



# The Flame



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

September 2006

*The membership is the highest authority of Local 1950*

## 2006 CAP Dollar Drive Underway

As you know, our annual CAP Dollar Drive is one of our means of raising money to assist in electing candidates. Laws forbid the use of union dues money for this purpose. Through our "Dollar Drive" we raise voluntary contributions from our members, both active and retired. No one is required to make a contribution and there is no retribution for not contributing. We are proud of the great success of our Dollar Drives in Region 1-D. We have long been one of the best voluntary fundraising teams in the UAW!

CAP Dollar Drive tickets are again \$2. Each book is a \$10 value consisting of five (5) \$2 tickets and one free solicitor ticket.

The Region 1-D VCAP Incentive Drawings will be held on December 8, 2006 at UAW Region 1-D, 3300 Leonard Street NE, Grand Rapids, MI with the following cash awards: (1)

\$10,000 cash Award, (1) \$500 Cash Award, (1) \$400 Cash Award, (6) \$250 Cash Awards, (20) \$100 Cash Awards, (20) \$50 Cash Awards, and (30) \$50 Cash Awards for Retirees.

Contact Rita Leppanen at 227-2495 for CAP tickets or see her in the bookstore or at the next membership meeting.



Region 1-D  
2005 V-CAP Recognition Award  
Northern MI University  
(Clerical Unit)  
263%

## Officers Report to the Members of UAW Local 1950

by Dawn Wilder

Beginning in October 2006 *The Flame* will have an Officers Report section dedicated to updating our membership on current activities of the Executive Board, the Bargaining Team, and all Standing Committees.

Following is a list of issues that we have been working on since our last negotiations. Please let me assure you that the officers of UAW Local 1950 have been working diligently on these issues, and it is our intent to report our findings to you as soon as we can. We are doing everything we can to make sure the 2008 Bargaining Team will have as much good and accurate information as possible.

Let me also assure you that it is not our intent to keep information from you. Contact any one of us on the E-Board if you have a question, and we will get back to you with an answer. UAW Local 1950 membership is the highest authority of this Union, and it is our job as officers to answer your questions with the respect and dignity you deserve. Should we fail to do so, it is your responsibility to bring it to the membership.

- **Job Evaluation Committee (Current system established April 1978):**
  - The current point system is on our Web site under Members Only
  - A questionnaire regarding the make-up of this 3-person committee will be available on-line within the next couple weeks. We will be asking how you would like the membership of the committee to be determined.
  - Current Committee: Sue Tollefson, Pat Woods, Dawn Wilder. Alternate Members: Dan Leppanen, Denis Johnson, Patty Healey.
- **Classification System Committee (New On-line system – not yet published):**
  - The new system is a Bargaining issue so our half of the committee will be whoever the current Bargaining Team members are.

(cont. p. 6)

## Thank You

My fellow Sisters and Brothers,

Many thanks to all of you for the get well wishes and the yummy chocolates to help with my recover from my recent surgery. I look forward to getting back to work.

Thanks, Sue (Young)

Dear UAW Local 1950  
Education Committee,

Thank you for selecting me as a scholarship award winner. The check for \$250 is awesome. I'm anxious for the semester to begin and this scholarship will make my last semester at Northern a little easier financially.

Thank you again!  
Scott LaForais

## EMPLOYMENT CHANGES

**Linda Hares** left the bargaining unit effective 9/7/06. She accepted the position in the VPAA's office.

**Linda Cleary** retired effective 8/1/06.

**Chyrl Hemmila** will retire effective 10/1/06.

**Lori Pelkola** filled the Principal Secretary 4B position in Financial Aid effective 8/10/06. She replaces JoDee Larsh.

The full-time, twelve-month Computer Operator 4B position in the ADIT Department, which was eliminated on September 1, 2004, was reinstated effective Monday, August 21, 2006. As a result, **Don Duquette**, who has been on layoff status was recalled.

**Susan LaForais** received an additional assignment from 7/1/05 through 6/30/06 for \$500.

**Rachelle Misun's** Account Clerk II 4D position in HR was increased to 40 hours/week on a temporary basis beginning 8/14/06. She also received an additional assignment beginning 8/14/06 for \$38.55 biweekly.

**Nita Thomas' grant** assignment was extended from 9/1/06 through 8/31/07.

**April Bertucci** accepted the 10-month Senior Secretary 4D position in Economics effective 8/30/06. She replaces Vicki Hedstrom, who retired 8/31/06.

**Kristi Harvala's** Senior Secretary 4D position in Physics reverted back to 35 hour per week effective 8/21/06.

**Jennifer Lauren** was placed on a leave effective 8/16/06.

**Lisa Mattson's** Senior Secretary II position in the Seaborg Center reverted to 40 hours per week effective 9/1/06.

**Margarete Salinger** accepted the 9-month Senior Secretary II 4C position in Health, Physical Education and Recreation effective 9/5/06. She replaced Janet Koski, (3108) who took a position in the Equal Opportunity Office.

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I wonder if other dogs think poodles are members of a weird religious cult.

*Rita Rudner*

**“Take a Break” drawing winners were:**

Summer winners are: Claudia Mankee, Bookstore; Mary Tallio, Financial Aid; Jennifer Lauren, Diversity Student Services, Ray Liubakka, Printing & Mail Services; Ronny Paris, AIT/Telecomm Operations; Cara Kamps, Student Act & Ldrshp Prgs.; Sue Henderson, Military Science; Annette Brown, (1648) Education; Jeff Roo, Printing & Mail Services; Rita Leppanen, Bookstore; Gary Jerry, AIS/Academic Computing; Mary Bourdeau, Continuing Ed; Janice Coombs, Student Service Center; Marsha Larmour, Library; Andrea Jordan, Library; and Stacy Busch, Athletics. September winners are: Lara F. Clifton-Rice, Financial Aid; Dan Leppanen, Printing & Mail Services; Tina M. Sehl, Sociology/Social Work; and Margarete C. Salinger, HPER



**Grammar Watch**

The purpose of this column is to help us correct mistakes in speech and writing.

Web site is *not* website or Website or Web Site.

To help you decide whether to use lie or lay in a sentence, try remembering this way:

- Lie mean to recline
- Lay means to place something

*Thanks,  
Ronnie Varney*

Cannot, cannot be separated; it is always one word.

*Thanks,  
Lara Clisch*

**Food for Thought**

As we grow up, we learn that even the one person that wasn't supposed to ever let you down probably will. You will have your heart broken probably more than once and it's harder every time. You'll break hearts too, so remember how it felt when yours was broken. You'll fight with your best friend. You'll blame a new love for things an old one did. You'll cry because time is passing too fast, and you'll eventually lose someone you love. So take too many pictures, laugh too much, and love like you've never been hurt because every sixty seconds you spend upset is a minute of happiness you'll never get back.

Don't be afraid that your life will end, be afraid that it will never begin.  
~anonymous~

**September Birthdays**

Nita Thomas	6	Mary Beth Reed	14
Terri Williams	7	Jana Nicholls	18
Norma Miller	8	Kathryn Malay	21
Carrie Snowaert	9	Krystal Rintala	22
Diana Waters	9	Luanne Thurston	23
Randy Krieg	10	Dawn Wilder	23
Gary Jerry	12	Patti Rizzio	30

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 5, 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. Muriel Kangas, April Bertucci, Mary Letts, Jan Syria, and Maddie Anderson were the May winners. The summer winners were Joann Jordon, Krystal Rintala, Janice Marana, Chris Etelamaki.

The Communications and Marketing Department's "Publications Style Guide" offers answers to many questions common to general and university specific publications. For a printable pdf copy, go to their Web site (<http://www.nmu.edu/cm/>) and click on Web services in the left side bar. Choose "publications" in the body of the text on the next page. This will take you to the style guide document and there will be a downloadable pdf in the right side bar.

# BENEFITS

## Blue Cross Blue Shield of Michigan

Blue Cross Blue Shield of Michigan has a Web site that is very helpful. You can get your EOB's on line, find a PPO, take a Health Risk Appraisal, and much, much more. Here's what you do . . .

Go to <http://www.bcbsm.com/>

Choose: I am a Member

Choose: Try it now, or Logon (first time users need to register. Refer to your BC/BS insurance card for some information)

I liked the Health Risk Appraisal. It takes a few minutes to complete, and it's helpful to have current BP and cholesterol readings, but it's worth the time.

NOTE: Although the Web site is kept up-to-date, refer questions about participating providers or covered procedures to Blue Cross at (906) 228-9112. The Numerical Diagnosis Number is very helpful in determining if the procedure is covered or not and you can get that number from the doctor's office.

Let me know if you have any questions - 227-1589. Thank you.

Dawn L. Wilder (D.W.)

### Excerpt from the Bylaws of UAW Local 1950

Approved by UAW Local 1950 Membership 3/9/2005  
Approved by International UAW 7/15/2005

#### ARTICLE VI POWERS OF ADMINISTRATION

SECTION 1. The membership is the highest authority of Local 1950 and shall be empowered to take or direct any action not inconsistent with the Constitution and Bylaws.

SECTION 2. Between membership meetings, the Executive Board of Local 1950 shall be the highest authority of this Local Union and shall be empowered to act on behalf of the membership to the extent urgent business requires prompt and decisive action, subject to subsequent membership approval, but the Executive Board may not take action affecting the vital interests of this Local Union without prior membership approval or authorization.

SECTION 3. Between meetings of the Executive Board, the President of Local 1950 shall exercise general administrative authority, and shall be empowered to act on behalf of the Executive Board, subject to prior approval by the Executive Board.

#### 2004-2005 Officers

**President** - Sue Tollefson  
**Vice President** - Dawn Wilder  
**Secretary** - Michelle Kimball  
**Treasurer** - Rita Leppanen  
**Sergeant at Arms** - Phyllis Zaenglein  
**Guide** - Karen Smith  
**Tustees** - 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

GOOD MORNING,  
WELCOME TO THE  
UNITED STATES OF  
AMERICA.

Press "1" for  
English.



Press "2" to  
disconnect until you have  
learned to speak English.

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, Phyllis Zaenglein, at [pzaengle@nmu.edu](mailto:pzaengle@nmu.edu) by the 5<sup>th</sup> of each month in order to be reviewed for the next month's newsletter.

## The Walton family has no shame

At the same time America faces a costly war, record debt and soaring gas prices, the Walton family, worth over \$80 billion, has the nerve to lobby our government to repeal the estate tax.

Repealing the estate tax will not benefit 99% of Americans, and will give the wealthiest 1% of Americans a nearly \$1 trillion tax giveaway over the next 10 years. In fact, the Walton family alone will get a \$32 billion tax break.

Are we going to let President Bush and the right-wing Republicans in the U.S. Senate give the Walton family a \$32 billion tax cut while real Americans struggle just to make ends meet? (7373)

Your action is critical. The showdown over the estate tax is tomorrow and the vote is very close. Please write your U.S. Senator today and tell him/her to stand up for the American people and oppose repealing the estate tax for billionaires like the Waltons. <http://www.wakeupwalmart.com/letters/tax.html>

According to a new report by Public Citizen and United for a Fair Economy, over the last decade, the Walton family, along with 17 other wealthy families, has spent nearly \$200 million to lobby Congress to repeal the estate tax.

This is not democracy. America was founded on the belief that our government should be of, by and for the people. Unfortunately, under President Bush and the Republican Party, Wal-Mart and the Walton family has been able to use our government to line its own pockets at the expense of the American people.

Rather than stand up for America, Wal-Mart uses its influence to ship our jobs overseas and not provide company health care to more than half of its employees. We cannot allow Wal-Mart, and now the Walton family, to take America in the wrong direction.

It's time to take our country back from billionaires and billion dollar corporations and fight for the American people.

Please write your U.S. Senator today and tell him/her you oppose repealing the estate tax for billionaires like the Walton family while average Americans are struggling to get by: <http://www.wakeupwalmart.com/letters/tax.html>

Only you have the power to change Wal-Mart, fight for everyday people and change America for the better.

Thank you for all that you,  
Buffy Wicks  
[WakeUpWalMart.com](http://WakeUpWalMart.com)

## MEAT FOR SLED DOGS

If people have frozen meat they are going to pitch because it is "old" (i.e. someone is just cleaning their freezer), chances are it is ok for the dogs. While we don't particularly like freezer-burned meat, the dogs don't mind. Some people routinely toss meat that has been in the freezer too

long, and **Darlene Walch** (Academic Information Services and musher) would be glad to use it. The dogs will eat chicken, venison, pork, beef, fish, duck, and even shrimp! They've not had



lobster yet, but they are somewhat inclined to gourmet dining. Also, if someone has a power outage or other freezer failure, she can probably use the meat even if it has thawed, as long as it hasn't been sitting too long. Once thawed, she will process the meat, cook it and refreeze it. While not a good idea for human consumption, the dogs can handle it.

She will NOT take spoiled or rotten meat, for it would make the dogs sick. The amount of time between the thaw and processing or refreezing is the key factor.

Contact Darlene at 2117 if you have questions.

## WATER COOLER WISDOM RULE #1

When given the opportunity to use our ability to reason, make decisions, and take responsibility for our actions, we experience joy at work.

A complete list of the Water Cool Wisdom Rules is found on our Web site under Just for Fun. Enjoy!  
<http://uaw1950.nmu.edu/fun.htm>.

## Officers Report to the Members of UAW Local 1950

(from p. 1)

- A DRAFT copy of this system is on our Web site under Members Only. There are parts missing because they have not yet been established.
  - The ball is in administration's court, and we are waiting to hear from them. Mike Roy sent the form back to Human Resources because he wants it to be more skill-based.
  - Grace and I have let HR know that our membership will not be inclined to sign another Memorandum of Understanding in the 2008 negotiations.
  - In the meantime, we have to get our current system in a place where we can all live with it until the new one goes on-line (see Job Evaluation Committee above).
- **Minimum Wage** – I don't know if there's anything that can be done at this point because we have a signed contract that was agreed to by both parties. I can tell you that one of our members will be about \$.85 over minimum wage after our increase of 2.25% on July 1, 2007. This is UNACCEPTABLE!

Jim Tharp, our UAW Representative says, "You can ask the employer if they would consider looking at the current wages because of the increase in the State minimum wage. . ." However, he does not believe they will be willing to do so. He further states that, "In 2008 this may be a bargaining issue that is in our favor".

I tend to agree with Jim that opening our contract is not a good thing, however, since the last negotiations the Bargaining Team has been working on a step plan that will bring our bottom line up to a reasonable rate above the minimum. (4226) We will discuss the minimum wage again at our September 7<sup>th</sup> bargaining meeting. Adjustments will be made allowing us to see exactly where we are and where we're going on our wage scale. As soon as we get all the kinks worked out, we'll submit it to you for your review and comments. We may also look into the possibility of doing a salary survey not unlike that done for faculty.

- **Student Hours** – We have some information on our Web site under Members Only "2005 Negotiations." I am waiting for additional information on C/T hours over the past five-years. The plan is to compare the two and see where that takes us.

(cont. p. 9)

## Michigan Labor Press (MLP) Conference

by Dawn Wilder

April 27-30, 2006

Walter & May Reuther UAW Family Education Center  
Onaway (Black Lake), Michigan

Attending: Dawn Wilder, Editor of *The Flame*  
and Webmaster for UAW Local 1950  
Phyllis Zaenglein, Co-editor of *The Flame*  
for UAW Local 1950

Phyllis and I have been active members of the MLP since 2004. This year's conference at Black Lake was wonderful, and we appreciate the opportunity to attend once again.



The MLP's mission is to improve and enhance the prestige of the legitimate labor press and all other labor communications efforts. Through cooperation of labor editors, publishers, public relations specialists, and producers of audio and video programs they will work with their brothers and sisters to improve their ability to communicate with members of their respective unions and the general public. Founded in 1944, the MLP has received national recognition for its efforts to help union members discuss issues and distribute information to labor union members, their families, and the general public.

Phyllis and I attended a Journalism Writing & Grammar and Facts class. We were both very impressed with our instructor, Ed Wendover, publisher of Labor.INK. A Child of the 60's he definitely knows his stuff. Ed also has a teaching technique I have rarely experienced. No question or answer was unacceptable; he uniquely turned potential disasters into proud moments for us all. The confidence he instilled in his students was really quite awesome.

Ed opened our class with a quote from past editor of the *Chicago Times*, Wilber Storey (d. Oct., 27, 1884) who said, "It is the duty of a newspaper to print the truth and raise Hell". Well, we all know there's not a lot of that going on these days, so maybe it's up to "small" newspapers like ours to tell the truth. That's one of the reasons why Phyllis would like to make our newsletter available to the public. She'd like to send it to local libraries for students and researchers to review and to local newspapers so they have UAW Local 1950's opinion on specific issues.

(cont. p. 8)

# Community Services

**UAW Local 1950  
2<sup>nd</sup> Annual Back-to-School  
BACKPACK DRIVE  
August 18, 2006**

<b>School Supplies</b>	<b>Number</b>
Back Pack	18 each
Crayons	43 boxes
Markers	32 boxes
Fiscar Scissors	26 pair
Glue Bottles/Sticks	24 bottles /39 pkgs
Pencils	38 packages
12 Inch Rulers/Protractors	24 each/3 each
Pencil Box	19 ea
Erasers	12 packages
Spiral Note Paper	60 notebooks
Loose Leaf Paper	18 packages
3-Ring Binder	15 each
Box of Kleenex	15 packages
Pocket Folders	100 each
Assignment Books	8 each
Colored Pencils	20 packages
Highlighters/Markers	10 packages
Ball Point Pens	40 packages

<b>Hygiene Products</b>	<b>Number</b>
Comb/Hairbrushes	20 combs; 2 brushes
Shampoo	2 bottles
Soap	2 bars
Brush	1 each
Tooth Paste	5 tube
Tooth Brush	9 each



<b>Other</b>	<b>Number</b>
Bag of Underwear (Boy)	1 bag
Bag of Socks (Boy)	1 pair
Bag of Underwear (Girl)	1 bag
Bag of Socks (Girl)	1 pair
Play Dough, Stickers, Multiplication Flash Cards (5), Small Paint Sets (5), Small Stapler/Staples, Calendar Planner, Barbie Reading/Activity Book, Dictionary, Lunch Box, Lunch Bag	

Brothers and Sister, you never cease to amaze me. The Community Services Committee took on a project and your response was overwhelming AGAIN.

D.W. and I met after work to pack up these items. By the time I arrived to NSF 1307, D.W. had already inventoried the loot and had it displayed on the tables so pictures could be taken. We packed boxes, loaded her Cruiser, and drove to Sister Ludmilla's. Talk about being impressed! Sister thanked us/you over and over for your generosity. She said they had received over 300 requests from students in our school district. These children qualify for the free lunch program, which makes them eligible for a backpack.

Thank you very much. The Community Services Committee is meeting shortly to discuss what we will do for Christmas. Please contact any of us (Kelly Dore, Kerry Mohr, Karen Smith, Kathy Solka, D.W., Pat Woods, or me) with your suggestions.

Phyllis Zaenglein



## MPL Conference Report (conclusion)

The MLP conference sponsored a panel discussion on the attempt of nurses in Petoskey, Michigan to organize. I took copious notes, but can't seem to find them anywhere – Rats! But, the long and short of it was that the local newspaper refused, time and again, to report the facts. They refused to report the significant fact that almost the entire population supported the nurses' request to go to arbitration where it was likely they would win. The newspaper consistently reported in favor of the hospital's administration. Sound familiar?

Phyllis also attended a Photo Journalism and Composition class. Some of her photographs are really outstanding, and I hope to get them out on our web site soon.



The lodge at Black Lake on an overcast Sunday morning

I also attended a class on Microsoft Publisher and Adobe Acrobat that were very informative. I am of the opinion that Microsoft Publisher is easier to work with than Adobe Pagemaker, but then that's just my opinion, and I'm not putting the newsletter together. Thank God for Phyllis!

Once again, we are genuinely grateful to our membership for allowing us to attend this conference. We won second place for our Web site and next year, Phyllis is confident that *The Flame* will be bringing home the prize!

### Video's available from the Conference:

1. WalMart – the high cost of low price
  2. Wake Up WalMart
  3. Taxpayer Bill of Rights (TABOR)
- TABOR is equivalent to Michigan's SOS (Stop OverSpending). Voters in Colorado overwhelmingly voted to suspend TABOR when they found out that school teachers, police officers, firefighters and other public employees were losing their jobs the communities were suffering.

## 17<sup>th</sup> Annual Labor Day Festival VOTE – “Protect Working Families”

by Dawn Wilder

What an appropriate theme for this year's Labor Day Parade and what a wonderful time we all had! There were screeching children dashing around excitedly picking up candy. Supporters on the sidelines waved and shouted their encouragement. Our group of UAW Region 1-D members ran back and forth across the streets handing out candy bags and candy. Gary Jerry and his 1975 Corvette were there making us look good and providing a place to carry about 50-pounds of candy.

We had our UAW Representative, Jim Tharp there with his wife, Linda, and grandson. Congressman Bart Stupak was there and State Senator Mike Prusi. Steve Lindberg who is running for State Representative was there as well as our own Mayor Tony Tollefson. The pastys were great and the ice cream and beer were cold. Who could ask for more? Actually, I could. Maybe next year we can arrange to have a float so I don't have to walk. The parade isn't every long but even so, my feet were killing me.

The festival theme was VOTE – “Protect Working Families”. Most of you are aware that working families have been taking a beating over the last six years. President Bush talks a good game, but when it comes down to brass tacks, he's not giving the hourly wage earners much of a break. Health Care is escalating out of sight, gas prices are outrageous, and as the cost of everything goes up our wages stagnate. We the people still run this Country. Please look into the voting records of each candidate and vote for those who have the best interests of working families uppermost in their minds.

Thank you and see you all at the voting booth on Tuesday, November 7, 2006.



Left to Right: Chris Wagner (AP), Tracee Kauppila (AP), Ed Yohe (AP), Gerri Nault (AP), Carolyn Basal (CT), Rita Leppanen (CT), Jim Tharp's Grandson, Jim Tharp (UAW Rep.), Wendy Carlson (CT), Sue Tollefson (CT), Michelle Kimball (CT), Dan Leppanen (CT).

Photographer D.W. (CT).

## Officers Report to the Members of UAW Local 1950 (from p. 6)

This information is brand new. The E-Board will be meeting with Jim Tharp on the best way to move forward. A meeting will be set for a time when we have the information in a usable format. It is possible that we will be asking for job descriptions for students in your areas.

- **Grievances**

- #134 – Article 12.7.5: “The Job Evaluation Committee shall be comprised of three (3) representatives from the Union, appointed by the Union, and three (3) representatives of the Employer. The information required for the job evaluation will be secured by the Job Evaluation Committee and distributed to all Committee members prior to the scheduled meeting. All jobs will be (8890) evaluated according to the System as set up by the Joint Management and Union Study Committee dated April, 1978 as amended.”

Grievance resolved on June 6, 2006

- #135 – Article 9.6.f: “If the employee is absent for three (3) consecutive working days without notifying the employee’s immediate supervisor and fails to give a reasonable explanation for the absence and lack of notice, . . .”

Grievance resolved on July 5, 2006

- #136 – Unused Grievance Number.
- #137 – Articles 1.5.1.1, 1.5.2, and 4.8.7 – “. . . It is understood that supervisory, administrative employees, and student employees will not be used to replace a bargaining unit employee on a permanent basis. . .”

“. . . It is understood that student employees will not be hired to replace or displace a bargaining unit employee nor to reduce the number of positions in the bargaining unit. . .”

“. . . Student employees shall not be allowed to perform work that would normally be performed by bargaining unit employees on an overtime basis . . .”

Grievance at Step 3 in Grievance Process

- #138 – Article 1.5.1.1 – “. . . It is understood that supervisory, administrative employees, and student employees will not be used to replace a bargaining unit employee on a permanent basis . . .”

Grievance at Step 3 in Grievance Process

- **Actions that were resolved prior to filing a grievance**

- **Work away from Home** - We were successful in assisting an employee in receiving a substantial amount of back pay for “Travel away from Home” that they were not compensated for.

The Fair Labor Standards Act (FLSA) and the collective bargaining agreement govern the type of situation involving compensation for nonexempt employees. For those nonexempt employees who are required to travel, the following is text from the FLSA:

“TRAVEL AWAY FROM HOME COMMUNITY. Travel that keeps an employee away from home overnight is travel away from home. Travel away from home is clearly working time when it cuts across the employee’s workday. The employee is simply substituting travel for other duties. The time is not only hours worked on regular working days during normal working hours but also during the corresponding hours on nonworking days. Thus if an employee regularly works from 9 a.m. to 5 p.m. from Monday through Friday the travel time during these hours is work time on Saturday and Sunday as well as on the other days. Regular meal period time is not counted. (This is true whether the employee actually performs work or not, since the employee is simply substituting travel for other work duties.)”

“As an enforcement policy the Divisions will not consider as work time that time spent in travel away from home outside of regular

## Officers Report to the Members of UAW Local 1950 (conclusion)

working hours as a passenger on an airplane, train, boat, bus or car and where the employee is free to relax.”

**Example:** An employee worked their regular schedule from 8:00 a.m. to 5:00 p.m. Monday through Friday of the week prior to travel. Employee then leaves at 6:00 a.m. on Saturday and arrives at destination at 1:00 p.m. and then works from 2:00 p.m. to 6:00 p.m. Works again on Sunday from 9:00 a.m. to 4:00 p.m. and returns home on Monday leaving at 6:00 a.m. arriving at 5:00 p.m. and works their regular schedule 8:00 a.m. to 5:00 p.m. Tuesday through Friday.

Saturday: hours from 8:00 a.m. to 1:00 p.m. [excluding meal times] are overtime (4 hrs.). Time worked from 2:00 p.m. to 6:00 p.m. is overtime (4 hrs.) (Total 8 hrs. overtime for Saturday).

Sunday: hours from 9:00 a.m. to 4:00 p.m. [excluding meal times] are overtime (7 hrs.).

Monday: hours from 8:00 a.m. to 5:00 p.m. are compensable at regular time (8 hrs).

- **Worker Safety** - Construction work at the Student Service Center was being done during regular office hours creating excessive noise and dust resulting in unhealthy working conditions. Although we did not find out about this until the (6324) construction was almost complete, we were successful in having the remaining construction done after hours.

- **Acceptable Use**

The University has established an Acceptable Use Policy to keep e-mail traffic to a level that the system can accommodate. There are thousands of e-mails coming and going from the University, and when we use Lists it bogs the system down and is why we are asked to keep use to a minimum.

**UAW Local 1950 Contract language – Article 1.11.a,** “. . . other communications as are necessary to the conduct of the Union’s business as a collective bargaining agent, provided such use of the mail shall not cause an unreasonable load on the system”.

### **NMU Acceptable Use Policy**

”. . . network and computing resources shall be used in a manner consistent with the instructional, public services, research, and administration objective of the University”.

**System Integrity,** “To respect the shared nature of resources you shall avoid activities that unreasonably tax system resources or that, through frivolous use, goes beyond the intended use of the system. This includes sending chain letters, spam, or broadcast messages to lists or individuals, and other types of use which would cause network congestion or otherwise interfere with the work of others”.

**Disciplinary Action Taken,** “. . . may temporarily disconnect a user from the network. Punishment for violation of the NMU Acceptable Use Policy may include, but is not limited to, temporary or permanent disconnection from the NMU network resources, suspension of a specific user’s NMU ID for up to one (1) academic semester, or further disciplinary action deemed necessary. . .”

Gary Jerry and I are looking into a site where we will be able to communicate with each other without using University resources. I’m not quite sure how this will work but as soon as we get something together we will present it to you for your review. There may be a cost of about \$100 per year to use this site.

Should you have questions on any of these issues, please contact a representative on the E-Board, and we will do our best to answer your questions. If there is something that is missing, then please let me know so I can add it to our list of “things to do”.

Thank you for your encouragement and support.  
**SOLIDARITY FOREVER!**

Dawn L. Wilder (D.W.)  
Vice-president for UAW Local 1950