Work, including your Lunch Breaks
- Paid Vacation
- FMLA
- Sick Leave
- Social Security
- Minimum Wage
- Civil Rights Act/Title VII (Prohibits Employer Discrimination)
- 8-Hour Work Day
- Overtime Pay
- Child Labor Laws
- Occupational Safety & Health Act (OSHA)
- 40 Hour Work Week
- Worker's Compensation (Worker's Comp)
- Unemployment Insurance
- Pensions
- Workplace Safety Standards and Regulations
- Employer Health Care Insurance
- Collective Bargaining Rights for Employees
- Wrongful Termination Laws
- Age Discrimination in Employment Act of 1967
- Whistleblower Protection Laws
- Employee Polygraph Protect Act (Prohibits Employer from using a lie detector test on an employee)
- Veteran's Employment and Training Services (VETS)
- Compensation increases and Evaluations (Raises)
- Sexual Harassment Laws
- Americans With Disabilities Act (ADA)
- Holiday Pay
- Employer Dental, Life, and Vision Insurance
- Privacy Rights
- Pregnancy and Parental Leave
- Military Leave
- The Right to Strike
- Public Education for Children
- Equal Pay Acts of 1963 & 2011 (Requires employers pay men and women equally for the same amount of work)

Laws Ending Sweatshops in the United States
(from the AFL-CIO website)

Enjoy your Holidays,

Kathi Babbitt

Seita Scholar's Children

Last year many of you generously purchased gifts for the children of the Seita Scholars, and I have gotten several requests for a list of children for this year, so here it is:

Ally- 11yr old girl	Elijah- 6 month old boy
Alexis- 2 yr. old girl	D'Andre- 3 yr. old boy
Ja-htoi- 1 yr. old girl	Dean- 2 month old boy
Joziah- 3 yr. old boy	

If you are interested in making a purchase for one or more of these children, please contact me at bryan.sutton@wmich.edu to arrange a time and place for me to pick them up and deliver them. Please try and have gifts wrapped and tagged, and I am hoping to have all gifts delivered by December 20 at the latest. I only have limited times to pick these up, so it would be helpful if you can coordinate with your co-workers and notify me when you

"Solidarity is what made us so great. Solidarity is what makes us strong."

The AFSCME members of Valley #2 Dining Services would like to give a big THANK YOU to our Local for their continued support of the student raffle which they host every year. It was a great event enjoyed by many students across our campus. Thanks are also in order for all of the items that were donated during the Valley #2 clothing drive. Over 150 coats, hats, gloves, etc. were donated and made available to students in need. These are examples of how AFSCME Local 1668 members continue to lead the way in helping make a

Happy Holidays!