



The Flame



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

October 2006

The membership is the highest authority of Local 1950

Honoring our past, forging our future – 34th UAW Constitutional Convention

June 12-15, 2006
Las Vegas, Nevada

by Dawn Wilder

The 34th UAW Constitutional Convention in Las Vegas brought more than 1,400 delegates from the United States, Canada and Puerto Rico. Every UAW brother and sister should attend a Constitutional Convention; they're exciting, educational, revitalizing and utterly exhausting. The convention began promptly at 9:00 a.m. every morning and ran continuously until 4:00 p.m. Any breaks were done on the run because you really didn't want to miss anything! During the course of the day, resolutions were read, motions were made, discussions ensued and votes were called. In between union business, speakers spoke, awards were given, music played, people danced, and pep rallies happened. There was something going on all the time.

The speakers were incredible. There were gifted speakers like Senator Barack Obama, and NAACP Chairman Julian Bond and there were impassioned speakers from the floor of delegates who were equally eloquent, many received standing ovations. President Gettelfinger simply blew me away. He is a righteous man, and we should consider ourselves blessed to be under his leadership.

Social and economic justice on a global scale was the topic of the day and one right after my own Bible-thumping heart. Corporations care about profit, and

Constitutional Convention Report

by Sue Tollefson, President,
UAW Local 1950

The 34th International Constitutional Convention was all I hoped it would be and more. The convention hall was filled daily with delegates, alternates, staff, press and guests from the United States, Puerto Rico and Canada. The days started with everyone singing the national anthems from all three countries.

The Constitutional Convention is held every four years for the purpose of amending the UAW Constitution by vote of the delegates. Topics ranging from when the Convention would start and end to salaries for international representatives were raised, debated and voted on.

Several committees, such as the Credentials Committee and the Resolutions Committee, met months in advance of the convention, sorting out business and

eventually preparing their reports. The Credentials Committee handles any challenges to local union elections made by delegates. They meet, deliberate, and issue a decision, which is reported at the convention.

The Resolutions Committee in charged with reviewing all resolutions submitted by local unions. Their charge is to categorize the resolutions, some of which will be deferred to other conventions (CAP, TOP, etc.). The remaining

resolutions are combined by topic and reported at the convention.

Resolutions are distributed to the delegates; each one will be read, debated and voted on by convention delegates. I was asked by the Michigan 1-D floor steward to speak on three resolutions. The question was called. The debate ended on the first two resolutions



Sue Tollefson, Mrs. Gettelfinger, UAW President Ron Gettelfinger, Dawn Wilder, and Michelle Kimball

New discount cards, for the Gwinn 4-H club, are here. The cards are \$5.00 again. Additional businesses this year: Jilbert's Dairy, Taco Bell, Subway, Huron Bread, Main Street Pizza, Jean Kay's, KFC, Tailwinds, Dano's Pizza, Wendy's, Union Grill, Hudson's, Rodney's Pizza, Togo's, Fazoli's, Blimpie's, Superior Fast Lube, A & W.

Contact **Helen Bicigo (1128)** in the Bookstore or at a meeting.

"Confidence, like art, never comes from having all the answers; it comes from being open to all the questions."
Earl Grey Stevens

EMPLOYMENT CHANGES

Krystal Rintala received an additional assignment from 3/1/05 through 8/31/06. She will retire 9/30/06.

Kristen Rasmussen's position was reclassified as Principal Secretary II 4A in Admissions effective 7/25/06.

Nita Thomas accepted the Principal Secretary 4B position in Intercollegiate Athletics and Recreational Sports effective 9/12/06. She replaced Kathy Maki, who left the unit.

Veronica Varney accepted the Principal Secretary 4B position in Communications and Marketing effective 9/25/06. She replaced Chyrl Hemmila, who retired.

Nina Parkkonen was placed on a leave effective 9/6/06. She is having a hip replacement.

Rachelle Misun's Account Clerk II 4D position in Human Resources reverted back to 30 hours per week effective 9/25/06. Also, Rachelle's additional assignment ended effective 9/23/06.

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Thank You

Friends and Fellow workers of Local 1950 NMU,
Thank you for the sympathy card for the loss of my mother.
It's comforting to know that others care.

Laurie DeShambo
ACS Help Desk

September 18, 2006

Members,

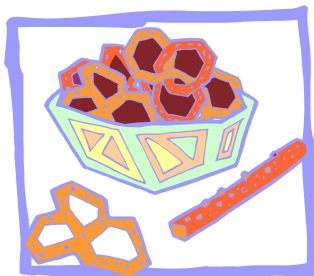
Thank you for the support in having the point system I distributed which I had copied at Office Max reimbursed. (It has been returned to my savings account.) It gives me incentive to continue to supply the membership with any additional documents I find that would benefit everyone. I feel this is a good start at opening up the communication lines between all members and also feel it brings strength to each member and the local as a whole.

Thanks again for your support.

Solidarity.
Susie Piziali

PRETZEL SNACK MIX

- 6 cups baked cheddar cheese crackers
- 1 9 oz. pkg. bite-size square pretzel snaps (5 cups)
- 1 12 oz. can peanuts
- 1/2 cup butter, melted
- 2 Tbs. dried Italian seasoning, crushed
- 1 clove garlic, finely minced
- 1/4 tsp. freshly ground black pepper



1. Preheat oven to 300. In a roasting pan combine crackers, pretzels, and peanuts. In a small bowl, stir together melted butter, Italian seasoning, garlic, and pepper; drizzle over cracker mixture; stir to evenly coat.
2. Bake, uncovered, for 45 minutes, stirring every 15 minutes. Spread snack mix on a large sheet of foil to cool. Store in an airtight container. Makes 10 cups.
Source: *BHG, Sept 2006, page 206.*

Note: BHG.com is a great site. There are all kinds of decorating ideas, recipes, and other cool stuff.

AGNOTOLOGY: The Cultural Production of Ignorance

This word appeared recently in the New York Times in an article about corporate responsibility. Agnotology is the study of culturally-induced ignorance. It was created by Robert Proctor, Professor of the History of Science at Stanford (0740) University, and first used in an article in the same newspaper in 2003. Ignorance, he says, is frequently not just the absence of knowledge but the result of cultural forces, such as media neglect or corporate or **governmental secrecy, suppression and manipulation**, as well as a result of our selective memories, inattention, and forgetfulness.

The word is from Greek “agnosia”, ignorance. He need not have bothered to create it, since the Oxford English Dictionary has “agnoiology”, first recorded in 1856, for which its second definition is “that department of philosophy which inquires into the character and conditions of ignorance”.

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. Norma Miller, Micheline Just, Michelle Kimball, Kristen Rasmussen, Jan Crawford, and Nancy Ohman were the September winners.

Grammar Watch

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

When “couple” is used as an adjective, it should never be preceded with “of”, such as a couple of days. You won’t say a few of days or three of weeks so you should use couple the same way, couple days or couple weeks.

Please be sure to check all e-mail rumors before passing them on. There is no good in spreading false rumors. I use the following.

1. Truth or Fiction <http://www.truthorfiction.com/>
2. Wikipedia.Com (a free encyclopedia) http://en.wikipedia.org/wiki/Main_Page
3. <http://www.snopes.com/>
Do you know of others?

Good Housekeeping Tip from Maxine...

**Always keep several get well cards on the mantle.....
so if unexpected guests arrive, they will think you’ve been sick and unable to clean.**

CAP and Marquette County Labor Council meeting minutes are now available in the “Members Only” section of the UAW Local 1950 Web site.
<http://uaw1950.nmu.edu/>

BENEFITS

Dear Blue Cross Blue Shield of Michigan Subscriber,

We have added a new Explanation of Benefits statement for your contract number at our Member Secured Web site. You can view the EOB indicated below at your convenience by visiting www.bcbsm.com. Select the "I'm a member" tab. Simply log in and click the link to Explanation of Benefits.

Notification Numbers:
PDF62591030304718

If you have problems with our Web site or viewing the EOB, please call us at 1-877-BLUE-WEB (1-877-258-3932). Thank you.

BYLAWS

TRUSTEES

SECTION 1. The Trustees shall be members of the Executive Board and shall approve or disapprove all expenditures of the Local subject to the approval of the President, Financial Secretary-Treasurer, and other members of the Executive Board. The Trustees shall hold in trust all funds and other property of Local 1950.

SECTION 2. The Trustees shall audit the books of the Financial Secretary-Treasurer bi-annually, including the verification of the bank account of this Local Union and report their findings to the membership and Secretary-Treasurer of the International Union.

SECTION 3. It shall be the duty of the Trustees to see that the Financial officers of Local 1950 are bonded to the extent set by the International Executive Board.

SECTION 4. The Trustees of Local 1950 shall perform all such other duties as prescribed by the UAW International Constitution.

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 by the 5th of each month in order to be reviewed for the next month's newsletter.

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

Union Plus Scholarship Program

Since 1992, the Union Plus Scholarship Program has awarded more than \$2 million to students of working families who want to begin or continue their secondary education. Over 1,300 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation.

To find out how to apply, scholarship eligibility, scholarship evaluation criteria, or scholarship award amounts, go to

<http://unionplus.org/benefits/education/scholarships/up.cfm?index>

October Happenings

October 3, 1904 – Mary Mcleod-Bethune establishes a school for African American girls in Florida with only \$1.50.

October 5, 1979 – 2000 Native American and allied activists protest uranium mining in the Black Hills, SD 1979

October 6, 1986 – 1700 flight attendants win a \$37 million law suit against United Airlines which had fired them for marrying.

October 9, 1937 – Chinese Workers Mutual Aid Association was founded in San Francisco to help workers organize restaurants, laundries, farms and docks.

October 15, 1969 - The Moratorium to End of the War in Vietnam brings out 2 million protesters across the United States.

October 16, 1859 – John Brown leads an attack on the arsenal at Harper's Ferry, WV to launch the insurrection against slavery.

October 16, 1919 – Deportation Act against "alien" anarchists passed.

October 17, 1950 – "Salt of the Earth" zinc miners strike begins in Silver City, NM.

October 26, 1983 – U.S. military forces invade the island of Grenada. Supposed caches of modern weapons are never found.

Free Samples

There is a place on Walmart.com to request free samples. I visit the site periodically as the samples change and request them all. They get mailed to my house, I save them in a grocery bag in my closet and donate them to the Harbor House at our annual May meeting. I also do this with unwanted lotions, soap, perfume, etc. that I receive for gifts (instead of regifting it. Let's face it, not every scent is pleasing to everybody) along with the small size toiletries found in the hotel rooms. I also ask my family to collect them for me on their travels – my mom and dad travel more than I do. Frequently I get other unsolicited emails asking me to request a free samples and I always do. Last year I had a paper grocery bag full of products I was able to donate at absolutely little or no cost. Last week I received samples of shampoo, baby wipes and tried a hairspray once I hated. So I added that to the bag instead of returning it.

I also am always on the lookout for merchandise in the clearance sections of ShopKo, Walmart, and Target. It is amazing how many things sell for dirt cheap.....

Kathy A. Solka

School of Technology & Applied Sciences

In Case of Emergency ...

A recent article from the Toronto Star, "the ICE idea", is catching on and it is a very simple, yet important method of contact for you or a loved one in case of an emergency. As cell phones are carried by the majority of the population, all you need to do is program the number of a contact person or persons and store the name as "ICE".

The idea was thought up by a paramedic who found that when they went to the scenes of accidents, there were always mobile phones with patients, but they didn't know which numbers to call. (0934) He therefore thought that it would be a good idea if there was a nationally recognized name to file "next of kin".

Following a disaster in London, The East Anglican Ambulance Service has launched a national "In case of Emergency (ICE)" campaign. The idea is that you store the word "ICE" in your mobile phone address book, and with it enter the number of the person you would want to be contacted "In Case of Emergency". In an emergency situation, Emergency Services personnel and hospital staff would then be able to quickly contact your next of kin, by simply dialing the number programmed under "ICE".

Remember the Bank of Wal-Mart?

Last September, Wal-Mart renewed its plans to create one of the largest financial institutions in the country — an enormous effort to boost the retailer's power in the marketplace. Wal-Mart execs thought they could breeze through the FDIC review process and quietly take control of the banking sector.

And then you came in.

As soon as we caught wind of this scheme, thousands of letters from the Wal-Mart Watch community poured into the FDIC. I read through them myself and found so many passionate arguments, based on compelling facts. It was a response that no regulator could dare ignore.



That's why as soon as I heard about the FDIC's decision to suspend the approval process I knew you had made the difference. Your action sparked a tidal wave of opposition from concerned legislators who called for more time to consider the implications of Wal-Mart's banking plans.

So, today, pat yourself on the back — but don't pretend this banking business is over. Wal-Mart is

going to test the limits yet again, and we need to be ready to make sure the FDIC deliberations are based on the facts, not Wal-Mart's political influence.

Our online community, backed by our research and communications campaign, has, again, held Wal-Mart accountable. (3914) By acting quickly with a measured and informed response, we break through the noise that Wal-Mart's powerful PR machine puts out.

Wal-Mart's multi-million dollar PR "war room" is no match for you!

Thank you for all you do. Keep it up.

Sincerely,

Andrew Grossman
Executive Director
Wal-Mart Watch

P.S. Also late last week, a huge victory for the workers of Chicago who won their fight for a living wage. The Chicago City Council voted 35-14 to require large retailers to pay a living wage by 2010. Yet again, Wal-Mart was leading the opposition. Stay tuned in the coming days as we watch how Mayor Richard M. Daley responds.

Read about it on the blog at: http://walmartwatch.com/blog/archives/person_of_the_week_chicago_workers/

UAW Local 1950 Web Site Update

Please take the time to periodically visit our Local's Web site to read the **UAW Local Alerts** and to become familiar with the **Members Only** pages. The Alerts tell about upcoming events like the invitation to have brats and burgers with Bart Stupak on October 9th. The Members Only pages have UAW Local 1950 Meeting Minutes, Seniority Lists, Worker to Worker Flyers, Job Classification Information, and much more. The Worker to Worker Flyers give information on upcoming elections, ballots, and items of interest to working families.

You can also see upcoming educational opportunities on our Web site under **Education** and you can post personal information in the **Classifieds**. We need help with **FAQ** page and welcome your input.

This is your web site. Please visit it often. Let D.W. (1589) know if there's anything that can be done to make it better.

REMINDER

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

See Rita or an E-board member for tickets.

Constitutional Convention Report (conclusion - Sue Tollefson)

before I had the opportunity to speak. On Thursday, the last day of the convention, I was finally able to speak to a resolution before debate ended! This was quite an opportunity since only two delegates from each region are called upon to speak to a resolution (one for and one against).

The other personal highlight of the convention was when I was asked by our Region I-D Director, Don Oetman, to run for one of four seats on the Michigan CAP Executive Board. I accepted and was elected by unanimous ballot. This is an eight-year term and an excellent opportunity to bring visibility to our local at the State level.

Barb Ruotsala's, newly elected president of Local 5000 at Michigan Tech, name was "pulled out of a hat" (from all the delegates from Region 1-D) to become the 1st alternate on the state-wide Appeals Committee. Ironically, the previous president of Local 5000, Sue Yrjana, was the incumbent. What are the odds of that happening?

Although the days were long (Monday we started with a 6:30 a.m. breakfast and ended Friday with a reception finishing at 7 p.m.), the energy level through the week was high and time flew. I saw old acquaintances and met many new people. This convention is a reminder that the union is us, not them or they. I enjoyed being part of the process and thank the membership for allowing me to attend.



Our union president, Sue Tollefson, addressing the convention

Steward Tips

by Grace Albert, Chief
Grievance Officer

Student employees are hired to assist you - not to replace you or fill a vacant position.

Please note the contract:

4.8.7 Student employees shall not be allowed to perform work that would normally be performed by bargaining unit employees on an overtime basis. Such overtime work will first be offered to bargaining unit employees in the department before it is offered to student employees. This provision shall not operate to prevent student employees from doing work normally performed by student employees (see Section 1.5.2) who are normally scheduled to work beyond the normal work day.

1.5.2 Northern Michigan University and Local 1950 of the UAW recognize and agree that the employment of students is a part of the total financial aid program at the University. 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. This provision will not require the University to lay off any student employee nor will it prevent the University from replacing student employees who leave with a like number of additional students.

Please contact your steward if you feel our contract is being violated by hiring student employees. We need to protect our jobs.

Did you apply for an open position?

It has come to our attention that Human Resources is using a screening process when forwarding applications of internal applicants to posted position openings. **PLEASE BE SURE TO UPDATE YOUR APPLICATION PRIOR TO SUBMITTING IT FOR CONSIDERATION.** Contact your steward if your application was not forwarded and you feel you are qualified for the opening.

Convention (by DW)

they see workers as expendable and easily replaced – a renewable resource. Make no mistake about it, if we don't win and keep on winning, our children and our children's children will pay dearly. Marcello Malentacchi, General Secretary for the International Metalworkers' Federation said that, "Our response [to unregulated transnational companies] must be collective in nature. It must be international in scope. We must harness the power that comes from worker unity and global trade union solidarity"! He told us about International Framework Agreements between transnational companies and trade unions that ensure fundamental workers' rights including the right to collective bargaining. He asked for UAW's help in implementing the first of these agreements with an American-based transnational corporation.

Former President Stephen P. Yokich said, "UAW isn't just a collective bargaining agent; we're part of a social movement". President Gettelfinger further emphasized this by saying, "Our fight is not with workers in other countries, and it isn't today. Our fight is with those who believe corporate profits are more important than workers' rights, human dignity and decent environmental standards. And, our fight is for a global economy that works for working people – that raises living standards, expands freedom, strengthens human rights, improves our environment and lifts people up instead of shoving them down".

We must remember that if we don't continue to fight the good fight and keep our unions strong, there will be no weekends, holidays, sick leave, pensions or health insurance. There will be no vacations or short- or long-term disability. There will be child labor and people will die in fires chained to work-stations in factories. It's happening right now in other countries. It happened here once; don't think it can't happen again.

The solidarity that was felt throughout the convention was real. When brother Gettelfinger says, "We're not going to surrender. We're not going to lower our sights, give up our dreams, or give up our fight for a better world for our children and grandchildren". You can believe him. There were 1,400 delegates there and each and every one is a fighter. There were no prejudices there; we were a POWER OF ONE! I don't think anyone felt it more than Michelle after she lost her wallet with ID, credit cards, and money. Everyone she spoke to said with utmost confidence, "Don't worry, it'll turn up". (9666) Well, it

did. Within the hour someone had found it and brought it up to the podium intact. That's people looking out for people, and that's what it's all about.

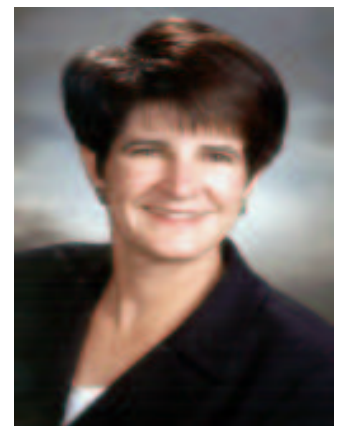
What we need to do now is scrutinize the voting records of our candidates, ask questions and demand answers. Then we need to vote for the candidates who have the interests of working families first and foremost in their hearts and minds. We're beyond lip service. We need to demand action NOW!

Take care, may God bless and see you at the voting booth on Election Day - Tuesday, November 7, 2006.

Faces we should know ...



Ron Gettelfinger
President of UAW



Elizabeth Bunn
UAW Secretary-Treasurer and
Director of the UAW Technical,
Office & Professional (TOP)
Department



Don Oetman
Director of Region 1D



Convention (conclusion - by DW)

Video available from the convention:

1. The Problems with the Medicare Drug Problem – and How to Fix Them (20-Minutes)

Speeches (Please contact D.W. for copies):

1. Ron Gettelfinger, President UAW
2. Julian Bond, Chairman of NAACP
3. Senator Barack Obama
4. Marcello Malentacchi, General Secretary of IMF
5. John J. Sweeney, President AFL-CIO
6. Representative Marcy Kaptur

Handouts (Please contact D.W. for copies):

1. 34th Constitutional Convention Roll Call
2. President's Report
3. Secretary-Treasurer Report
4. Department Reports
5. Convention Appeals Committee Report
6. Proposed Resolutions
7. Proposed Submitted Resolutions
8. Partial Report on Article 11, Sections 1, 2, 3 and 8 – Salaries
9. Partial Report on Article 38, Section 11 – Local Union Officers; Article 45, Section 5 – Stewards and Committee Persons
10. Partial Report on Article 13, Section 11 – Duties of International Officers; Article 16, Sections 2, 11 and 14 – Initiation Fees and Dues; Article 48, Section 6 – Local Union Audits
11. Partial Report on Article 16, Sections 11(b) and 14 – Initiation Fees and Dues
12. Partial Report on Article 16, Section 14(1) – Initiation Fees and Dues; Article 29, Sections 1 and 3 – Official Publication
13. Partial Report on Article 26, Sections 1, 3 and 5 – Civil Rights Department; Article 44 – Local Union Committees

The **Community Services Fund** is replenished by 50/50 drawings during the December – May Membership Meetings (six meetings) and by donations at the May Luncheon and After Holiday Party. September – October drawings go to CAP Ticket sales.

Bring your dollars to the meetings to help us!

COMMITTEE REPORTS

EDUCATION COMMITTEE

UAW Local 1950 Scholarship Applications are due on Wednesday, November 15th. For more information please go to our Web site at <http://UAW1950.nmu.edu> or contact Dawn Wilder (D.W.) at dwilder@nmu.edu or Ext. 1589.

COMMUNITY SERVICES COMMITTEE

The Community Services Committee met on Wednesday, September 20th to discuss our 2006 Holiday Giving Plans. The Committee is excited about adopting another family this year and has contacted Sister Ludmilla. We hope to hear from her shortly. (1063) The Committee has also elected to support the following agencies with monetary donations, St. Vincent DePaul, Salvation Army, Lake Superior Hospice, and the Women's Center/Harbor House (\$75 to each).

Currently we have \$555.25 in our account. This fund is replenished by 50/50 drawings during the December – May Membership Meetings and by donations at the May Luncheon and After Holiday Party. September – November drawings go to CAP Ticket sales, and the Membership does not meeting during June, July, and August so we really depend on the 50/50 ticket sales.

October is Domestic Awareness Month

Please join in celebrating the strength of survivors and their children and honoring those that have been lost due to domestic violence.

What: March on Washington Street
When: Thursday, October 5, 2006
Where: Harlow Park on Washington St.
Time: 6:30 p.m.

The March on Washington Street will end at the new domestic violence shelter where refreshments will be served. Anyone interested in participating, please contact Phyllis at 2125. We'll go as a group.

For information on Harbor House services or on how you can help end Domestic Violence, please contact Harbor House at 226-6611.