

AFSCME LOCAL 1668

Volume 5 Issue 5

May 2012

President's Report

Hello again Local 1668!

I hope this month's newsletter finds you all happy and well.

Your bargaining team continues to work through contract negotiations. We are using the IBB method again this time, which means our message to you is that we are making progress and continue meeting. This is not an attempt to keep you in the dark; it is just part of the process. I can tell you that your team is doing a great job! They are fighting the good fight and representing each and every one of you in a very professional manner.

Thanks to all of you that came out for the picture at the billboards recently. That was a lot of fun. Thanks also to sister Deb Demerly and Ray Novess for volunteering to take the pictures for us. Deb has printed a large picture and had a border put around it, so I will be seeking out those in the picture so you can sign it.

The 8th Annual Golf Outing

Don't forget to get signed up for the 8th Annual AFSCME Local 1668 Golf Outing! It is June 16th at States Golf Course in Vicksburg. I hope to see new faces this year, as well as some of the same ones again. This is always a great time and I encourage any and all to come on out and enjoy a

day of solidarity with your union brothers and sisters. If you get registered and paid by May 18th, you will be entered into the drawing to win your entry fee back! Signup sheets are out and about and in this newsletter if you don't have one already. Please call the union office if you have any questions or need additional information.

Petitions to Sign

In case you haven't heard, there is another petition drive going on in Michigan right now. Most unions in the state have joined forces to get a Constitutional Amendment on the ballot this November. This Amendment, if approved by the voters, would amend the state constitution to protect collective bargaining rights in this state. I can't stress how important this is to us! I'm sure most of you have heard about efforts to make Michigan a right to work state. If that happens, it could very well be the end of unions as we know them. We can't let this happen. And we can stop it. But we all need to do our part! We need to step up and volunteer to circulate some petitions. We need around 350,000 signatures to get this put on the ballot. That sounds like

a lot, and it is, but if every AFSCME member in the state simply took one petition and got it full, we would nearly double that goal. So what do you say Local 1668? Your union needs you. The working class needs you. Please consider helping with this effort to ensure that we can enjoy our rights to have a union and bargain collectively for not just us, but for those that will come after us as well! Together we can fend off this attack and stand for the rights of

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not only union members, but the working class as a whole. It is time for these

AFSCME Council 25 has assigned a person to the Kalamazoo office just for this effort. Bill Farmer, a former member of Local 1668 by the way, has been sent to handle the petition drive in this area. You can call the local office and we will put you in touch with Bill and get you a petition. Together we can make a difference!

In solidarity,
Dennis

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Union Meetings are every first Thursday of the month
Next meeting will be **June 7th 2012 at 4:00p.m.**

E-board meetings are every third Thursday of the month
next meeting will be **June 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

"We have a lot of organized unions in the state of Michigan , and we all have something in common, we are middle class workers and we are being attacked from all sides".

Hello Brothers and Sisters

Michigan Labor Press Conference

I thank you for allowing me to go to the Michigan Labor Press Conference. A lot of information was available to us and the conference was presented differently this year so we wouldn't miss anything. Everyone was able to attend each session and benefit from all the speakers, and the new technology that's out this year.

The conference even had a little information for our financial secretary, recording secretary, and negotiation team. We think about our records and grievances and the importance of saving our files but we should also think about the information on the laptops that we use, the flash drives, and even our phones (especially the smart phones). They could get lost, stolen or even damaged. There are all types of things that could happen and we as an organized union should be prepared for that. Up-

dating our technology is a smart and safe method and well worth effort. It costs thousand of dollars to recover data, and very time consuming. We don't want to be caught without are data.

Union Workers are being attacked

We had a speaker who is well known to our officers, his name is Brent Gillette he is from the AFL-CIO OF MICHIGAN he explained to us that we as Unions have to put aside our "us vs. them" issues and start working together as a whole. We have a lot of organized unions in the state of Michigan , and we all have something in common, we are middle class workers, we are Union workers, and we are being attacked from all sides. We can't afford to sit back and do nothing anymore thinking it doesn't involve us so why bother. Because one way or another it will involve you.

Training on Media Guidelines

On a more educational note we had a very good speaker named Shawn Ellis who trains unions on Media Guidelines and gave a wonderful training session giving tips on how to talk to a reporter and how to address certain situations in event circumstances. Only to later come back and give training on design Elements. Editing is important for space and outlines getting rid of "widow words"= which means a word that is on a line all by itself how can we get the word on line with others.

Drop cap-large: This capital letter it is the first letter on the first word starting at the beginning of the paragraph it may be about two or three lines. I have Learned so much I can hardly put it all in the article.

In Solidarity,

Val Armstrong, VP

Grievance Up-Date/Committee Up-Dates/Motions-Made

Grievance Up-Dates: Arbitration Committee met 5-16-12:

Committee voted to send one discipline to arbitration.

Settlements and still working on 12 grievances, some will see back pay and some will se AL and SL restored. One will see a longevity payment.

Committee Up-Dates:

NO committee reports

No motions to report at this time.

Chief Steward's Report

The summer semester has begun and already it seems like a long one. Negotiations continue to progress, yet it seems like it's been slow going the last few days. However, we continue to make progress.

Summer Dining has hit some snags and for the first time in at least 6 years, we are filing grievances; at least two, as of today. We have at least one Temporary employee working that we are aware of which we are grieving and the other is for the awarding of jobs beyond the thirty, or lack thereof.

We have had an issue recently where it appears that some employees applied for another bargaining unit position and their bid for that position did not go through. When you get online to apply for a position in another department, you must first, if you have not already done so, fill out an AFSCME Bid Sheet. Then you can continue through the bid process. You have to be sure that when you complete the process; you get a confirmation number and a confirmation email. Otherwise,

you did not complete the process.

This confirmation number should be kept, in case you need to confirm that you are on the bid sheet. This bid sheet asks you a series of questions, including that you work at WMU and that you are an AFSCME employee. If you do not indicate that you are an AFSCME member, you will not necessarily get an interview or be selected for the job, as we go by first and foremost, seniority.

These problems came up recently so please be careful and mindful of what you are doing when you apply for an AFSCME position.

We have been working to settle many past grievances that we held a special conference on last fall, to attempt to reach settlements. Many of those are being settled now and those people who were expecting some results, should begin to see those on their paychecks in the very near future. If you think you may be one of those people and have questions, please talk with your divisional stewards as they were made aware of these and can probably answer your questions. Some of these griev-

ances include, people denied Holiday pay, people being charged AL or SL on a Closure day, some people who were not paid at all on a closure day. People not accruing AL or SL when they worked a Holiday and several others. J

Hope you all continue to have a great summer! Remember the Veterans and your loved ones on Memorial Day, but have some fun too!

We are looking for a few people that would like to serve as delegates to the AFL-CIO South

Central CLC. They meet the 2nd Wednesday of every month, rotating between Battle Creek and Kalamazoo. This is a group that we pay dues too and we have all but one participant on this committee. We can have up to 6 delegates for our local. The meetings begin at 7 pm on the 2nd Wednesday, and this includes Dinner.

Please let me know as soon as possible if you are interested, so we can get you appointed by our executive board.

Peace,

Kathi Babbitt

50 YEARS



Date: 06-16-12

Time: 7am Register 8am Shotgun Start

8th Annual Golf Scramble

4 person teams, must include at least one Local 1668 member per team

\$40.00/person includes 18 holes golf, cart, and lunch

Payment due by June 1, sorry-no refunds due to course commitment

Make checks payable to AF-SCME Local 1668

Please submit one payment for entire team.

Register by May 18 for chance to win entry fee back!!!!

States Golf Course
20 East W Ave Vicksburg



50/50 Drawing

Come on out and enjoy a fun day of golf and games with your union brothers and sisters. Golf skill optional as games and prizes not totally dependant upon ability with

Door Prizes



Games on Course



List Team members and return to Dennis (Maint Reg 3) or Bryan (Maint Reg 4)

1. _____ 2. _____
3. _____ 4. _____