



The Flame



Northern Michigan University Clerical/Technical Union Local 1950
<http://uaw1950.nmu.edu/>

April 2006

The membership is the highest authority of Local 1950

UAW Local 1950 Contracts – The Old and the New

by Dawn Wilder

I was going through the file cabinet that I inherited from Dan Leppanen when he declined to run for Vice-President in our last elections. In amongst the paperwork were copies of past contracts. Do you realize that our 2005-08 agreement is only the 11th contract negotiated between our Bargaining Unit and the University? The first was back in 1975 – almost 31 years ago.

The signatures on the contracts tell us that Mary Nault was President during the first two contracts 1975-1981. Yvonne Niemi was President during the next seven contracts 1981-2002. Our current President, Sue Tollefson, negotiated the last two contract periods 2002-2008.

One little tidbit I uncovered during this excursion into the past was that our current assistant director of Human Resources was once a Secretary I C-3 making \$241.78 bi-weekly. That would be \$905.61 today according to the Inflation Calculator at www.westegg.com/inflation.

I also found that our job reclassification system first showed up in the 1981-84 contract making it a 25-year old process. Revisions have been made through the years, but it remains essentially the same. The system was needed in its time and has served the membership well over the years. But, times and people have changed. According to the Memorandum of Understanding (MOU), the old systems is, “. . . flawed because it is too secretive and fails to adequately apprise employees of those skills they must possess in order to qualify for promotions, transfer, etc.” In today’s world, people just aren’t as trusting as they once were – we’ve learned the hard way not to be. This is no reflection on the people who wrote the original plan or those who sit on the committee representing the Union today. It’s just simply the way things are.

The MOU will be six years old at the end of this contract period. Let’s insist that Management work with our Classification System Committee and come up with a plan we can all find agreeable. If this is not possible, then let’s pull our current “secretive” system out into the light of day so when we apply for a reclassification there will be specific guidelines to follow and should the reclassification be denied we will be given a specific rationale as to why it was denied. How can this be too much to ask?

Horrible Thought for the Day

As income tax time approaches, did you ever notice when you put the two words “The” and IRS together, it spells “THEIRS”?

Michigan House Bills 5771 and 5772: Right to Work in Michigan

From Activist Network

Representatives Robert Gosselin (R- Troy) and Leon Drolet (R-Clinton Twp.) have introduced a two bill legislative package that would make Michigan a right-to-work state. Gosselin’s bill, HB 5771 would impact public employees, Drolet’s bill, HB 5772, would impact private sector workers. These bills have been referred to the Commerce Committee.

These bills increase corporate profits by destroying unions, cutting worker pay and eliminating benefits. Republican gubernatorial candidate Dick DeVos and his wife, Betsy, are already on record as believing that Michigan workers make too much money and support making Michigan a right-to-work state. With the Legislature controlled by the (5696) Republicans, Governor Jennifer Granholm is the only person who is preventing Michigan from becoming a right-to-work state.

(Cont. p 6, col. 2)

April Birthdays



Yvonne Niemi	2
Diane Rodgers	3
Pat Woods	3
Jeff Roo	5
Jean Schultz	5

Cindy Robare	13
Jan Marana	16
Kristin Bartkowiak	18

Lisa Mattson	19
Sally Olsen	21
Christy Johnson	24
Jeannie Wratschko	27
Lorilee Weiger	30

The March "Take a Break" drawing winners were: Mary Beth Reed, Robert Jenson, Kris Rasmussen, Richelle Misun, and Nicole Norman



Good and Welfare

Card and gift certificate to Pat Sheldon on her retirement.

Flowers and a card to Michelle Misun who had surgery.

Flowers to Wendy Carlson and Pat Woods who had surgery.

Thank You

To: UAW Local 1950 NMU

Thank you so much for the \$25.00 Walmart gift card. I already used it towards a patio set for our place in Florida.
Pat Sheldon

UAW Brothers and Sisters:

Thank you for the beautiful flowers that were sent to me after my recent surgery. They really brightened my day. It is nice to know that people are thinking of you during your recovery.
Tracy VanAbel

To my union sisters and brothers,

I want to thank you for the beautiful basket full of spring flowers that you sent me as I will be laid up for awhile. (3434) They are absolutely gorgeous.
Thanks, and I hope to be up and about soon.
Pat Woods

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EMPLOYMENT CHANGES

Lori Pelkola accepted the Principal Secretary 4B position in the Controller's Office effective March 1, 2006. She replaced Lucy Dagenais.

Jennifer Lauren accepted the Senior Clerk III 4C position in Housing and Residence Life effective March 6, 2006.

The Senior Secretary 4D position in the Chemistry Department, currently held by Pauline Gould, was increased to 12 month status effective March 2, 2006.

Tammy Clisch accepted the Senior Secretary II 4C position in Counseling and Consultation Services effective April 3, 2006. She replaced Lori Pelkola.

Upcoming April Events

So many things to do, so little time...

April 1	7:30pm	Faculty Trumpet Recital - Reynolds Recital Hall
April 4	12:00pm	Spring Blood Drive - UC Atrium
April 4-8	7:30pm	Lab III Student-Directed One-Act Plays - Black Box Theatre
April 8	3:00pm	NMU Percussion Ensemble - Reynolds Recital Hall
April 9-15		National Student Employment Week
April 11	7:30pm	Organ Music for Lent - Reynolds Recital Hall
April 17	7:30pm	Jazz at the U.C. Concerts and Jam Sessions - Great Lakes Rooms
April 18	7:30pm	University Choir and Madrigal Singers - Reynolds Hall
April 19	7:30pm	NMU Orchestra - Reynolds Recital Hall
April 19-22	7:30pm	Pendragon: The Legend of King Arthur - FRT
April 20	8:00pm	NMU Faculty/Friends of Jazz Combo - Reynolds Hall
April 21	8:00am	All Day Jazz Festival with Bob Mintzer - Reynolds Hall
April 21	7:30pm	NMU Jazz Festival Concert - Kaufman Auditorium
April 22	1:00pm	Pendragon: The Legend of King Arthur - FRT
	3:00pm	NMU Percussion Studio Recital - Reynolds Hall
	7:00pm	Comedian Buzz Sutherland - JXJ 103
	7:30pm	Pendragon: The Legend of King Arthur - FRT
April 23	3:00pm	NMU Symphonic Band Concert - Reynolds Hall
April 27	7:30pm	NMU Faculty Chamber Concert - Reynolds Hall
April 29	All day	Last day of classes - Academic
	7:30pm	Marquette Choral Society - St. Peter Cathedral
April 30	3:00pm	Marquette Choral Society - St. Peter Cathedral
May 6		Commencement

Mujibar was trying to get a job in India. The Personnel Manager said, "Mujibar, you have passed all the tests, except one. Unless you pass it, you cannot qualify for this job."

Mujibar said, "I am ready."

The manager said, "Make a sentence using the words Yellow, Pink and Green."

Mujibar thought for a few minutes and said, "Mister manager, I am ready."

The manager said, "Go ahead."

Mujibar said, "The telephone goes green, green, green, and I pink it up, and say, 'Yellow, this is Mujibar.'"

Mujibar now works as a technician at a call center for computer problems. No doubt you have spoken to him. I do several times a week.

PZ note: Last month I called National Car Rental to ask about returning a car to Sawyer. The person on the other end was in INDIA. I'm sure she was aware of the weather conditions in the UP! I wonder if she knows there is a UP!

UAW Local 1950 Meetings

2006

Wednesday, April 12

All meetings are scheduled for the Marquette/Nicolet/Cadillac rooms. (3274)

Our May Luncheon will be held on Wednesday, May 17, 2006 in the Ontario/Michigan rooms.

Do you know that a simple "hello" can be a sweet one? The word *H E L L O* means:
H=How are you?
E= Everything all right?
L= Like to hear from you
L= Love to see you soon!
O= Obviously, You are my friend..so, HELLO!

Retiree, Jeanette Yelland, said ..."Hello" to everyone and how much she enjoys receiving the FLAME.

You are very welcome, Jeanette. We have been assembling a more up-to-date list of retirees and hope everyone will receive the FLAME by e-mail or snailmail.

Save aluminum for the American Legion. Pop can tabs are great. Let's start collecting them for this great cause.



Bring them to our meetings. More info in a later FLAME.

FORWARDING E-MAILS

Do you really know how to forward e-mails? 50% of us do; 50% do NOT. Do you wonder why you get viruses or junk mail? Do you hate it? Every time you forward an e-mail there is information left over from the people who got the message before you, namely their e-mail addresses and names. As the messages get forwarded along, the list of addresses builds, and builds, and builds, and all it takes is for some poor sap to get a virus, and his or her computer can send that virus to every e-mail address that has come across his computer. (4002) Or, someone can take all of those addresses and sell them or send junk mail to them in the hopes that you will go to the site and he will make five cents for each hit. That's right, all of that inconvenience over a nickel! How do you stop it? Well, there are two easy steps:

(1) When you forward an e-mail, DELETE all of the other addresses that appear in the body of the message. Highlight them and delete them, backspace them, cut them, whatever it is you know how to do.

It only takes a second. You **MUST** click the "Forward" button first and then you will have full editing capabilities against the body and headers of the message. If you don't click on "Forward" first, you won't be able to edit the message at all.

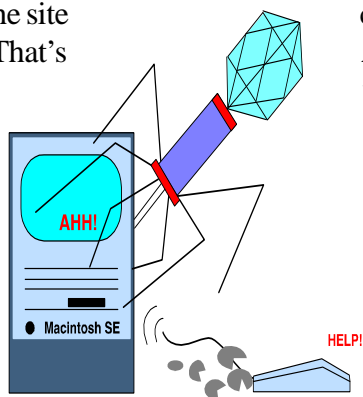
(2) Whenever you send an e-mail to more than one person, do NOT use the To: or Cc: columns for adding e-mail address.

Always use the BCC: (blind carbon copy) column for listing the e-mail addresses. This is the way that people

you send to only see their own e-mail address. If you don't see your BCC: option click on where it says To: and your address list will appear. Highlight the address and choose BCC: and that's it, it's that easy. When you send to BCC: your message will automatically say "Undisclosed Recipients" in the "TO:" field of the people who receive it.

Have you ever gotten an email that is a petition? It states a position and asks you to add your name and address and to forward it to 10 or 15 people or your entire address book. The email can be forwarded on and on and can collect thousands of names and email addresses. **A FACT:** The completed petition is actually worth a couple of bucks to a professional spammer because of the wealth of valid names and email addresses contained therein. If you want to support the petition, send it as your own personal letter to the intended recipient. Your position may carry more weight as a personal letter than a laundry list name and email address on a petition.

So please, in the future, let's stop the junk mail and the viruses.



Formosan Subterranean Termites

An e-mail is circling regarding Formosan Subterranean termites in mulch coming from areas hit by hurricanes Katrina and Rita. It is true these nasty little critters are abundant in Louisiana and surrounding areas, but all wood waste in these areas has been quarantined. See <http://gardening.about.com/b/a/249134.htm>. The process for making mulch would more than likely destroy the termites. Quality companies are not using wood products from the south. The best assurance to avoid these termites is to purchase mulch/wood chips from a reliable source.

The views and opinions expressed in this publication are not necessarily those of the Editor or the Officers of Local 1950, but are those of the individual writers. Articles of interest submitted by Local 1950 members will be printed as space provides; however, they must bear the name of the writers. All articles are subject to review and editing as necessary and are subject to the approval of the Editor, the Local President, and the Officers of Local 1950.

Each issue of the Flame contains 4, 4-digit numbers of the member's choosing. If you see your number, call Rita Leppanen @ ext. 2495. She will issue a \$5 check to you. Linda Hares, Melynda Nannestad, Wendy Carlson, Lori Ann Rintala, and Lucy Dagenais were the March winners.

Classified Ads

2000 Ford Taurus SES, low mileage (~67500), needs front breaks, asking \$5,200 OBO, Maggie at 227-1125 (w) or 250-5809 (cell)

Third floor one-bedroom efficiency unfurnished apartment located in Gwinn. \$350 a month includes utilities. Stairs are inside. Built-in drawers in the bedroom. Miniature kitchen. Access to washer and dryer. Call David at 850-266-3165.

Wanted: crate for a small dog - Phyllis 2125

Help Provide Professional Relief to Caregivers of Alzheimer's Patients

Dear Union Brothers and Sisters:

On April 29th a group of dedicated women will be having a pool tournament fundraiser and raffle to benefit the Greater Michigan Chapter Alzheimer's Association. The pool tournament pays for itself so all monies raised and donated will go to a Marquette County Fund to provide professional relief to caregivers of Alzheimer's patients when they have commitments away from home. We are well on our way to raising over \$5,000 for this program. We are looking forward to making this fundraising event a success.

I am selling raffle tickets for \$1.00 each for this event. Prizes range from a 14K amethyst diamond ring to an oil change, from luggage to an overnight stay at the Hilton Garden in Green Bay. A list of prizes was sent by e-mail earlier this month. If you would like to purchase tickets, I would be happy to come to your work area on my lunch or break and sell you some, just give me a call at ext. 1171 or e-mail me at ejaakola@nmu.edu.

Thank you for your time.

Betsy Jaakola, NMU Bookstore

New DivorceCare chapter beginning in Marquette

On Monday the third of April the fourth DivorceCare chapter in the central U.P will have its first meeting at the New Life Church, 143 Fisher Street (the old Fisher Street School) in Marquette. The meetings will be at 7 pm each Monday evening. It is open to the public and is non-demonimational. Contact numbers are Lynette at 485-1891, Lee at 485-5585, or New Life Church at 226-2333.

2004-2005 Officers

President - Sue Tollefson
Vice President - Dawn Wilder
Secretary - Michelle Kimball
Treasurer - Rita Leppanen
Sergeant at Arms - Phyllis Zaenglein
Guide - Karen Smith
Tusteess - Kelly Dore', Joann Jordon, and Rhonda Peterson
Bargaining Team - Grace Albert, Gary Jerry, Jeff Roo, and Pat Woods

District Representatives

Chief Steward - *Grace Albert*

District 1 - *Jan Crawford* - Cohodas, UC, A&D, and Gries

District 2 - *Beth Sanderson* - Services Building, Jacobetti Center, PEIF, Superior Dome, and Berry Events Center

District 3 - *Gary Jerry* - West Science, Learning Resources, Magers, New Science Facility, and Whitman

District 4 - *Kimber Olli* - McClintock, Thomas Fine Arts, and Hedcock

April 12 Lunch

Mosticcolli w/ roasted tomato basil sauce or alfredo sauce
Tossed salad w/ dressing
Garlic bread
Coffee, Tea, Milk, Pop, Water
Assorted mini cheesecakes

The FLAME is a member of the Local Union Press Association (LUPA) and the Michigan Labor Press (MLP). The FLAME is published monthly September – May by the Education Committee of UAW Local 1950 at Northern Michigan University in Marquette, Michigan 49855.

Contributions to The FLAME from UAW Local 1950 membership are greatly appreciated. Submissions must be made to the Editor at dwilder@nmu.edu or Assistant Editor at pzaengle@nmu.edu by the 5th of each month in order to be reviewed for the next month's newsletter.

Hot Crabmeat Spread

Prep: 10 minutes
Bake: 22 minutes
Serves: 12



3 Tbs sliced almonds
8 oz crabmeat
8 oz cream cheese
3 Tbs minced onion
1 Tbs milk
1/2 tsp prepared white horseradish
1/4 tsp salt
1/8 tps coarsely ground black pepper
Assorted crackers

Preheat oven to 375. Spread almonds in 8" X 8" metal baking pan. Bake 2-3 minutes or until lightly toasted. Break up crabmeat, removing any pieces of shell.

In bowl, stir cream cheese, onion, milk, horseradish, salt, and pepper until blended. Gently stir in crabmeat. Spread mixture into shallow 9" ceramic or glass baking dish. (3593)

Sprinkle almonds over crabmeat mixture. Bake 20-25 minutes or until edges brown and center begins to bubble. Serve hot with crackers.

Source: Good Housekeeping, November 20, 2005

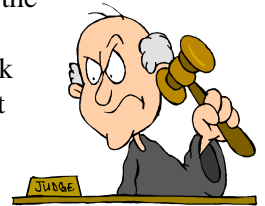
Right to Work (conclusion)

Please help stop this anti-union legislation by sending an e-mail today to your state representative and state senator asking them to oppose the "right to work" bills. It's simple, just go to <http://www.unionvoice.org/campaign/rtwmi/> fill out the form and hit send.

Letters from our State Senators are on page 7.

Jury Rigged

In this con, someone calls pretending to be a court official who threateningly says a warrant has been issued for your arrest because you didn't show up for jury duty. The caller claims to be a jury coordinator. If you protest that you never received a summons for jury duty, the scammer asks you for your Social Security number and date of birth so he/she can verify the information and cancel the arrest warrant. Sometimes they even ask for a credit card number. Give out any of this information and your identity is stolen. The scam has been reported in 11 states and is particularly indigoes because they use intimidation over the phone to try and bully people into giving information by pretending they are with the court system. The FBI and the federal court system has issued nationwide alerts on their websites, warning consumers about the fraud.



Check it out at <http://www.snopes.com/crime/fraud/juryduty.asp>

FUN WITH SCRABBLE

Rearrange the letters to form another phrase

DORMITORY becomes DIRTY ROOM
PRESBYTERIAN bcomes BEST IN PRAYER
ASTRONOMER becomes MOON STARER
DESPERATION becomes A ROPE ENDS IT
THE EYES becomes THEY SEE
GEORGE BUSH becomes HE BUGS GORE
THE MORSE CODE becomes HERE COME DOTS
SLOT MACHINES becomes CASH LOST IN ME
ANIMOSITY becomes IS NO AMITY

ELECTION RESULTS becomes LIES - LET'S RECOUNT
SNOOZE ALARMS becomes ALAS! NO MORE Z'S
A DECIMAL POINT becomes IMA DOT IN PLACE
THE EARTHQUAKES becomes THAT QUEER SHAKE
ELEVEN PLUS TWO becomes TWELVE PLUS ONE
THERAPIST becomes THE RAPIST
... AND FOR THE GRAND FINALE:
MOTHER-IN-LAW: becomes WOMAN HITLER

Someone sure had a lot of time on his/her hands!

Right to Work Letters

This letter was sent separately to State Senators Mike Prusi and Steve Adamini. Their responses follow.

Dear Senator Prusi/Adamini:

I am writing to ask you to oppose HB 5771 and 5772, which would make Michigan a right-to-work state.

These bills don't guarantee any rights. In fact, by weakening unions and collective bargaining, it destroys the best job security protection that exists: the union contract. Meanwhile, it allows workers to pay nothing and get all the benefits of union membership. Right-to-work laws say unions must represent all eligible employees, whether they pay dues or not.

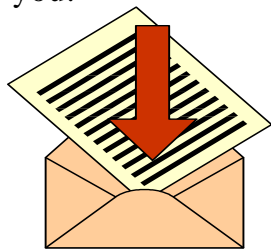
These bills are also unneeded because federal law already protects workers who don't want to join a union to get or keep their jobs. Federal law also protects nonmembers from paying for union activities that violate their religious or political beliefs.

Workers in right-to-work states earn less money and are less likely to have health insurance and a pension. Is this what you want for Michigan?

For these reasons, I ask you to oppose House Bills 5771 and 5772. Thank you.

Sincerely,

Dawn Wilder



Dear Dawn,

Thank you for taking the opportunity to share your views with me regarding House Bills 5771 and 5772, which would make Michigan a "Right-to-Work" state. Both bills are currently awaiting action before the House Committee on Commerce.

Unfortunately, some of my colleagues on the other side of the aisle continue to resort to petty partisan attacks by introducing such ill-conceived legislation rather than working together to create good-paying jobs. I strongly oppose these bills, as I believe they represent a direct attack on working men and women throughout Michigan.

According to the Bureau of Labor Statistics, the average worker in a right-to-work state earns roughly \$5,000 less than workers in other states, not including dramatically reduced health-care benefits. Right-to-work states force unions to represent all employees whether union members or not, forcing unions to spend members' time and money without requiring the employee who benefits to share in the cost. As you noted in your email, a number of laws also currently exist on the federal level that protect workers who don't want to join a union, as well as protection for nonmembers from paying for union activities that violate their beliefs, rendering this legislation even more redundant.

Again, thank you for taking the opportunity to share your views with me. Please be assured I will do all I can to prevent this reckless anti-union attack on working families from ever becoming law in Michigan. Additionally, please do not hesitate to contact me further regarding this or any other state issue of your concern if I can be of assistance.

Sincerely,

MICHAELA PRUSI
State Senator, 38th District

Dear Ms. Wilder:

Thank you for your letter regarding HB 5771 and 5772. It is always nice to hear from the district, especially when it is a matter of such concern.

I agree with you on the negative outcomes that these bills will create and promise to vote against both bills when they are brought to the floor. I promise to continue to work for Michigan workers and to strengthen the laws regarding employee protection.

Again, thank you for your letter.

Regards,

STEPHEN ADAMINI
109th District State Representative