

LCC-MAHE NEWS AND VIEWS

LCC Chapter, Michigan Association for Higher Education
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LCC-MAHE EXECUTIVE TEAM:

Cindy Storie, President
Sally Pierce, Past President
Ed Bryant, Vice President
Steve Vossler, Secretary
Kevin Krause, Treasurer
Marc Thomas, Ombudsman/
Grievance Chair

MAHE President's Corner

By Cindy Storie, LCC-MAHE President

It is summer semester, yet MAHE has been busy...A few updates

Counselors & Layoffs – Thank you again! MAHE asked for your support of our three colleagues and fellow members in counseling that received layoff notices in June. MAHE has taken a three-prong approach to getting resolution. One - we have filed grievances for all three counselors, second - we have filed an Association grievance related to the general reduction in force notice sent in May, third - we are working closely with the entire Counseling faculty to look at the College's plan to reorganize the LCC Counseling Services Area. MAHE will meet with the Counselors and the College through out the summer and fall and will keep the membership posted as we progress in reaching resolution.

New Uniserv Director— First, I want everyone to join me in congratulating Cheryl Conklin on her promotion to be the MEA Central Zone Director! With this change, Region 8G Coordinating Council went into action to interview and select a new Uniserv Director to represent the three MEA locals at LCC. I am please to announce that our first choice candidate has accepted the position. Please join me in welcoming our new Uniserv Director, Jordan Harris!

Travel, Training, and Team development— As MAHE gears up for negotiations, putting together a bargaining council, crisis action team, and communications team, along with a negotiating team, the MAHE Executive Board has voted to refocus our resources on direct local needs. This decision will limit the travel for RA's and training beginning this summer 2009 through the next academic year.

MAHE is looking for members to step forward and take on an active role with the Association, so we will be working with our new Uniserv Director, Jordon Harris, and the Region 8G Coordinating Council to bring training to LCC as much as possible. The benefit is that we will be able customize workshops and seminars, to get more members involved in the negotiation process, as well as training for Senators, the grievance process and Alternative Resolution Teams. Please look for and plan to attend upcoming opportunities to participate.

LCC Process Change for Tuition Payments— LCC is changing its payment system and requirements for tuition. In the past, employees who have not paid their various fees would not be dropped from their enrolled classes. **That is different now. Every student, including**

employees, must have a \$0 balance by their due date (fees paid and tuition waiver applied,) or they will be dropped from their classes. I know that for many, getting yourself or dependent into the right class at the right time is crucial to your graduation timeline.

You will have the option of enrolling in the FACTS payment plan if you cannot pay your balance in full. Another word of warning: tuition waivers may not correctly apply for a number of reasons. The workshop presenters said that the most common scenario is that the name that HR has for you is different than that on your student account (ex. – one has John Student, and one has John Q. Student, or one has Christine Smith, and one has Chris Smith.) You may want to check this to avoid potential problems. Issues with employee tuition waivers can usually be resolved by Judy Post, 517-483-1279.

Grievance Update

By Marc Thomas, LCC MAHE Ombudsman/Grievance Chair

Recent changes in College operations – including budget cuts and the reduction in force – have increased grievance activity in recent weeks. MAHE is responding quickly and decisively to protect out members. Here's a short summary of recent activity:

Layoff Notices: Four grievances to counter MAHE layoffs have been filed. The first grievance challenges the general layoff notice the College issued on May 5 – announcing its intent to lay off unspecified non-teaching MAHE members. MAHE presented this grievance at Level II and it will soon be be considered at a Level III hearing – with an Alternative Resolution Team of three faculty and three administrators serving as independent arbiters of the contract violations. MAHE will keep you informed on the status of this grievance.

In June, three LCC counselors received layoff notices. MAHE filed a grievance on behalf of each counselor. We will present our grievance at a Level II hearing in late July.

In addition to the four grievances related to MAHE layoffs, MAHE and the College are beginning regular discussions this summer to attempt to work out a solution on the issue of counselor layoffs.

Temporary Full-Time Employees: The LCC-MAHE contract requires that a bargaining-unit member who is working on a temporary contract be made a regular full-time employee after three years of service on a temporary contract. The College has disputed the need to do this for two longtime LCC faculty members assigned to teach Eaton Intermediate School District classes.

The Level III joint faculty-administration Alternative Resolution Team ruled in favor of the faculty members – asserting the contractual requirement to roll-over these faculty to full-time regular employees. The MAHE President accepted this decision, but the College President did not, so the grievance will move to arbitration. Stay tuned for additional grievance updates and activity....

Political Action Opportunity

By Sally Pierce

I had the pleasure of attending the STATE MAHE EXECUTIVE BOARD MEETING, June 4 and 5. For those of you who do not know MAHE is the MEA's statewide higher education caucus. Patricia Purol who represents us as Vice President for two-year institutions was also there. At that meeting Dr. David Michelson, the MEA's higher-education lobbyist, told us about an opportunity for members. He is encouraging locals to organize small groups of four to six members who would be interested in meeting with their state representatives to discuss issues that affect LCC and other higher education units.

The commitment being requested is a willingness to meet with David and the other members of the focus group and then be willing to meet with legislators 4-6 times during the year. The idea is to have breakfast with a legislator on a regular basis, and build a relationship—during that process we hope to become the people our lawmakers turn to for information about higher education issues.

David would like to set up four of these groups as a pilot around the state. **If you are interested in getting to know your state representative better---and advocating for LCC and education issues this may be the grass roots political action opportunity for you.** The legislator's positions aren't the deciding issue; your willingness to get involved as an activist, educator is—we'd like to work with legislators within the LCC taxing district, but this fall it would be great if we could get one or two groups going.

Please contact LCC-MAHE or me, Sally Pierce, if you are interested, and who you are interested in working with David to see if LCC can be one of the four pilot groups. I will also work to match you with colleagues to form the focus group. I can be reached at my campus e-mail this summer pierces@lcc.edu and on my cell at 517-282-2725.

LCC Labor Coalition Updates

By Steve Vossler, MAHE Secretary and Labor Coalition Chair

The Labor Coalition continues work for the welfare of all unionized employees here at the College.

The Health Care Task Force (HCTF) is working with the College HR to put out Request for Proposal documents for health care, as our health care agreement with the College expires on June 30, 2010. We will be looking to pack (purchase) all of our insurances (health, life, LTD, etc) from one source to save money.

The HCTF continues to resist efforts by College administration to return to bargaining health care with each bargaining unit individually.

College HR has come to the Coalition indicating that they would like to make changes to the current Board policy entitled **EMPLOYMENT OF RELATIVES - NEPOTISM AND WORKPLACE CONSENSUAL RELATIONSHIPS**. The Coalition worked with the College HR and the Board to edit the policies in 2003 and will work with them on the changes to make sure they are right for the College and protect the rights of employees.

The College administration has approached the Coalition with the idea that money could be saved by no longer handing out payroll checks on payday Friday at the Cashier's Office in the Gannon Building. There are approximately 540 employees (including student employees) that pick up their checks. The administration has offered alternatives of :

- direct deposit (already available).
- mailing checks to employees
- a debit VISA® card. The employee's wages would be deposited onto the card every pay period. The card could then be used as a normal debit card.

All of the bargaining units are polling their members about their reaction to this proposal.

MAHE Members: What do you think about this proposal? Send your comments to: mahe@lcc.edu

If you have any questions, please contact Stephen Vossler @ x1380 or vossles@lcc.edu.

**LCC-MAHE Fall
General Membership Meeting**

Wednesday, August 19

Time & Location TBA