



The Flame



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

December 2006
The membership is the highest authority of Local 1950

“With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in man, than any other association of men.” Clarence Darrow

Consumer-Directed Health Care (CDHC) Blue Cross/Blue Shield of Michigan

By Gary Jerry

On Thursday Sept. 28th 2006 Jim Tharp, Dawn Wilder, and I attended the Fall 2006 Labor Conference at the Holiday Inn in Marquette. The topic at this year’s conference was Consumer-Directed Health Care (CDHC) by Blue Cross/Blue Shield of Michigan and was presented by Diane Costigan. The information below came from her Power Point presentation, which is on our union Web site.

Some of the CDHC advantages to members are that they allow members to:

- better manage health benefit costs
- have more choice and control over their health care spending
- customize their own benefit package using pretax dollars

Some of the CDHC advantages to employers are that they allow employers to:

- save tax and health care premium dollars (1926)
- provide a wider variety of benefits to meet individual needs
- encourage a healthier, productive, and satisfied work force

We were introduced to IRC Section 125 plans (flexible spending accounts aka cafeteria plans), IRC Section 105 plans (health reimbursement arrangements -HRA), and IRC Section 223 plans (health savings accounts). Diane was a very knowledgeable person. She explained in detail what each plan was. She also covered the pros and cons of each plan.



Wreaths recognize our heroes

By Dorthy Brush

Source: <http://www.canadafreepress.com/2006/brush010706.htm>

Rest easy, sleep well my brothers. Know the line has held, your job is done. Rest easy, sleep well. Others have taken up where you fell, the line has held. Peace, peace, and farewell...

Like bright red candles lighting the dark are the wreaths placed each year at the gravesites in Arlington National cemetery. These wreaths—some 5,000—are donated by the Worcester Wreath Co. of Harrington, Maine. The owner, Merrill Worcester, not only provides the wreaths, but also covers the trucking expenses. He’s quietly and patiently done this since 1992. Also, most years, groups of Maine school kids combine an educational trip to DC with this event to help out. Making this even more remarkable is the fact that Harrington is in one the poorest parts of the state.

(Cont. p. 6)

EMPLOYMENT CHANGES

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.

Patricia Wooldridge filled the 30 hour per week Account Clerk II 4D position in Human Resources effective 11/13/06. She replaces Rachelle Misun, who is now in the Bookstore.

Jennifer Lauren returned to work effective 11/15/06.

Gina O'Donnell's position was reclassified as a Principal Secretary 4B in Housing and Residence Life effective 10/18/06.

Terry Johnson received an additional assignment from 8/1/06-11/30/06.

Barbara Lantz will retire effective 1/1/07.

Jana Nicholls was placed on a leave without pay from 12/5/06 through 12/21/06.

Melinda Carlson filled the Secretary 4E position in the NMU Foundation effective 12/13/06. She replaces Linda Johnson.

Maria Coursey filled the Senior Clerk 4E position in the NMU Foundation effective 12/11/06. She replaces Georgia Tillotson.

Julie Bonner accepted the Principal Secretary 4B position in the Controller's Office effective 12/14/06. She replaces Lori Pelkola.

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Good and Welfare

A sympathy card was sent to **Tom McManus** (art and design) on the loss of his mother; a sympathy card was sent to **Janet Biolo** (financial services) for the loss of her father-in-law; **Chryl Hemmila** (communication & marketing) was sent a retirement card and service award; **Krystal Rintala** (housing and residence life) received a retirement card and service award; and **Jana Nichols** (geography) a gift basket to celebrate her baby boy.

Thank You

Dear UAW Local 1950,

Thank you for thinking of us and for the beautiful plant you sent for the birth of our son, Grady. I sure am enjoying my time at home with him - what a blessing!

Christi Etelamaki

Friends and Fellow Workers of Local 1950

Thank you so much for remembering me and my family on the birth of our newborn son, Levi. The gift basket with a rattle, tub toy, and bath/body shower gel and spray were very much appreciated.

Thanks, Jana Nicholls

Thanks to all of you who are still sending printer cartridges to me for Redeemer's youth.

Phyllis Zaenglein

This is a way to say thanks to a service person in Iraq '... Something that Xerox is doing. If you go to this web site, (2390) <http://www.lets saythanks.com/>, you can pick out a thank you card and Xerox will print it and send it to a Soldier who is currently serving in Iraq. You can't pick out who gets it, but it will go to some member of the armed services. How amazing it would be if every soldier would receive one!

The December "Take a Break" drawing winners were:

Sheri A. Trotochaud,

registrar;

Randy C. Krieg, printing and mail services;

Linda L. Roe, dean of students; and

Marianne Eyer, learning resources division



Grammar Watch

The purpose of this column is to help us recognize and correct mistakes in speech and writing. Please share your questions, ideas, and or peeves!

stationary - not moving

stationery - writing materials

grey - mixture of black & white

gray - British spelling of grey

capital - most important or serious; principal

capitol - a building in D.C.

principal - first in rank,

authority, importance; a person

principle - the ultimate source, origin, or cause of something

Source: *Webster's New world Dictionary of the American Language, etc. etc. etc.*

"It" is never possessive.

Incorrect: She gave the column it's final edit.

Correct: She gave the column its final edit.

"It's" is always a contraction of "it is." "It's okay to question the decisions of our political leaders," or "Return the book to the library when it's due."

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 writer. 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. Mary Beth Reed, Darlene Rantala, Cindy Schwartz, Helen Bicigo, and Don Duquette were the November 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/>

MICHIGAN ITEM PRICING LAW UNDER ATTACK

Dawn Wilder (D.W.), Vice-President

According to an e-mail received by yours truly from UnionVoice.Com, "House Bill 4636, which would gut Michigan's item pricing law, passed in the state House on November 30th and is now being debated in the state Senate. The Senate may vote on it tomorrow.

House Bill 4636 is a very anti-consumer piece of legislation. If passed, this bill would relax the Michigan Item Pricing Law enacted in 1976. This will make it difficult for consumers to verify that they are being charged the correct price for the items they purchase. It will also make it easier and faster for retailers to increase their prices.

If anything, we need increased (9366) enforcement of our item pricing law. Many stores are now openly violating the law by not putting price stickers on their products.

Please contact our state Senator, Mike Prusi, who can be reached at SenMPrusi@senaate.michigan.gov. Ask him to vote "NO" on House Bill 4636 to end this attack on Michigan's item pricing law."

His Website is <http://www.senate.michigan.gov/dem/mikeprusi/>.

To see a letter from the Michigan AFL-CIO to the members of the Michigan state Senate in opposition to HB 4636, go to our Website at <http://uaw1950.nmu.edu>.

Thank you for your help.

Susie Piziali, biology, has accepted the position of district 3 steward, replacing Gary Jerry.
Welcome aboard, Susie!



Levi Boone Nicholls at 10 weeks old. Born September 30, 2006 to Jana (geography) and Mark Nicholls, Levi weighed 8 lbs. 11 ounces and was 21 1/2" long. Baby and family are doing very well.

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 - *Susie Piziali* - West Science, Learning Resources, Magers, New Science Facility, and Whitman

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

Banana Bread – D.W. (Double Recipe)

1 cup butter	2 cups sugar
4 eggs	1 cup sour cream
2 cups mashed bananas	
2 tsp vanilla	3 cups flour
1 tsp salt	2 tsp baking soda
1 cup chopped nuts (walnuts)	

Directions: Preheat oven to 350°

Grease and flour two (2) loaf pans

1. Mix dry ingredients (flour, salt, baking soda) in a separate bowl. Set aside.
2. Cream butter and sugar in a large bowl.
3. Add eggs.
4. Add sugar, sour cream, vanilla and mashed bananas.
5. Add dry ingredients to wet mixture.
6. Stir in nuts. Bake in 350° oven for 1 hour.

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, Dawn Wilder, at dwilder@nmu.edu or assistant editor, Phyllis Zaenglein, at pzaengle@nmu.edu by the 5th of each month, in order to be reviewed for the next month's newsletter.

December Happenings

December 1, 1956 - Rosa Parks arrested in Montgomery, Alabama for refusing to surrender her seat to a white rider launching an important early struggle of the Civil Rights Movement.

December 3, 1847 – Frederick Douglass and Martin Delaney start the anti-slavery newspaper the North Star.

December 3, 1946 – 100,000 join Oakland general strike and win recognition for department store clerks.

December 4, 1969 – Chicago Black Panther chairman Fred Hampton killed in his sleep by police squad.

December 4, 1970 – United Farm Workers president Cesar Chavez jailed for 20 days for refusing to end grape boycott.

December 5, 1955 – The two U.S. labor federations, the AFL and the CIO merge.

December 8, 1930 – Thousands attend funeral of labor heroine Mother Jones at Mt. Olive, Illinois.

December 9, 1869 – Knights of Labor founded

December 14, 1890 – 350 members of Chief Big Foot's Minneconjou Lakota band killed by U.S. troops at Wounded Knee, south Dakota in ethnic cleansing campaign.

December 17, 1943 – U.S. Congress repeals the Chinese Exclusion Act.

December 25, 1921 – Labor leader Eugene Debs released from prison following amnesty campaign.

December 30, 1936 – Flint sit-down strike to prevent out-sourcing of work begins. It ends in February when General Motors Corporation recognizes the United Auto Workers.

Mark your Calendar

December 1 - World AIDS Day

December 5 – International Volunteers Day

December 7 – Pearl Harbor Day (1941)

December 10 – Human Rights Day

December 12 – Poinsettia Day

December 16 – Chanukkah Begins

December 21 – Winter Solstice

December 24 – Christmas Eve

December 25 – **Merry Christmas**

December 26 – Kwanzaa

December 31 – New Year's Eve

The birth flower for December is the Narcissus. The birth stones for December are the Turquoise and the Zircon.

Consumers purchase 29 million cans of
what every day? Answer on page 8.

Senior Corner

Long ago and far away in a land that time forgot,
Before the days of Dylan or the dawn of Camelot.
There lived a race of innocents and they were you and me,
Long ago and far away in the Land of Sandra Dee.

Oh, there was truth and goodness in that land where we were born,
Where navels were for oranges and Peyton Place was porn.
For Ike was in the White House and Hoss was on TV,
And God was in his heaven in the Land of Sandra Dee.

We learned to gut a muffler, we washed our hair at dawn,
We spread our crinolines to dry in circles on the lawn.
And they could hear us coming all the way to Tennessee,
All starched and sprayed and rumbling in the Land of Sandra Dee.

We longed for love and romance and waited for the prince,
And Eddie Fisher married Liz and no one's seen him since.
We danced to "Little Darlin'" and sang to "Stagger Lee"
And cried for Buddy Holly in the Land of Sandra Lee.

Only girls wore earrings then, and three was one to many,
And only boys wore flat-top cuts, except for Jean McKinney.
And only in our wildest dreams did we expect to see
A boy named George with lipstick in the Land of Sandra Dee.

We fell for Frankie Avalon, Annette was oh, so nice,
And when they made a movie, they never made it twice.
We didn't have a Star Trek Five or Psycho Two and Three,
Or Rocky-Rambo Twenty in the Land of Sandra Dee.

Miss Kitty had a heart of gold and Chester had a limp,
And Reagan was a Democrat whose co-star was a chimp.
We had a Mr. Wizard but not a Mr. T,
And Oprah couldn't talk yet in the Land of Sandra Dee.

We had our share of heroes, we never thought they'd go,
At least not Bobby Darin or Marilyn Monroe.
For youth was still eternal and life was yet to be,
And Elvis was forever in the Land of Sandra Dee.

We'd never seen the rock band that was grateful to be fead,
And airplanes weren't named Jefferson and zeppelins weren't led.
And beatles lived in gardens then and monkees in a tree,
Madonna was a virgin in the Land of Sandra Dee.

We'd never heard of microwaves or telephones in cars,
And babies might be bottle-fed but they weren't grown in jars.
And pumping iron got wrinkles out and "gay" meant fancy-free,
And dorms were never coed in the Land of Sandra Dee.

We hadn't seen enough of jets to talk about the lag,
And microchips were what was left at the bottom of the bag.
And hardware was a box of nails and bytes came from a flea,
And rocket ships were fiction in the Land of Sandra Dee.

*Submitted by Ronnie Varney
communication and marketing*

OPINIONS

I don't have the exact numbers, but approximately 300,000 Michiganians lost their jobs in the last 4 years. Many of those in the auto industry will have to find jobs in new occupations; occupations currently filled by underpaid illegals.

When employers hire illegals, they often don't even pay the illegals minimum wage in many occupations. Regardless of the hourly pay, the employer escapes paying social security tax, federal tax, state tax, unemployment tax and any other applicable business taxes. Why are these employers getting away with it? I believe that all aspects of government are turning their collective heads the other way and letting business do their own thing. Why? For the sake of the economy? . . .at the working middle class tax payers expense.

It is interesting that the law makers have stepped back on immigration reform. Did it occur to them that illegals can't vote them out of office? At least not until they give them drivers licenses and the right to vote.

Has any one been to a restaurant in Chicago lately?

Kimber Olli
registrar's office

Next year when minimum wage goes up to \$7.25/hr., the senior clerk (4E) position recently advertised will be only \$.85/hr. over minimum wage. There's something seriously wrong with this picture when students are making almost as much as we are. This WILL be addressed in the next negotiations. Your input to the (8857) bargaining committee is greatly appreciated.

Dawn Wilder
math and comuter sciences

2007 COLA 3.3%

The Social Security Cost-Of-Living Adjustment (COLA) will increase benefits 3.3% in 2007. That's about \$33 a month for someone with an average benefit of \$1011. But for the first time for many beneficiaries, a substantial portion, if not all, of the increase will be completely offset by the increases in Medicare Part B and Part D premiums. In fact, next year some seniors may even see their Social Security benefits shrink, a downward spiral that, without changes, is likely to continue into the future according to Medicare actuaries. To get the details go to <http://www.tscl.org/>.

CDHC (conclusion)

We discussed self-funding plans and how they are administered, and what stop loss coverage is and how it works. We also discussed what is negotiable by the union, and where to go to get more information on FSA's, HRA's, and HSA's.

With the rising cost of health insurance, I feel it's very important for all of our members to become as well informed of their health insurance plans as possible. This is especially important to our bargaining team members, who are negotiating these benefits. By being better educated about health care, we can all make wiser decisions about our health insurance and hopefully keep our health insurance costs down.

Christmas Traditions

Why is there a tree in our living room?

This is a German tradition, started as early as 700 A.D. In the 1800s the tradition of a Christmas tree was widespread in Germany, then moved to England and then to America through Pennsylvanian German immigrants.

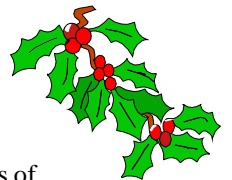
Why is mistletoe hanging over the front door?

For Scandinavians, the goddess of love (**Frigga**) is strongly associated with mistletoe. This link to romance may be where our tradition of kissing under mistletoe came.

Why do we drape holly over the mantel and staircase?

Mistletoe has apparently been used as a decoration in houses for thousands of years and is also associated with many pagan rituals.

According to the book "Extraordinary Origins of Everyday Things," by Charles Panati: The church forbade the use of mistletoe in any form, mindful of its idolatrous associations. As a substitute, it suggested holly. The sharply pointed leaves were to symbolize the thorns in Christ's crown and the red berries drops of his blood. Holly became a nativity tradition. The Christian ban on mistletoe was in effect throughout the Middle Ages. Surprisingly, as late as the 20th century, there were churches in England that forbade the wearing of mistletoe sprigs and corsages during services.



Source: <http://christmas.howstuffworks.com/christmas.htm>

UAW Local 1950 Scholarship Recipients for winter 2007 Semester

Four-Year Program Applicants:

STEVEN SHIRKEY

Parent: Gloria Alexander

Narrative: I am currently a senior at NMU with 98 earned hours. My major is Business-CIS with a minor in Alternative Energies. My mom has been a member of UAW for over ten years and has been the sole supporter of my college career. This scholarship would help tremendously with the extra expenses I incur as a student.

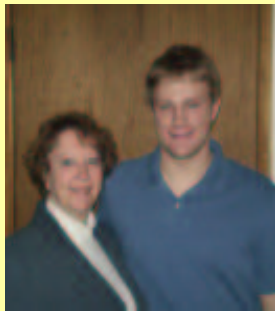


I am really excited NMU has implemented a minor in alternative energies. I have really enjoyed the courses I have already taken and will try to in the future to find an internship that would give me hands on experience. My hope is to someday have a home that is totally "off the grid". I am not exactly sure what kind of employment I will pursue after I graduate, but I really hope it will combine both of my interests.

RYAN BERGMAN

Parent: Carol Bergman

Narrative: I anticipate that I will graduate within the next year with a degree in Political Science. I then plan to attend graduate school where I can be trained for a career in public administration. I hope to work at the grass roots level of government and to make public office a better and more efficient place.



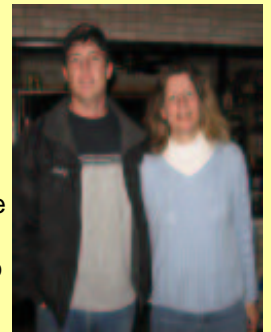
I feel I deserve this scholarship because I hope that during my career I can and will stand for what is right and the United Auto Workers ideals.

One-Two Year Program Applicants:

ANDREW TANKKA

Parent: Susan Henderson

Narrative: I hope to be a recipient of a UAW Local 1950 scholarship to help pay for my college expenses. My mom has my first semester tuition, books, and fees on her credit card, and I hope to be able to help lift some of that strain from our family. Unfortunately, I do not qualify for any of her employee benefits.



I have worked in the construction business since graduating from high school and have even attempted to take some classes before. But because I had to work full-time to support myself, needless-to-say, I could not give school 100%. This time, my mom insisted I go to school full-time, which meant I would have to give up my full-time job. The entire family has tried to help make this happen, and I am proud to say, right now I am at the top of my class. Even though the financial strain is very difficult for not just me, but for my whole family, this decision was the correct one, and I see a huge difference in my ability to excel in the program.

Thank you for even considering me for your scholarship. I assure you, if you do award one to me, you will be very pleased with my final ranking in the class!

Congratulations to all of you!

Movie Review:

NORTH COUNTRY

In 1975 iron mines in northern Minnesota hired their first female miner. By 1989 men still outnumbered females 30:1. This movie is about the sexual harassment experienced by the women, their involvement in the union, and the class action suit the women won against the miners. (9722) The women were awarded a modest financial settlement, but more importantly, a sexual harassment policy, that protected them and all who followed, was put in place. This landmark action resonated around the world. The DVD is available at Family Video.

CHAPLAINCY CORNER

Celebrating family honors God

Do not worship the Lord your God in the way these pagan people worship their gods. Rather, you must seek the Lord your God at the place he himself will choose from among all the tribes for his name to be honored. There you will bring to the Lord your burnt offerings, your sacrifices, your tithes, your special gifts, your offerings to fulfill a vow, your freewill offerings, and your offerings of the firstborn animals of your flocks and herds. **There you and your families will feast in the presence of the Lord your God, and you will rejoice in all you have accomplished because the Lord your God has blessed you.**

- Deuteronomy 12:4-7 NLT

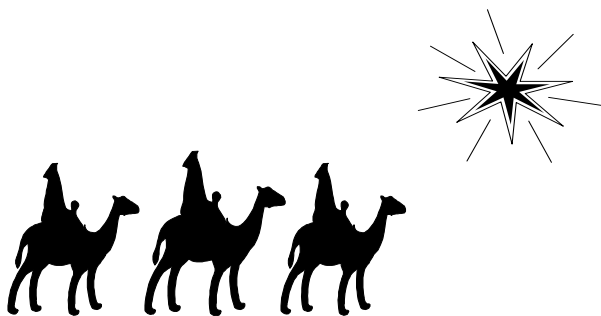
Count God in

Family celebrations are an effective way to bond family members to each other and to God.

Within God's laws and rules for his people in the land of promise we find this wonderful insight: God is a God of joy and gladness. For those who think that God is somber and expects us to always go into his presence in a somber mood, this is a great passage to study.

God wants us to worship him with joy and gladness. Families come together for feasting and food, joy and delight, fun and games. "Count me in," God is reminding us. "Use these occasions to praise and honor me and to thank me for what I have done for you." Remember this when you get together for family feasting and fun.

Content is derived from the Holy Bible, New Living Translation and other publications of Tyndale Publishing House



OUTLOOK ON LIFE

*Now that I have reached the age of eight-five,
Boy, am I glad to be alive!
I really enjoy reading "The FLAME",
Here and there I recognize a familiar name.
Great thought of UAW I can recall,
Our Christmas parties were always a "ball".
May the UAW "FLAME" keep burning every
so bright,
Capturing the "wrongs" and making them
"right".*

Please keep me on your mailing list. Reading the FLAME gives me a lift for the day.

Sincerely,
Ione Bernard (retired and living in Nevada)

We enjoy hearing from our retirees and will print your letter in the FLAME.

Dorothea Barshaw, retired, school of education, was in an automobile accident on Friday, October 27. She was hospitalized for more than a week but is now at home and doing well. If you would like to send a card, her address is 219 Genessee, Marquette.

Christmas Stamps!

A woman goes to the post office to buy stamps for her Christmas cards. She says to the clerk, "May I have 50 Christmas stamps?"

The clerk says, "What denomination?"

The woman says, "God help us. Has it come to this? Give me 6 Catholic, 12 Presbyterian, 10 Lutheran and 22 Baptists."

FYI - This is the last year we will have the option of using *religious* Christmas stamps.