



The Flame



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

February 2007
The membership is the highest authority of Local 1950

Skill-based Classification System on the Way

by Phyllis Zaenglein

Recently, the university selected Segal Company and Sibson Consulting to develop and implement a new skill-based classification system for the C/Ts and the A/Ps. The current system for the C/Ts was developed 28 years ago and is considered too secretive and grossly outdated. We have been trying for 9 years (3 contracts) to have this remedied. Hopefully, a change is in the near future.

According to Segan/Sibson's *Proposal for Consulting Service*, November 7, 2006, the program objectives are:

1. Standardize job descriptions for like positions
2. Skill-based classification system, although the university is open to considering alternative methodologies
3. Clear administrative guidelines that facilitate timely classification results
4. Easy-to-follow training and communications guide for posting on the HR website and use by university staff in conducting training
5. A communications plan for implementing the new program to key constituents including
 - a. university leadership, managers, supervisors
 - b. union leadership
 - c. clerical/technical employees

Technology changes in our jobs will have a direct impact on this new system. Over the years we have become more computer literate, using a number of programs that had not been created when our current system was developed. Through retirements and attrition, we are doing more with fewer people, not uncommon in today's workplace.

We will keep you informed to the status of this process. Maybe there will be a new system in place before most of us retire!

“Presenteeism” afflicts business, experts say

NEW YORK, Jan 26 (Reuters Life!) - Practically every workplace has one — the employee who comes to the job aching, coughing and sneezing. So-called “presenteeism,” or going to work when sick, is a persistent problem at more than half of U.S. workplaces and costs U.S. business a whopping \$180 billion a year, research shows. Like its more notorious counterpart absenteeism, it takes on growing importance as employers try to keep an eye on productivity and the bottom line, experts say.

“Employers are increasingly concerned about the threat that sick employees pose in the workplace,” said Brett Gorovsky, an analyst at CCH, a Riverwoods, Illinois-based provider of business and corporate law information and a division of Wolters Kluwer. “Presenteeism can take a very real hit on the bottom line, although it is often unrecognized,” he said. Recognition of the issue is growing, however, as CCH research shows 56 percent of human resource executives see presenteeism as a problem. That’s up from 39 percent making the same complaint two years ago, Gorovsky said. Presenteeism costs employers in terms of lowered productivity, prolonged illness by sick workers and the potential spread of illness to colleagues and customers, experts say. Presenteeism can prove elusive to measure, unlike absenteeism, said Cheryl Koopman, a professor of psychiatry and behavioral sciences at Stanford University and an expert on workplace stress and presenteeism.



TOUGHING IT OUT

Yet it’s something almost everyone not only recognizes but probably has experienced, she said. “We all think we know somebody who’s made us sick, when that person is speaking into the same phone or touching your computer or even turning your doorknob,” she said, adding that she too is guilty. “Canceling a class because I have a cold just doesn’t seem justifiable,” she said. “I’ll keep my distance from the students, I’ll try not to cough at them, I think of how I’m going to do it without anybody getting sick.” As often as two-thirds of the time, sick people go to work because they feel they have too much work to do, according to the CCH study. The second-most common reason is workers believe no one else is available to cover their workload, CCH said. “With corporate downsizings of the past creating a leaner workforce, employees often feel they have to show up for work, whether it’s out of guilt

(cont. p. 4)

Congratulations

Mary Kuczvara, Sue Young, Terri Mattson, June Nelson, and Julie Genore won 5 of the eleven weekly drawings in NMU's Celebrate Wellness Program.

Tricia Dawn Sheldon, daughter of Pat Sheldon (retired), will marry Matthew Robert Bush on August 25, 2007.



EMPLOYMENT CHANGES

Grant Guston filled the new Academic Electronics Technician 4C position in the Learning (0636) Resources Division, effective 1/22/07.

Nina Parkkonen was placed on a medical leave effective 1/24/07.

Big Brothers/Big Sisters will be holding their annual fundraiser "Bowl for Kids Sake" on Saturday March 24th. Teams are desperately needed to help raise funds to help local underprivileged boys and girls. This is a fun event, requiring a minimal amount of time and effort. Teams can sign up to bowl in either Marquette or Ishpeming. All money raised stays in the local Big Brothers/Big Sisters Chapter. If you are interested in forming a team, please contact Big Brothers/Big Sisters at 475-7801 for more information.
Kathy A. Solka, School of Technology & Applied Sciences

Table of Content

Classification System	1
Presenteeism	1
Congratulations	2
Employment Changes	2
Thank You	2
Grammar Watch	3
Take a Break Winners	3
Optical Savings	3
Home Safety Tip	4
Senior Corner	4
Always Remain Alert	4
Historic February	5
Michigan Action Project	5
Raffle Results	6
Know Your Bylaws	6
Classification Survey	6
Chaplaincy Corner	7
Committee Reports	7

Thank You

Thank you for remembering to help the Marquette Salvation Army with your gift of \$75.00 for Christmas work of 2006. Your gift helped in wrapping your arms of love around others in need, therefore "doing the most good."

Donna Rose, Captain
Grace LaFever, Captain

Dear Local 1950~

Thank you for your donation (\$75.00) to the Women's Center. Your generosity is very much appreciated!

Happy Holidays!

Dear UAW Local 1950 Members,

I want to express my sincerest gratitude to you for awarding me one of your educational scholarships for the Winter 2007 semester. It has definitely come in handy with all the expenses involved with going to school.

Thank you again,

Andy Tankka,
son of Gloria Alexandra

The January "Take a Break" drawing winners were:

Nina Thomas, Intercollegic Athletics/Rec Sports;
Jana Nicholls, Geography;
Jan Marana, Financial Aid; Tammy Clisch, Counseling, and Bev Evans, AIS/Library



OPTICAL SAVINGS AT SHOPKO

by Phyllis Zaenglein

Kitty Davis sent me an email saying she saved almost \$100 on her glasses using her AARP card vs. our SET insurance at Shopko. I talked to one of Shopko's technicians to find out the particulars. When you purchase a total pair of glasses (lenses and frames), you can save 30%. If you purchase frames or lenses separately, you save 15%. You can also save up to 20% off the retail price of contact lenses. (5478) You cannot use your AARP card AND your SET insurance. Up to \$40 on your eye exam, for either glasses or contacts, is also covered.



It's an either/or deal. The AARP plan is available as often as you want at any health care provider. Other providers are Sears Optical, Pearle Vision, JCPenney Optical, LensCrafters, and Target Optical.

Anyone over 50 years old can join AARP. Their annual fee is \$12.50: \$21.00 for 2 years, or \$29.50 for 3 years. Your spouse can join at no charge. As a member, you are entitled to discounts on hundreds of products and services. It's more than hotel discounts! Check out their site at <http://www.aarp.org/>.

Thanks so much, Kitty.

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. Gloria Alexander, Kitty Davis, Rynee, Richards, Judy Hooper, and Stacy Busch were the January winners.

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!

Apostrophes are used for contractions (can't) or showing possession (John's truck), but not for making numbers or abbreviations plural. For example:

It's the 1980s, NOT the 1980's, or it's '80s, but not '80's. It's IRAs, TVs, DVDs, BBQs, etc.

There are, however, rare exceptions: Even though you would use "three Rs" you would have to use an apostrophe to avoid confusion as in "three A's". Even then, if the context is clear, you wouldn't use the apostrophe, such as, "His report card had three As, two Bs and two Cs."

The other exception is with pluralizing lower case abbreviations, such as "watching your p's and q's" or "the ok's have it".

Thanks to *Linda Roe,*
Dean of Students

Source: The Gregg Reference Manual

2006-2007 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 - *Ray Liubakka* - Services Building, Jacobetti Center, PEIF, Superior Dome, and Berry Events Center

District 3 - *Suzie Piziali* - West Science, Learning Resources, Magers, New Science Facility, and Whitman

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

Home Safety Tip

This is good information, especially if we are home alone... Put your car keys beside your bed at night. If you hear a noise outside your home or someone trying to get in your house, just press the panic button for your car.

The next time you come home for the night and you start to put your keys away, think of this: It's a security alarm system that you probably already have and requires no installation. Test it. It will go off from most everywhere inside your house and will keep honking until your battery runs down or until you reset it with the button on the key fob chain. It works if you park in your driveway or garage.

If your car alarm goes off when someone is trying to break in your house, odds are the burglar or rapist won't stick around. After a few seconds all the neighbors will be looking out their windows to see who is out there and sure enough the criminal won't want that.

And remember to carry your keys while walking to your car in a parking lot. The alarm can work the same way there. This is something that should really be shared with everyone. Maybe it could save a life or a sexual abuse crime.

Pass on to others as an idea for improving their safety at home.

Senior Corner

Social Security Agreement with Mexico Released After 3-1/2 Year Freedom of Information Act Battle

January 4, 2007 (Washington, DC) – After numerous refusals over three and a half years, the Social Security Administration (SSA) has released the first known public copy of the U.S.-Mexico Social Security Totalization Agreement. The government made the disclosure in response to lawsuits filed under the Freedom of Information Act by TREA Senior Citizens League, a 1.2 million member nonpartisan seniors advocacy group.

The Totalization Agreement could allow millions of illegal Mexican workers to draw billions of dollars from the U.S. Social Security Trust Fund. Read more on The Senior Citizen League Website at <http://www.tscl.org/NewContent/102800.asp>

Thanks to *Dawn Wilder, Math and Computer Science*

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.

Presentism (conclusion)

over staying home or concerns over job (1341) security," Gorovsky said. In fact, presenteeism is often encouraged, as employees may be honored for perfect attendance, experts note. "There's an American ethic to tough it out, rise to the occasion and ignore your minor woes," Koopman said. "It sounds really wimpy to say you're not going to come to work just because you have a cold." Of course, for plenty of people, going to work sick is not a choice, said Cindia Cameron, organizing director for 9to5. The advocacy group found 47 percent of the nation's private sector workforce has no paid sick leave. Some Democrats in Congress have pushed legislation that would require many employers with 15 workers or more to provide a minimum of seven paid sick days a year.

Thanks to *Kelly Dore'*

New Student Orientation Program

Source: Yahoo Health

Did you know?

In George Washington's days, there were no cameras. One's image was either sculpted or painted. Some paintings of George Washington showed him standing behind a desk with one arm behind his back while others showed both legs and both arms. Prices charged by painters were not based on how many people were to be painted, but by how many limbs were to be painted. Arms and legs are "limbs," therefore painting them would cost the buyer more. Hence the expression, "Okay, but it'll cost you an arm and a leg."

Always Remain Alert

Cut and paste the website below to watch this video and be aware of the tricks that are played to get your information and personal belongings.

Enjoy and pass it on to a friend or co-worker as well as relatives and family members.

http://www.sheriff.org/videos/psa_cartheft.html

HISTORIC FEBRUARY

February 1st

1902 - Birthday of Langston Hughes
1960 – First lunch counter sit-in in Greensboro, NC

February 4th

1899 – Philippine/American war starts. U.S. takes over from the collapsing Spanish forces, killing at least 800,000, mostly civilians.

February 5th

1830 – The NY Daily Sentinel is launched - the first daily labor newspaper in the U.S.

February 6th

1919 – Strike by 32,000 Seattle shipyard workers leads to general strike.

February 11th

1903 – Japanese Mexican Labor Association is founded to organize agricultural workers.
1990 – Nelson Mandela, South African anti-apartheid leader, is released from prison.

February 19th

1945 – President Franklin D. Roosevelt orders Japanese Americans confined to concentration camps. White growers, who had pressed for the measure import Mexican laborers to replace Japanese field workers.

February 21st

1965 – Malcolm X is assassinated in New York City.

February 22nd

1860 – Twenty thousand boot and shoemakers strike in northeastern U.S. It is the first regional strike and the most extensive pre-Civil War strike.

February 24th

1965 – District 1199 (hospital workers) takes stand against the Viet Nam war.

February 25th

1851 – Sojourners Truth addresses the first Black Women's Rights Convention in Akron, Ohio.

February 26th

1941 – Victory in the Bethlehem Steel strike, one of several victories achieved through an alliance of the Steel Workers Organizing Committee, the National Negro Congress, and the NAACP.

February 27th

1973 – Seventy-one day occupation of Wounded Knee by American Indian Movement and Oglala traditionalist begins.

Thanks to *Dawn Wilder, Math and Computer Science*

Michigan Action Project

Problem:

Over the holidays, the state's most polluting animal factory began dumping raw sewage in Lenawee County to avoid a catastrophic overflow of their waste lagoons. The facility dumped and sprayed raw sewage for over a week onto frozen ground. (7553) Once the weather warms, virtually all of the waste will flow downstream into Lime Creek, then into the Maumee River, and finally into Lake Erie.

Numerous other animal factories in the state have also begun this highly polluting and dangerous activity. Animal factories in Michigan are causing a major public health disaster by contaminating our water with sewage containing E. coli bacteria and deadly pathogens. Michigan is facing an epidemic of animal sewage lagoon overflows!

Solution:

The Michigan legislature MUST take action immediately to put a stop to the spread of animal factories in Michigan and the poisoning of Michigan waterways and rural communities. Please send a

message to your elected officials about this situation and urge them to take immediate action to stop this polluting industry.

Action Needed:

Please click the link below to send a message to your elected officials today. Let them know that they MUST change Michigan law to prevent this kind of public health disaster from happening again!

The deadline for responding is **February 7, 2007**. Please contact your state senator or congressman at <http://www.michigan.gov/>. A letter can be found at <http://map.e-actionmax.com/takeaction.asp?t=1&aaid=2288>

Source: <http://map.e-actionmax.com/default.asp>



LOCAL 1950 - AFTER HOLIDAY PARTY

Wednesday, January 24, 2007

Raffle

Money Drawings

\$50 Ruth Ann Holm

\$25 Terri Williams

\$25 Sue Tollefson

Bingo: Ten \$10

Sue Young, Georgia Tillotson, Dan Leppanen, Julie Downs, Annette Brown, Kathy Maki, Tina Weiland, Tracy Vanabel, Carolyn Basal, Lorilee Weiger

Bookstore:

Stuffed Elephant- Grace Albert

Art Glass Cutting Board - Marsha Larmour

Green NMU Sweater - Kris Johnson

NMU Duffel Bag - Gloria Alexander

Picture Frame - Ray Liubakka

White NMU Sweater - Tina Sehl

Compact Lamp - Norma St. Arnauld

Jewelry - donated by Terry Johnson - Lori Rintala

\$10 Tastefully Simple - donated by Darlene Kyto
Joan Kendall-Rozman and Mindy Carlson

50-50 (\$25.50) - Phyllis Zaenglein

CAP Ticket Drawing (\$25) - Jan Marana

Thanks to *Mary Letts, Special Events Committee*

SPECIAL DAYS AND EVENTS

February 2 – Groundhog Day

February 3 – Patient Recognition Day

February 8 – Boy Scout Day

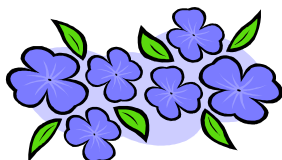
February 14 – St. Valentine's Day

February 17 – Random Acts of Kindness Day

February 19 – President's Day

The birth flower for February is the Violet.

The birth stone for February is the Amethyst.



Thanks to *Dawn Wilder, Math and Computer Science*

KNOW YOUR BYLAWS

ARTICLE VIII – Executive Board – Section 7: All members of the Executive Board must attend two out of every three membership meetings and two out of every three Executive Board meetings, unless properly excused by the Executive Board, in order to continue to hold the respective office or position. Executive Board members who fail to comply with this provision shall be automatically removed from office and replaced in accordance with Article XI, Section 1, of these Bylaws.

JOB CLASSIFICATION SURVEY SUMMARY

By Dawn Wilder, UAW 1950 Vice-President

The survey ran from Monday, January 8, through Tuesday, January 23, 2007. There were 88 completed surveys out of a possible 169. Fifty-two percent of our membership participated.

The majority of respondents feel the Job Evaluation Committee should be nominated and elected by the membership and that term limits be set at three-year terms.

A greater number of respondents indicated the criteria for membership on the Job Evaluation Committee should be any member in good standing with a minimum of five years in the union. However, almost as many indicated that any member in good standing should be eligible.

Respondents were almost evenly split on whether each classification level should be represented on the committee.

Respondents strongly feel that there should be three (3) alternate committee members to assure fair representation and were split as to whether only Clericals should evaluate clerical positions and only Technicals should evaluate technical positions. Respondents also indicated they would like to choose who [on the Job Classification Committee] would represent them at the reclassification meeting.

Respondents strongly feel they should be given access to the actual points awarded during reclassification. They overwhelmingly voted to have a specific explanation why a reclassification request is denied. Respondents also want the policy reinstated that allows them to address the committee along with their supervisor.

Respondents are also in favor of establishing a Reclassification Assistance Committee to help write reclassification questionnaires.

To see complete results of the survey, please go to the MEMBERS ONLY section on our Website at <http://uaw1950.nmu.edu>.

HEALTH & WELLNESS COMMITTEE

Dawn Wilder, UAW 1950 Representative

Della Cheney and Jan Marana were the grand prize winners in this year's Celebrate Wellness program. They each won a 2GB iPod Nano. Way to go! I hadn't realized how many of our members participate in this 11-week self-scoring wellness program.

The Wildcat Wellness Health Fair will be held on Tuesday, February 13th. Hope to see you all there. We get release time to attend so why not? I'll be manning the Health & Wellness Committee's table from 2:00 – 3:00 so stop by and say hi.

Our health care costs continue to rise so make sure you start socking away money for next January when we're asked to "pay back". According to Kristen Portale, we're up 10% in December 2006 as compared to December 2005, and we're up 24.35% for the four-month period of September through December 2006 as compared to the same time last year.

COMMUNITY SERVICES

Dawn Wilder, Vice-President

UAW Local 1950 made the "news" twice in the last couple months. We were featured in the December 20th edition of *The Mining Journal* when we ran an article about our Adopt-a-Family campaign. We were featured again on January 21st with our winter 2007 scholarship winners.

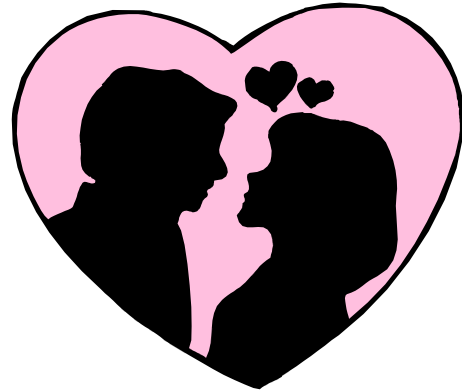
Kerry Mohr took care of distributing the perishable food items donated at the After Holidays Party on January 24th. Thank you again for your generosity and your willingness to help the less fortunate.

Terry Johnson had a great suggestion! She asked why we don't have food items donated at the May luncheon and paper/hygiene products donated at the After Holidays Party. (8666) That way we don't have to worry about the canned goods freezing if they have to do an overnight in the car. That's Terry for ya, always thinking.

EDUCATION COMMITTEE

Dawn Wilder, Vice-President

Yes, it's time once again to solicit applications for the UAW Local 1950 Scholarship. Forms must be received no later than April 15th to be considered for the fall 2007 semester. Please visit our Website at <http://uaw1950.nmu.edu> for more information.



CHAPLAINCY CORNER

How often do you want to "get even?"

The Lord despises double standards of every kind.

Proverbs 20:10 NLT

Never pay back evil to anyone. Do things in such a way that everyone can see you are honorable. Do your part to live in peace with everyone, as much as possible. Dear friends, never avenge yourselves. Leave that to God. For it is written, "I will take vengeance; I will repay those who deserve it," says the Lord.

Romans 12:17-19 NLT

Don't say, "I will get even for this wrong." Wait for the Lord to handle the matter.

Proverbs 20:22 NLT

God's measure

How often do we see the evil around us and pray for God's justice? We wonder, Why does God allow this evil to go on! This kind of thinking leads to two of the most common double standards: (1) judging others more harshly than we judge ourselves, and (2) believing God should judge others but remain lenient with us.

The Lord despises double standards because they elevate one person at the expense of others. These man-made standards also lack the mercy of God.

In our cry for fairness, we should not forget the frightening consequences of justice. As sinners, God could justly destroy each of us today for missing the mark of perfection. When we remember that God's patience and mercy block his judgment towards us, we will more likely show others patience and mercy.

WISE WAYS Before you rush to judge another person, ask yourself whether you would be able to endure the same standard.

Today, Lord, give me strength to replace judgment with mercy.

Adapted from *The One Year® Book of Proverbs* by Neil S. Wilson, Tyndale House Publishers (2002), entry for March 20

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