

**INSIDE THIS
ISSUE:**

What the Union Does for You 2

Get to Know Your Union: Glossary 2

Straight From the Contract 3

How to Get Involved 3

Benefits of Membership 3

When We Undermine Ourselves 4

**UPCOMING
EVENTS**

- **Brown Bag Lunch - July 16** at 11:30am
- **Staff Senate Meeting - August 2** at 9am
- **Commencement August 3**
- **Executive Board Meeting - August 13** at 5pm



www.afscmelocal2887.com

VOLUME 2, ISSUE 3

JULY 2013

July Membership Drive

The ability of the Union to act is directly related to our membership. With contract negotiations in progress, it has never been more important for Local 2887 to show our strength. Every active and engaged Member increases our ability to bargain, putting us in a better position to not only retain our existing rights but to increase our benefits and improve our work place.

With this in mind, Local 2887 will be having a membership drive with special incentives during the month of July. If you upgrade from Fair Share during July, you will receive a \$25 gift card for either QT, Shop N Save, or AMC Movie Theaters.

The difference between Fair Share and Member dues paid by full-time employees is less than \$6 per pay period. Union dues are tax-deductible and go directly

to the Union. Dues money cannot be used for campaign contributions or political activities.

For those who are already full Members, you will receive \$5 for every new member you sign up.



Members can also sign up to join our PEOPLE MVP program.

PEOPLE is the political action and legislative arm of AFSCME, funded entirely through voluntary contributions from our members. You can sign up to be an MVP through a payroll deduction of \$4.20 per pay period. All new PEOPLE MVPs receive a green AFSCME jacket and earn points to spend on other rewards.

Contact any of the Officers or your building Steward to get a green card to upgrade your membership. Once completed, Dana Dain will contact you to give you your gift card.

As a full member, you have a vote. You have the power to help better the environment in which you work. No one enjoys paying dues, but the union is here and it works. It works as hard as active members care to make it work.

-Vickie Sumner, Treasurer

Contract Negotiation Update

As reported at the June General Meeting, our Local is currently in negotiations with Human Resources on our new contract. While the exact details cannot be shared at this time, there are some general points that can be shared. Most of the points we are working on came from the pre-negotiation committee as well as recommendations from the membership.

In some sections we are seeking

a clarification on wording to make it less confusing. The articles we are currently working to changes and improve include Article III, Section 3; Article XI, Section 7; Article XIII, Section 6; Article XVII; Article XX; Article XXI, Section 1; and Article XXIII, Section 1.

Wage increases and contract length have not yet been discussed as we want to get non-financial issues worked out first.

We received a great response to the survey and will be using this information as we continue to negotiate. Thank you to everyone who took the time to respond and share your comments.

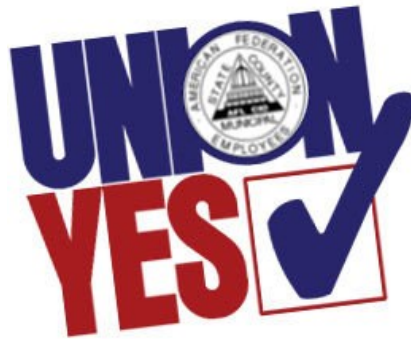
The next negotiation meeting is being scheduled. When more details are available, those will be communicated to the membership via our discussion forums, our announce list, and Brown Bag sessions.

What the Union Does For You

Many things the Local does involve confidential issues and personnel matters—things that cannot be shared with the membership. Just because you cannot always see the work being done, though, it does not mean that the Local is not helping. The Local is very active throughout the year to protect your rights and strives to improve the work environment for all members. From conflict resolution to investigating contract violations to improving our campus and surrounding community, the Union is always hard at work to advance the interests of our members.

Our contract is the most important document we have as a

Union, and it evolves during every negotiation. We have not always had the



benefits that we have today. During our last negotiations in 2010, we earned additional compensation based on longevity, the right to emergency time off with pay in extreme situations, and a shift differential for second shift employees. With the support and activism of our employees, we can continue to improve our work conditions and policies.

The Union supports its members by giving them a platform and a way to make things better. From simple improvements to major issues, our members have an opportunity to speak up for their rights and know that they have the strength of our membership supporting them.

I am very appreciative of the union because without the union you have no representation and things don't change. I was having difficulty with my supervisor, and the union was able to help me resolve many of those issues. After seeing how much I can count on the union, I decided to become a full member and a steward for Local 2887. Having proper representation gives you a voice for relevant change, but without representation I feel you can have a voice but you may have to deal with unwanted consequences. I would like to thank both Ed and Dana for being available when needed.

-Melanie Stith, Community Worker and Local 2887 Steward

Get to Know Your Union: Glossary of Terms

From the Winter 2013 issue of AFSCME Works.

Agency Shop, Fair Share and “Right to Work”: In an agency shop, an employee who is covered by a contract but declines to join the union pays a fee (also known as “fair share”) to help cover what it costs the union to represent her/him in bargaining and other matters—something the union is required to do for all employees in that shop. When there’s no agency shop in a workplace, some workers known as “free riders” benefit from the union without joining or paying their fair share. So-called right-to-work laws, now in place in 24 states, weaken unions by prohibiting agency shops.

Bargaining Unit: Employees who share a professional interest come together in their union to collectively bargain.

Collective Bargaining: Workers who are members of a bargaining unit negotiate with their employer through their union representatives over wages, benefits and working conditions.

Grievance and Arbitration: To resolve disputes between an employee and an employer, a union contract or work rules establishes a formal procedure to reach a mutually agreed upon solution. That’s called a grievance. The worker

initiates a grievance through the union’s steward, who represents the employees. If the grievance is not resolved, the union may be able to appeal to a professional arbitrator selected jointly by the union and management—a process called grievance arbitration.

Volunteer Member Organizer (VMO): These are workers who volunteer to help build the union through organizing. AFSCME’s VMO program trains members to reach out to co-workers and their communities and enroll them in the union. The more members in our ranks, the more we can pull together and stand up for working families.

Straight from the Contract: Member Dues and Non-Member Fair Share Payments

Section 1. Dues Deduction.

The University agrees to deduct Union dues, Public Employees Organized to Promote Legislative Equality (P.E.O.P.L.E.), and American Federation of State, County, and Municipal Employees (AFSCME) benefits contributions upon receipt of an appropriate written and signed authorization directly from any employee covered by this Agreement, on a form mutually agreed to by the University and the Union.

Authorization of such deduction, and cancellation of such deduction, shall comply with the State Salary and Annuity Withholding Act, 127 Ill. Rev. Stat. 351 et seq., and other applicable laws, as amended from time to time, and procedures established by the Comptroller.

Section 2. Fair Share Deduction. Pursuant to Section 11 of the Illinois Educational Labor Relations Act....the parties agree

that non-union members employed in status positions in the unit who choose not to become members within thirty days of such employment, shall be required to pay a fair share fee not to exceed the amount of dues uniformly required by Union members. The fair share fee certified by the Union shall be deducted from the employee's paycheck.

Federal election law and some state laws prohibit using dues for campaign contributions and other political activities.

How to Get Involved

Anyone who works in a position covered by our contract is part of the Union, but where do you go from there? How do you make the most of your dues money? It all comes down to how much you are willing to put into it.

If you are Fair Share, the first thing you need to do is become a Full Member. To do this, contact one of the Officers or Stewards and complete a green card. General Meetings and Brown

Bag Lunches are the best place to start increasing your benefits. These activities provide an opportunity to get to know other members in person and to share your ideas and concerns. Beyond that we have a Facebook page, a discussion forum, and a regular newsletter to keep up-to-date on what is going on.

At times, the Local may have special committees, which are also an ideal way to become more active.

Members also have the opportunity to become Trained Stewards. The two-day training sessions are offered at various times of the year and provide training on resolving conflicts, understanding your contract, and encouraging others to become more involved.

Once you have been a Full Member for at least a year, you are eligible to run for office. Terms and responsibilities vary by position.

DID YOU

KNOW?

Any Full Share Member who signs up a new member will be paid a \$5 green card bounty.

Benefits of Membership

Why join the Union? What is in it for you? Beyond giving our Local more bargaining power to fight for your benefits and rights, there are many perks of being a Member.

Voting privileges are reserved for Members only. When there are important issues to be decided—as well as contract ratification—you have to be a Mem-

ber to make your voice heard.

The AFSCME Advantage program offers discounts and other benefits like insurance, legal advice, and product discounts. There are also additional benefits and discounts available through UnionPlus.

For Members and their family, several scholarships are offered throughout the year.

Members can also gain additional work experience and opportunities through the Steward program as well as opportunities with Local leadership.

We will always represent our membership equally, and we hope that representation is important enough to encourage our Fair Share members to step up and contribute.

OFFICERS:

Dana Dain President
ddain@siue.edu 650-5156

Vanessa King Vice-President
vking@siue.edu 874-0160

Anne Hunter Secretary
anhunte@siue.edu 650-3050

Vickie Sumner Treasurer
vsumner@siue.edu 650-3819

Tami Kershaw Executive Board
tkersha@siue.edu 650-2133

Lori Huntley Executive Board
lohuntl@siue.edu 650-2414

Vacant Executive Board

Vicki Daggett Trustee
vdagget@siue.edu 650-9300

Sherie Gottlob Trustee
sgottlo@siue.edu 474-7200

Diane Schilling Trustee
dschill@siue.edu 650-3786



LOCAL CONTACTS

Vacant PEOPLE Chair

Anne Hunter
Solidarity Committee Chair
anhunte@siue.edu 650-3050

LOCAL STEWARDS

Anne Hunter Edwardsville
anhunte@siue.edu 650-3050

Linda Colombara-Buffo Edw.
lcolomb@siue.edu 650-2334

Lori Huntley Edwardsville
lohuntl@siue.edu 650-2414

Dana Dain Edwardsville
ddain@siue.edu 650-5156

Vanessa King East St. Louis
vking@siue.edu 874-0160

Sherie Gottlob Alton
sgottlo@siue.edu 474-7200

Vicki Kruse Edwardsville
vkruse@siue.edu 650-2770

Diane Schilling Edwardsville
dschill@siue.edu 650-3786

Melanie Stith East St. Louis
mstith@siue.edu 482-6958

Vicki Sumner Edwardsville
vsumner@siue.edu 650-3819

Christine Tartt Edwardsville
ctartt@siue.edu 650-3090

When We Undermine Ourselves

While it is easy to blame supervisors, management, and administration for things we are unhappy about, sometimes we contribute to bad situations. If we are not actively working to change things, we can perpetuate bad habits and create past practices that can hurt us.

The most important thing we can do as members is to know and enforce our contract. We take pride in our work, but our work ethic can make it more difficult to address issues in the long-term. If we are skipping breaks or lunch periods, stay over past our scheduled time or come in on days we are not scheduled it can hurt us and our co-workers when problems arise. Over time, those things we

volunteer in order to do a good job can become required.

Many times our Members wonder, "Why has this not happened yet?"



The answer is, "Why are you not involved in making it happen? Why are you expecting someone else to do it for you?" If one person could do it, it would already be done. Making positive change requires the ef-

forts of many, and very often change can only happen with the full support of our entire membership. Get involved and stand up for your rights protected in our contract.

It is also important to take the initiative to question things you do not understand or believe should be changed. The Union can advocate for positive change, but it cannot advocate for things the leadership does not know about. Good ideas come from all our members, not just those who have taken on additional responsibilities. Today it may be one person's problem, but tomorrow it could be everyone's problem.

Each of our Members has the power to make a difference.