

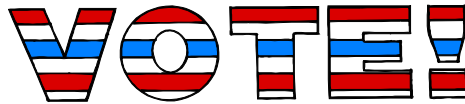


The Flame



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

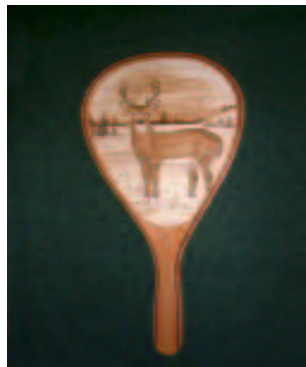
November 2006
The membership is the highest authority of Local 1950



For the Love of Woodworking

By Gary Jerry
Academic Computing

I have always loved working with wood. I find it very satisfying and stress relieving to create something in wood that will be appreciated for years to come. I also have a love for fly fishing and all of the things related to trout and the sport.



I loved trout nets so much that I opened a business called "Trout River Net Company" with my friend, Bob Greet, the owner of ABC Cabinetry. We both have a passion for woodworking and trout fishing. I invented an aluminum gluing jig and built a steam box for steaming and

bending the trout net (1359) laminates. I have since then made about 300 nets, most of them out of exotic woods. Unfortunately, when I turned my hobby into a business it soon became so big that I could not run it by myself, and had to put the business on hold until I retire.

Some of the wood articles I have made are: trout nets, stained glass pictures, carved trout, bear, wolves, etc., Fishing rod holders, cribbage boards, clocks, poker chip holders, jewelry boxes, clip boards, three ring binders, bar trays for local bars, etc., etc., etc.

Most of my work has been donated to fishing organizations, sold at cost, or given away as gifts. I carved a birdseye maple trout for Trout Unlimited and they auctioned it at one of their banquets. I also made a birdseye maple display case for Trout Unlimited, and a friend, John Peterson, tied flies to display in it. I have donated many items to the Escanaba River Assoc. to be auctioned off at their banquets.

(Cont. p. 6)

Veterans' Day (formerly Armistice Day)

Source: http://www.patriotism.org/veterans_day/

November 11, is the anniversary of the Armistice which was signed in the Forest of Compiegne by the Allies and the Germans in 1918, ending World War I, after four years of conflict.

At 5 A.M. on Monday, November 11, 1918 the Germans signed the Armistice, an order was issued for all firing to cease; so the hostilities of the First World War ended. This day began with the laying down of arms, blowing of whistles, impromptu parades, closing of places of business. All over the globe there were many demonstrations; no doubt the world has never before witnessed such rejoicing.

In November of 1919, President Woodrow Wilson issued his Armistice Day proclamation. The last paragraph set the tone for future observances:

To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nation.

In 1927 Congress issued a resolution requesting President Calvin Coolidge to issue a proclamation calling upon officials to display the Flag of the United States on all government buildings on November 11, and inviting the people to observe the day in schools and churches...But it was not until 1938 that Congress passed a bill that each November 11 "shall be dedicated to the cause of world peace and ...hereafter celebrated and known as Armistice Day."



(Cont. p. 7)

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

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EMPLOYMENT CHANGES

Correction: **Kathy Maki** accepted the position in Continuing Ed, formerly held by Linda Hares. She did NOT leave our unit.

Rachelle Misun accepted the Senior Salesclerk II 4C position in the Bookstore effective 10/16/06. She replaces Margarete Salinger.

Lori Malnor filled the 20 hour per week Senior Secretary 4D position in the Seaborg Center (Upward Bound Regional Mathematics and Science Center) effective 10/3/06. She replaces Kristi Harvala.

Ruth Holm accepted the grant-funded Senior Secretary II 4C position in Student Support Services effective 10/2/06 through 8/31/07. She replaces Nita Thomas.

Linda Johnson filled the Senior Secretary II 4C position in the NMU (6158) Foundation effective 10/16/06. She replaces Kelly Dore.

Thank You

UAW Local 1950,

Thank you so much for the retirement wishes and gift of money.

I will really miss NMU & all my colleagues there, but I look forward to a fun, new chapter in my life.

Thanks for thinking of me.

Cheryl Hemmila

Please remember to vote on Tuesday, **November 7th** and visit our Web site at <http://uaw1950.nmu.edu/election.htm> for all the voter information you could possibly need.

So, you think English is easy???

Read to the end . . . A new twist to an oldie. Can you read these correctly the first time?

1) The bandage was wound around the wound. 2) The farm was used to produce produce. 3) The dump was so full that it had to refuse more refuse. 4) We must polish the Polish furniture. 5) He could lead if he would get the lead out. 6) The soldier decided to desert his dessert in the desert. 7) Since there is no time like the present, he thought it was time to present the present. 8) A bass was painted on the head of the bass drum. 9) When shot at, the dove dove into the bushes. 10) I did not object to the object. 11) The insurance was invalid for the invalid. 12) There was a row among the oarsmen about how to row. 13) They were too close to the door to close it. 14) The buck does funny things when the does are present. 15) A seamstress and a sewer fell down into a sewer line. 16) To help with planting, the farmer taught his sow to sow. 17) The wind was too strong to wind the sail. 18) Upon seeing the tear in the painting, I shed a tear. 19) I had to subject the subject to a series of tests. 20) How can I intimate this to my most intimate friend? Let's face it. English is a crazy language.

Cindy Kleinschmidt
Charter Schools

Additional places to check for accuracy of e-mails:

www.snopes.com

www.truthminers.com

I've checked out a lot of things on these sites and I think they are both pretty good. I contacted the Truth Miners site a couple times when I couldn't find what I was looking for and she answered me very quickly.

Good luck,

Diane Mankamyer

(retired CT)

The October "Take a Break" drawing winners were:

Darlene
Kyto –
Public
Safety,
Susan Piziali –
Biology,
Pat Woods – Music,
and
Kristi McClure –
Housing &
Residence Life



Grammar Watch

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

When wondering about which pronoun to use, I or me, try this "conversion" trick.

Sandy went to the grocery store with Kevin.

Sandy went to the grocery store with me.

Sandy went to the grocery store with Kevin and me.

(Since you wouldn't say, "Sandy went to the grocery store with I" you know that me is the proper pronoun to use in the sentence.)

Kevin went to the grocery store.

I went to the grocery store. Kevin and I went to the grocery store.

(Since you wouldn't say, "Me went to the grocery store" you know that I is the proper pronoun to use in this sentence.)

It may seem a little awkward at first, but it will become easier and quicker as you become used to the drill. And nine times out of ten, it works!

Ronnie Varney

Communication and
Marketing

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. Carrie Snowaert, Kathryn Malay, Kay Schwartz, Kimber Olli, and Kerry Mohr were the October winners.

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/>

CONTRACT INFORMATION

Personnel Files (1.9)

Employees shall have the right to inspect the contents of their official personnel file during the University's normal business hours upon the filing of a written request for the inspection. Such inspection will normally take place within two (2) working days after the request is made. Upon request, the University will provide the employee with a copy of any document placed in the personnel file, at the employee's expense. Upon presentation of written authorization by an employee, the Union President, Vice President, Chief Steward, or Steward of the employee's district may review the employee's personnel file. (7807) Upon request, any bargaining unit employee's disciplinary record may be reviewed by the Union President, Vice President, Chief Steward, or Steward of the employee's district with written authorization from the employee. Any abuse of this Section shall be the subject of a Special Conference.

No official report nor any written derogatory statement regarding an employee shall be filed in their official personnel file unless the employee is sent a dated copy and notified that a copy will be placed in their personnel file. The employee has a right to submit a response to the report or statement and such response shall be attached to and filed with the report or statement in the employee's personnel file. The employee has the right to request that letters of commendation be placed in their official personnel file.

FROM THE PRESIDENT

Many questions have risen in the past couple of weeks regarding Additional Assignments – the who, what, when, why and how much. According to Human Resources, if a department head (or supervisor) assigns work that is above and beyond the current classification of that employee, the department head can go to their President's Council representative and request additional assignment compensation for the CT employee. The President's Council representative, the department head and a representative from Human Resources will discuss the assignment and determine if it warrants extra compensation. They together will determine what is appropriate and an EPS is generated.

We do not have language in our current agreement that covers additional assignments, other than covering for another CT in a higher classification. This is a topic we may want to include in our next contract.

Please do not confuse additional assignments with overtime (4.8) or temporary duties (12.1.4.1). Consult your supervisor and/or your Union steward if you have questions. Following are a few examples that may constitute an additional assignment.

Example #1: A faculty member may write a grant that has additional assignment monies built into it to pay for clerical support.

Example #2: You may have a talent [interior decorating] that could save the University a good deal of money.

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



COMMITTEE REPORTS

Education Committee Report

UAW Local 1950 Scholarship Applications are due on Wednesday, November 15th, 2006. Please go to our Web site for more information.

There is lots of information on our Web site about the Tuesday, November 7th Elections. Plus, there's a "Just for Fun" page that might give you a chuckle or two.

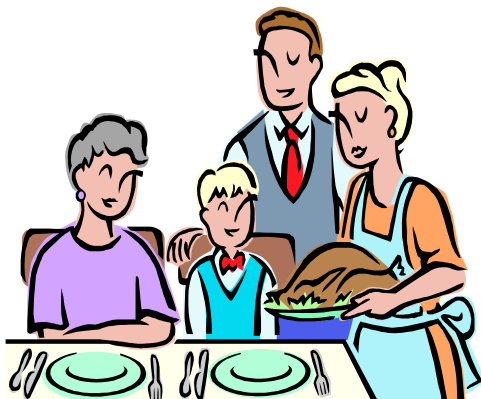
The Education Committee will be meeting shortly to discuss upcoming educational opportunities for Union Members. If there are any topics that you would be interested in, please contact someone on the Committee. We'd love to hear from you.

Community Services Report

We're in the middle of our 2006 Adopt-a-Family for Christmas celebration, and are off to a nice start. We still need your help in making sure that our family has a "Best Christmas Ever". Last year's was so completely successful, and you made a family in need so very happy that I can't wait to see what you've got in store for us this year! There will be a donation box at the next couple of Membership Meetings for those of you who would like to drop off a few dollars to help with incidentals and last minute items. Please contact someone on the Community Services Committee if you would like to help with wrapping presents or if you have any questions.

We are also recommending that we give \$75 each to St. Vincent DePaul, Salvation Army, Lake Superior Hospice, and to the Women's Center/ Harbor House.

Dawn L. Wilder (D.W.), UAW Local 1950 V.P.



*Happy thanksgiving to
UAW Local 1950*

Steward Report

by Grace Albert, Chief Grievance Officer

President Sue Tollefson, Vice President D.W., and UAW Local 1950 Stewards welcomed four new members to our union with a New Member Luncheon on Monday, October 23.

The new members who attended: Lara Clifton-Rice (Senior Clerk, Financial Aid); Julie Downs (Senior Secretary, College of Business); Francine Sanderson (Account Clerk III, NMU Foundation); and Angela Zorza (Senior Secretary, Multicultural Education & Research Center). Two other new members who were unable to attend are Julie Djupe (Senior Secretary II, Alumni Relations) and Linda Johnson (Secretary, NMU Foundation).

New Member Luncheons are held to provide the opportunity for new employees to meet their stewards, president and vice president. It is also an opportunity to give a (very) brief review of some topics in the contract, how our union functions at NMU and what it means to belong to a union. Please join us in welcoming these new members and helping them to adjust to working at NMU.

Thanks to D.W. and Patty Healey for a delicious meal!

Living Will

The last time I had a procedure that required being anesthetized, I was asked if I had a living will. I said I did, although I had no idea where it was. A couple weeks ago I found it when cleaning a filing cabinet. It was signed and dated in 1994. A lot of water has gone over the dam since then so I needed to make some changes, like who was responsible for deciding whether or not I was put on life support. I have since updated the document and had it signed by 2 witnesses. The original document was prepared for my mother by her lawyer. I just changed the names for me.

If any of you would like a copy, please let me know. I would be happy to share it with you.

Phyllis Zaenglein

The Chair Out From Under Them

New York Times Editorial
October 3, 2006

Wal-Mart is famous for trimming, squeezing, and slashing costs relentlessly. While the company would like the world to focus on the benefits derived from its low prices, we cannot ignore how the nation's largest private employer often grinds up its hourly workers in the same machine.

There are distressing signs that Wal-Mart may be acting on many of the ideas outlined in an internal document — leaked last year — to rid its payroll of full-time and less-healthy employees who are more expensive for the company to retain. For instance, Steven Greenhouse and Michael Barbaro reported yesterday in *The Times* that employees at several Florida stores say that managers are barring older employees with back and leg problems from using stools they had sat on for years.

Other employees are complaining of sudden scheduling changes they say are skewed to chase out long-term employees, and wage caps that act as a disincentive for those longer-tenured workers. In a stunning deployment of corporate doublespeak, a memo to store managers describes the wage caps as a way to maintain "internally equitable pay levels." It is true that if everyone is making the same everyday low wages, a perverse form of equality is established among them.

The company says it is not trying to encourage long-

term employees to leave, and that the caps encourage them to move up if they want higher pay. Other retailers impose wage caps, the company argues. It is true that Wal-Mart falls under particular scrutiny, but it is in no small measure because it the largest private employer in the country. And, as that internal document last year noted, poorly compensated part-time workers lacking benefits will turn to government programs for the needy instead, a form of backdoor taxpayer subsidy.

But Costco has shown that better wages for workers don't preclude low prices for customers. If Wal-Mart wants to avoid increasingly onerous legislation, regulation and scrutiny, company executives are going to have to learn that human beings are not machines that can be turned on and off, that parents can't always reshuffle their lives on short notice.

As a business, Wal-Mart minimizes costs and maximizes profits. Society says what is fair, sets the rules of the game through government, and imposes minimum standards. Congress must act to raise the minimum wage, which has sat at a paltry \$5.15 an hour since 1997, and reform the teetering health- insurance system. Right now, it's sending the wrong message to companies like Wal-Mart.

"Follow your dreams and pursue them with courage for it is the pursuit of those dreams that makes life really worth living."
(Linda DuPuy Moore)

PERSONALS

Free - Two Loveable Cats.

Both are 5 years old, spayed, de-clawed, and litter trained. One is a long-haired black and white and the other is a short-haired gray. Both are very loving and affectionate indoor cats who simply love being around people. They have been loved and cared for all their lives. I will not give these special animals to anyone unless I am certain that they will be cared for in a similar way. Allergies in the home are causing them to have to find new homes. They can go to separate homes if necessary. Call Annette at x2947.

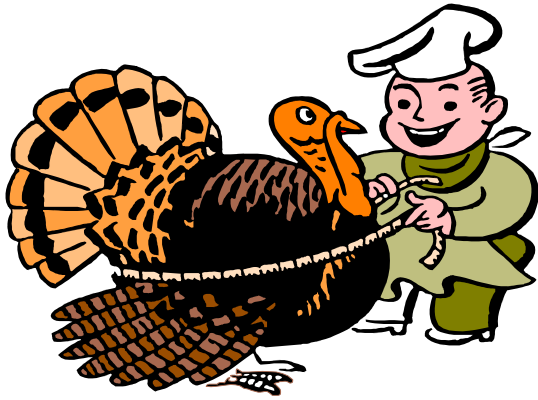
For the Love of Woodworking

(conclusion)

In addition, I make stained glass pictures when I have the time. I currently have a clock, stained glass trout, and various nets for sale at the local Gander Mountain store in Marquette. I have given net making demonstrations at Gander Mountain, and numerous other locations.

For more pictures, go to the *Photo Gallery* on our Web site.





Veterans' Day (conclusion)

That same year President Franklin D. Roosevelt signed a bill making the day a legal holiday in the District of Columbia. For sixteen years the United States formally observed Armistice Day, with impressive ceremonies at the Tomb of the Unknown Soldier, where the Chief Executive or his representative placed a wreath. In many other communities, the American Legion was in charge of the observance, which included parades and religious services. At 11 A.M. all traffic stopped, in tribute to the dead, then volleys were fired and taps sounded.

After World War II, there were many new veterans who had little or no association with World War I. The word, "armistice," means simply a truce; therefore as years passed, the significance of the name of this holiday changed. Leaders of Veterans' groups decided to try to correct this and make November 11 the time to honor all who had fought in various American wars, not just in World War I.

In Emporia, Kansas, on November 11, 1953, instead of an Armistice Day program, there was a Veterans' Day observance. Ed Rees, of Emporia, was so impressed that he introduced a bill into the House to change the name to Veterans' Day. After this passed, Mr. Rees wrote to all state governors and asked for their approval and cooperation in observing the changed holiday. (8881) The name was changed to Veterans' Day by Act of Congress on May 24, 1954. In October of that year, President Eisenhower called on all citizens to observe the day by remembering the sacrifices of all those who fought so gallantly, and through rededication to the task of promoting an enduring peace. The President referred to the change of name to Veterans' Day in honor of the servicemen of all America's wars.

For What It's Worth ...

About the time our original 13 states adopted their new constitution, in 1787, Alexander Tyler, a Scottish history professor at the University of Edinburgh, had this to say about the fall of the Athenian Republic some 2,000 years prior:

"A democracy is always temporary in nature; it simply cannot exist as a permanent form of government. A democracy will continue to exist up until the time that voters discover that they can vote themselves generous gifts from the public treasury. From that moment on, the majority always votes for the candidates who promise the most benefits from the public treasury, with the result that every democracy will finally collapse due to loose fiscal policy, which is always followed by a dictatorship." (1733)

"The average age of the worlds greatest civilizations from the beginning of history, has been about 200 years. During those 200 years, these nations always progressed through the following sequence:

1. From bondage to spiritual faith;
2. From spiritual faith to great courage;
3. From courage to liberty;
4. From liberty to abundance;
5. From abundance to complacency;
6. From complacency to apathy;
7. From apathy to dependence;
8. From dependence back into bondage "

Some say we are in stage 7, but let's remember that the United States is **not** a democracy, we have a constitution-based federal republic with a strong democratic tradition. We elect representatives and have protection of minorities, the rule of law, a separation of powers, and protection of liberties. Remember that your vote counts. People died to give you that right. Don't get discouraged. Vote for the future and let the past go.

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.

Senior Citizen's League

The Senior Citizen's League mission is to promote and assist members and supporters, to educate and alert senior citizens about their rights and freedoms as U.S. Citizens, and to protect and defend the benefits senior citizens have earned and paid for. Please visit their Web site at <http://www.tscl.org> for more information.

CHAPLAINCY CORNER

God as house-builder

“Unless the Lord builds a house, the work of the builders is useless. Unless the Lord protects a city, guarding it with sentries will do no good.
- Psalm 127:1 NLT”

Unless the Lord builds the house

”Benjamin Franklin is best known for his inventions (lightning rod) and his aphorisms (“early to bed and early to rise makes a man healthy, wealthy, and wise”). But he was also a key figure when the thirteen colonies were giving birth to a new nation.

At the age of 81, Franklin was the oldest representative at the 1787 Constitutional Convention in Philadelphia. Weeks after the convention began representatives were still haggling about the relative voting power of large states and small states. Then Franklin stood up and said, “In the beginning of the contest with Britain, when we were sensible of danger, we had daily prayers in this room for the divine protection. Our prayers, sir, were heard and they were graciously answered. . . Have we now forgotten this powerful Friend? Do we imagine that we no longer need his assistance? I have lived a long time, and the longer I live the more convincing proof I see of this truth, that God governs in the affairs of men. . . We have been assured, sir, that ‘except the Lord builds the house, they labor in vain that build it,’ and without His concurring aid, we shall succeed in this political building no better than the builders of Babel.”

The verse from Psalm 127 had its effect. A compromise was soon worked out, and a Constitution was ratified by the states the following year.

Adapted from The One Year® Book of Psalms with devotionals by William J. Petersen and Randy Petersen (Tyndale) entry for October 27.” Content is derived from the Holy Bible, New Living Translation and other publications of Tyndale Publishing House.



Evelyn Stebbins, one of our retirees, was recently hospitalized, but is now at home. Please keep her in your prayers. If you'd like to send a card, her address is 311 Harrison Street, Marquette, MI 49855.

Historic November

November 1, 1902

The Great Anthracite Coal Strike begins. It wins broad public support and is ended by intervention from President Theodore Roosevelt.

November 8, 1892

First general strike in the United States happened in New Orleans.

November 11, 1887

The Haymarket Martyrs-activists framed on riot charges are hanged in Chicago. Industrialists pay admission to watch.

November 13, 1975

Oil, Chemical and Atomic Workers union activist Karen Silkwood is killed in suspicious car crash while on her way to deliver evidence of missing nuclear materials to a reporter.

November 14, 1938

The Congress of Industrial Organizations (CIO) founded, formalizing its split from the American Federation of Labor.

November 17, 1936

The first sit-down strike in the auto industry happened at Bendix Products Company in South Bend, Indiana.

November 19, 1942

Japanese American internees begin general strike at Poston Relocation Center in Arizona. The Colorado River Indian Reservation Tribal Council opposed the use of their lands to perpetuate injustice.

November 20, 1969

Indigenous activists take control of Alcatraz Island under the Fort Laramie treaty of 1986. The 19-month occupation brings national attention to Native issues.

November 22, 1909

“Uprising of the 20,000” textile strike begins in New York.

November 30, 1999

Massive protests challenge the World Trade Organization meeting in Seattle, Washington.

“If life were fair, Elvis would be alive and all the impersonators would be dead.”

Johnny Carson