

# AFSCME LOCAL 1668

Volume 1, Issue 1

Newsletter Date

## President's Report

Hello AFSCME 1668!

I hope this month finds you all in good health and better spirits. This time of year can be kind of a lull, but keep hope, spring will be here before we know it!

As I'm sure you know, your bargaining team has begun the process of negotiating our contract once again. I've said it before, but it is worth repeating: It's never too late to lend a hand to your representative. We have a big job in front of us, and we have just begun what is always a long journey. I'm sure all of our team members would welcome any and all assistance you would be willing to give. If you know of issues at other places, or have any information you feel would be helpful, contact your respective representative and get to them. There is no such thing as too much information or preparation. I am proud of the work your team has put in preparing, and I'm sure they will represent you all professionally over the course of our negotiations.

Now is also the time to represent our union in the best possible fashion. The easiest way to do this is to wear your AFSCME clothes on Wednesdays. This is a simple yet effective way to show our solidarity. It says a lot when people see our

name and colors and know that we are all proud to be AFSCME. During these times of attack on not only unions but the middle class as a whole, we need to be even more visible and let everyone in the WMU campus see that we are AFSCME and we are proud of it. It is also the time to put our best foot forward on the job. We need to get to work on time, do our job to the best of our ability, and represent our union with a smile on our face and our heads held high. This is also a very easy thing to do, you do it every day, but we can always give just a little bit more. If we do this, we can help make another 50 years of being the best option for WMU.

Yes, we have been around for 50 years! Watch your mailboxes for your invitation to our local's 50<sup>th</sup> Anniversary Celebration dinner. On April 2 of this year, our local union will be 50 years old. On April 14, we will be having a dinner at the Bernhard Center to celebrate our birthday! Mark your calendars and join your union family for an evening of dinner, dancing and solidarity. For half a century, we have been making WMU happen. Our local has played a vital role in making WMU what it is today. This

is a significant milestone in the history of our local union, and you should all be proud of being part of it. This event is free for members and retirees, and you can bring one guest for only \$20, which is just the cost of the meal. Please fill out and return the RSVP card when you receive it, we need to give a number to our catering so they know how much great food to prepare for us. Also, if for some reason you do not receive an invitation, or if you have any questions, please call the union hall.

Finally, please take some time out of your busy schedules to keep up on the politics here in our state and in the national venue. We need to educate ourselves on the issues, chose a candidate that represents our interests the best, and most importantly, VOTE! If you need or want help, give the office a call and we will do our best to assist.

In solidarity,  
Dennis

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[www.afscme1668.org](http://www.afscme1668.org) and  
[facebook.com/afscme1668](https://facebook.com/afscme1668)

**Union Meetings** are every first Thursday of the month  
Next meeting will be March 1st 2012

**E-board** meetings are every third Thursday of the month  
next meeting will be March 19th 2012

**AFSCME LOCAL 1668**  
**3625 DOUGLAS AVENUE**  
**KALAMAZOO MI 49004**  
**269-381-1668**

## Vice President's Report

Hello Brothers and Sisters

As Vice President I am always looking to improve the newsletter as best as I can. And one of the things I am interested in is making the newsletter more interesting than the last. So I am going to start a new column. It will be a column for the motions made at the union meetings. I got the idea as I was going through my papers at home I happened to find an old newsletter dated back in 2003 when Kristen Gustafson was VP. She would put the motions made at the last Union meeting in the newsletter. I thought it was a great idea to keep everyone up on what's happening at your local Union meetings. So I am going to start the column up again to see how it goes. I am always happy to receive constructive criticism on anything concerning the newslet-

ter. And if you don't like or like what we are making motions and voting in or out you can always come to the next meeting and be

A thousand apologies people according to the constitution I am head of PUBLIC RELATIONS NOT LABOR RELATIONS (that would be Kathi's Job...and a good job she is doing) so if anyone is interested in participating in a public relations committee please let me know

heard. Also, I am going to start putting the dates of the Union meetings and Executive board meetings on the front page between the facebook and webpage announcement and the address.

### Long Term Disability

Here's a tip for anyone who does not have Long Term Disability we just received a letter in the mail regarding LTD the rates

have actually gone down, and they are having an **OPEN ENROLLMENT** for those how don't have LTD. Please if you don't have LTD get it, you never know what could happen to you and you always want to be prepared.

In Solidarity,

Val Armstrong, VP

## Grievance Up-Dates/Committee Up-Dates/Motions made

### Grievance up-dates:

The Arbitration Committee Met January to discuss and vote on the following grievance answers:

We have a grievance on Lead pay.

Two job progression grievances are filed to arbitration.

Continuing with the grievance on certification.

### Committee up-dates:

Women's committee will be having the state-wide quarterly this month.

Good and Welfare has an upcoming event at Black Lake for their Community Service School in May.

### Motions Made in the month of January:

At the Union Meeting motions were made:

- To Spend for the AF-SCME 50th year Anniversary Celebration, including but not limited to a bill board, tee shirts, and a semi formal dinner.

## Chief Steward's Report

Hello to all my favorite Valentines!

Hope you are all enjoying this strange weather we have been having. Just think, spring is right around the corner

### **Bargaining Time**

We have been extremely busy this last month or so, gearing up for negotiations. We are starting the bargaining process today. (The day I am writing this anyway) We will be meeting very consistently and will continue to meet until we are done. Please remember that you will not hear anything about negotiations officially until we are done. If you hear a rumor, it is just that, a rumor. Please do us all a favor and curb those rumors! **DO NOT** spread them. IT just hurts our process and causes a lot of unnecessary anxiety for everyone. So please refrain. The best place to get information is at our monthly membership meetings. We have filed three arbitration cases this week, one on the Health Care changes which were not negotiated, and two in regards to Job promotions denials within Landscape services.

### **What to do if restrictions for work related jobs occur...**

I was asked to write about what to do when you go to a Doctor and they give you restrictions for a work related injury. If you are under the care of the Health Center for a work related injury or possible work related injury, it is your responsibility to hand

deliver a copy of your return to work slip. IT is also your responsibility to hand deliver ( or electronically via your physician if you cannot personally deliver) the same information from any other physician or surgeon that is treating for the same work related injury. If there is a conflicting statements, such as what restrictions or a return to work date, for example, you should turn both in upon receipt and as the necessary questions for clarification. **Do not, I repeat, do not wait until after the fact and find yourself in trouble.** By the way, whatever information you get from the Health Center, in regards to work related injuries, with restrictions and return to work dates; are immediately sent electronically to your department. Make sure you have a clear understanding of what you are supposed to do.

### **Celebrate Good Times Come on!**

Don't forget, we are celebrating our 50<sup>th</sup> Anniversary of our Local Union this year. We will be having a Celebration at the Bernhard Center on April 14, 2012 at 6pm till midnight. You and **one guest** (there is a cost for your guest) are invited to attend. You should be receiving Invitation with RSVP cards in the mail within the next month. Please be sure to RSVP by the deadline as we must place are order ahead of time. This is going to be a fun filled evening of celebration and camaraderie with our brothers and sisters and our fellow retirees as well. Please plan to

join us for this event. There will be more information to come on this event and other information surrounding our 50<sup>th</sup> Anniversary, in the next few issues of this newsletter. The AFSCME International Union is also celebrating the 75<sup>th</sup> anniversary so this is a big year for us all.

### **The Liaison Team**

The Liaison Team has begun meeting for Summer Dining. This is the team that sets up the summer work opportunities for our members in Dining Services who would otherwise be laid off. We are guaranteed 30 summer positions, other than those at the Bernhard Center. They are assigned to work in the Landscape, Custodial, Maintenance Services and the Kitchen Cleaning crew. The team is comprised of two Management Representatives and two Union Representatives. Mark Robinson and I are the two Union Reps.

In Solidarity,  
Kathi Babbitt

# **AFSCME..WE MAKE IT HAPPEN**

**Saturday, April 14, 2012 6pm-Midnight**

**WMU Bernhard Center East Ballroom**

**Come join your AFSCME brothers and sisters to celebrate**

**50 years of making WMU happen!**

**Buffet Dinner Cash Bar Special Guests**

**DJ Dancing Solidarity**

## **50th Anniversary**

## **Celebration Dinner**

**To reserve your place:**

**Complete the enclosed RSVP card and return to the local office. Members are free! Guests are \$20.00 (limit one)**

**Adults only please.**

**Questions? Please call the Local office at 269-381-1668**