

Bargaining Chair Report

January 21, 2012

Happy New Year!!!

For those employee's that sold back PTO time in the month of October you will receive this payout on your January 27th paycheck. Also please be advised that your FMLA did not renew on January 1st it renews annually on your seniority date. The next couple months are generally our toughest when it comes to snow and ice. The AFSCME contract does not cover inclement weather so follow the contract language under the PTO language if you must call in. Also, you can use your PDT in 4 hour increments if you feel that you might be late to work due to the weather.

I don't know how many of you are familiar with the term **Last Chance Agreement** but I would like to explain to you what it consists of. Employee's that have been progressively disciplined (oral, written, verbal, One Day DLO, and a Two Day DLO) and have gone through all of the steps mentioned above are often offered **LCA** by their department. If an employee accepts a **LCA** they are placed on one year probation. If it's for attendance (which they usually are) you cannot exhibit a pattern of unexcused absences and if you do it will mean that you have violated your **LCA** and you could be terminated. If an employee disciplined for some other type of misconduct the department could offer a **LCA** for up to 2 years depending on the severity of the discipline. It is up to the employee whether or not he/she accepts a **LCA**. The union is there to support you through the process but ultimately it is the employee's decision to sign or reject a **LCA** if one is offered to them.

Grievances Wolverine Tower, UMHS

Inappropriate Behavior The Union has seen a spike in discipline regarding Inappropriate Behavior in the work place. Please don't display your dissatisfaction with your coworkers or supervisors when you're upset by cursing or getting loud with the individual(s). You should report your coworker to your supervisor. If you are feeling threatened by **anyone** you should immediately contact **security**. Remember it is not OK for anyone to harass another individual and we must hold violators accountable for their actions. You have the right to work free of harassment or intimidation.

FMLA The union is finding that most employees are not aware that **FMLA** is available to them if they meet the necessary criteria. In order to qualify for **FMLA** you must have worked **1250** hours the previous year. **FMLA** will protect your job for 12 weeks along with your benefits. If it is only needed for intermittent use then it will protect you when you have to call in for yourself or for your family member. You need to request the department of labor forms from your supervisor and have your doctor fill it out in its entirety. Please do not wait until you have been disciplined, as soon as you believe that you or your family member have a qualified illness, request the forms from your supervisor and get them to your doctor as soon as possible. You cannot expect that the employer is going to tell you about this benefit but the union wants you to know that this coverage is available to you.

Meetings NCAC, Palmer Commons

Computer Training I would also like to mention that for Plant Operations (Building Service and Plant Operations) Plant Academy is now offering Computer Labs on Mondays from 2:30 to 4:30. The location is at 1111 Kipke Drive. Beginning in February there will be a computer lab set up at 109 E. Madison it is also open to all Plant Operation employees. These classes will teach you how to bid on jobs, resumes, and other programs to help you familiarize yourself with the computer. There will be a facilitator at the labs to guide you.

Site Visits Michigan Union, New C&W hospital

Contact Information I have an open door policy and would love to speak to you. You may reach me by calling (734) 480-1300 (office) (734) 262-2414 cell phone or email me at adameron@umich.edu. If you do not reach me on my cell phone please leave a message at the office and I will receive the message.

In Solidarity,

**Angela S. Dameron
Bargaining Chair AFSCME Local 1583**