



# FA Courier

## *Protect Our Jobs*

### *Constitutional Amendment Campaign*

**Your job—your wages and benefits—your voice—your future are at stake!**

Were you happy about how the administration interpreted PA 54, denying your earned promotions? Are you willing to risk losing Article 10, 14, 16, or any other article that protects conditions of employment and compensation?

If you enjoy having the fundamental right to collectively bargain, then we need **YOU** to become engaged to protect those rights. Make no mistake, the legislature is making laws to erode these rights and turn Michigan into a "right to work" for less state.

CMU FA with MEA is proud to be a part of a statewide [Protect Our Jobs](#) campaign effort to preserve collective bargaining and strengthen the middle class. A major aspect of this campaign is an all-out effort to collect more than 322,000 valid signatures to put this important measure on the November ballot. (see page 2 for more details)

**Protect workers' rights, protect your voice, protect your future!**

**Faculty: All Eligible Voters to Sign a Petition**

**Faculty: Take a Petition & Collect 5 Signatures.**

**Contact your FA Department Representative or FA College Representative  
Use NonCMU email for this constitutional amendment campaign.**

**CMU FA Goal: 2,000 valid petition signatures by Friday, April 20.**

## Michigan is at a very real risk to become a right-to-work state.

You have the power to make things right in Michigan. You have the power to act as a counterweight to the political antics of legislators who are eroding the middle class in favor of corporate greed. You have the power but you have to exercise it by becoming involved.

### Protect Our Jobs - Constitutional Amendment Campaign

Visit [www.ProtectOurJobs.com](http://www.ProtectOurJobs.com) to find out more and read the proposed constitutional amendment. Over the past year, Lansing politicians have introduced and moved more than 100 pieces of legislation that attack our collective bargaining rights. The constitutional amendment will be a vote for collective bargaining and will

- Protect workers' jobs, benefits, safety, and wages
- Help create the middle class and will help keep current working families in the middle class
- Provide a counter weight to the politicians and CEOs who want to bust unions and cut wages
- Give workers their voice and the right to speak up

**You can be a part of making history in Michigan.  
Become a part of something bigger than yourself.**

**See how Ohio citizens collected over 1,000,000 signatures**

Watch the Ohio Issue 2 video: It Started With SB 5 (Issue 2 video)

<http://www.youtube.com/watch?v=Pe7tYMj0zWs>

#### Protect Our Jobs – Coalition Partners

AFSCME Council 25  
AFT-Michigan  
American Votes  
Building Trades  
Carpenters  
CWA  
IAFF  
IAM  
IBEW  
IBT  
IUOE Local 324  
LIUNA

MCO  
MEA  
Michigan Votes  
MI Postal Workers  
MI State AFL-CIO  
MNA  
NALC  
Progress Michigan  
UAW  
UFCW  
Unite Here  
USW

## **A Look Back and a Look Ahead – Steve Cook, MEA President**

It should be noted that this is **NOT** an exhaustive list of the bills. To view the complete list visit our Bill Tracker at [www.mea.org/gov/pdf/bill\\_tracker.pdf](http://www.mea.org/gov/pdf/bill_tracker.pdf)

### **What Has Passed**

**PA 4 – 3/17/2011** -This Act requires schools to fall under the newly defined and expanded use of Emergency Financial Managers to include ability to unilaterally terminate or amend contracts, dissolve elected boards, etc.

**PA 42 – 5/26/2011**- This Act eliminates tax exemptions for public school employee pensions.

**PA 54 – 6/8/2011**- This Act freezes wages after a contract expires, passes health care cost increases on to employees and bans retroactive bargaining.

**PA 62 – 6/21/2011**- This Act cuts education funding \$1 Billion.

**PA 101 – 7/19/2011** - This Act ties completion of probation to student test scores, allows summary discharge of probationary teachers; allows taking away tenure and prohibits bargaining over evaluation.

**PA 100 – 7/19/2011**- This Act allows for unpaid suspensions, removes “reasonable and just cause” as the standard for discharge; holds that 2 “ineffective” evaluations is proof of ineffective teaching; stops pay for tenured teachers 90 days after an appeal is filed.

**PA 102 – 7/19/2011** -This Act amends the school code and prohibits bargaining over evaluation and lay-off standards; prohibits seniority as a factor in assignments including lay-off/recall situation; sets forth evaluation criteria, including student test scores as a major factor; and establishes the “Governor’s Council on Educator Effectiveness” to develop statewide evaluation criteria.

**PA 103- 7/19/2011** - This Act amends PERA and makes the following prohibited subjects of bargaining: policies and standards for reductions in force; content and standards for evaluation; procedures regarding discipline or discharge; decisions how merit pay might be awarded; decisions about classroom observations and placement in innovation programs.

**PA 152 – 9/27/2011** - Requires public employees to pay 20% of their health insurance or a “hard cap.”

**PA 277 – 12/20/2011 (Effective 3/27/12 – Immediate Effect withheld)** -Eliminates cap on charter schools with no oversight or accountability.

**PA 53 – 3/16/2012** - Prohibits using payroll deduction for union dues. Applies to school district employees only.

### **What Is Still Out There**

**HB 4306 – Pending on House Floor** -Requires school districts to solicit bids to outsource certain support services.

**SB 729 – Pending in Committee** -“Right to Work for Less” for MEA members only.

**Senate Joint Resolution B – Pending in Committee** -Calls for salary reduction and temporary pay freeze for public employees.

**HB 4140 – Pending in Committee** -Allows for statewide public employee health care plan.

**SB 593 – Pending in Committee** -Creates a defined contribution retirement plan for all school employees hired after 7/1/2011.

**HB 4420 – Pending in Committee** -Removes community colleges from the MPSERS retirement system.

**HB 4052 – Pending on the House floor** -Ban use of taxpayer funded equipment and facilities for union or political activities.

**HB 4059 – Passed House, Pending in Senate Committee** -Prohibits public employer contracts that pay union officials for conducting union business.

**HB 4466 – Pending on House Floor** -Changes provisions concerning striking public employees (increased fines, group rather than individual fines).

**HB 5023 – Pending in Committee** -Expands the list of employees subject to penalties for striking.

**HB 5024 – Pending in Committee** -Prohibits mass picketing and sets fines on individuals and unions for violations

**HB 5025 – Pending in Committee** -Requires annual authorization by employees to have union dues deducted from their paychecks by the employers.

**HB 5026 – Pending in Committee** -Repeals the prohibition against advertising for strikebreakers (scabs).

**SB 619 – Passed the Senate, pending on House Floor** -Removes all controls and caps on cyber schools.

**SB 620 – Pending on the Senate floor.** -Creates “conversion charter schools.”

**SB 621 – Passed the Senate, pending in House Committee** -Expands list of schools that can provide service to students in private schools and receive state aid.

**SB 622\SB 623 – Passed the Senate, pending in House Committee** -Removes all limits on ability of students to attend college level courses while in high school

**SB 624 – Pending in Senate Committee** -Bill mandates schools of choice.

**SB 1040 – Pending in Senate Committee** -Comprehensive cuts to school employee pension and retiree health. Impacts all future, current and retired school employees.

## **Health Insurance Forums**

Monday, April 16: 2:00-3:00 p.m. & 3:30 – 4:30 p.m. – Lake Michigan, UC

Tuesday, April 17: 2:00-3:00 p.m. & 3:30 – 4:30 p.m. – Lake Michigan, UC

Our MESSA representative, Grace Romzick will facilitate a comparison of SuperCare coverage to Choices II as we prepare to look at additional options for MESSA coverage in the future.

## **Additional Information**

CMU FA General Website: <http://cmufa.com>

Mount Pleasant Human Rights Ordinance - [www.MPWelcome.org](http://www.MPWelcome.org)

Isabella County Polling Locations

<http://www.isabellacounty.org/clerk/pollinglocations.html>

## FA Logo on Your Clothing

Jill Stalter, owner of In Stitches (620 North Fancher, in the alley), is able to put the FA logo on all types of clothing. Jill has shirts, etc., for sale or you can provide your own clothing. If you are interested, call her at 989-775-8666.

### 2011-12 FA BOARD MEMBERS GRIEVANCE COMM. CHAIRS

#### PRESIDENT

Laura Frey (CSE)  
[freylm@cmich.edu](mailto:freylm@cmich.edu)  
774-3287

#### PRESIDENT-ELECT

Krista Graham (LIB)  
[grahakl@cmich.edu](mailto:grahakl@cmich.edu)  
774-6426

#### PAST-PRESIDENT

Tim Connors (CDA)  
[conno1td@cmich.edu](mailto:conno1td@cmich.edu)  
774-3815

#### MEMBERSHIP OFFICER

Donna Ericksen (MTH)  
[erickldb@cmich.edu](mailto:erickldb@cmich.edu)  
774-3527

#### SECRETARY

Stephanie Mathson (LIB)  
[maths1sm@cmich.edu](mailto:maths1sm@cmich.edu)  
774-3071

#### TREASURER

David Lopez (IET)  
[lopezlda@cmich.edu](mailto:lopezlda@cmich.edu)  
774-3210

Roger Hatch (PHL/REL)

[hatch1rd@cmich.edu](mailto:hatch1rd@cmich.edu)  
774-7275

John Pfeiffer (ENG)

[pfeif1jr@cmich.edu](mailto:pfeif1jr@cmich.edu)  
774-3126

#### AFFIRMATIVE ACTION OFFICER

Aparna Zambare (LIB)  
[zambalav@cmich.edu](mailto:zambalav@cmich.edu)  
774-6427

#### COLLEGE/UNIT REPS

#### EHS REP

Lee Rose (TEPD)  
[rose1lm@cmich.edu](mailto:rose1lm@cmich.edu)  
774-3976

#### CHP REP

Jeff Betts (HSC)  
[betts1jj@cmich.edu](mailto:betts1jj@cmich.edu)  
774-2684

#### CBA REP

Kevin Love (MGT)  
[love1kg@cmich.edu](mailto:love1kg@cmich.edu)  
774-3431

#### HSBS REPS

Desmond Harding (ENG)  
[hardi1d@cmich.edu](mailto:hardi1d@cmich.edu)  
774-3417

#### CST REPS

Brad Swanson (BIO)  
[swans1bj@cmich.edu](mailto:swans1bj@cmich.edu)  
774-3377

Glen Williams (PHY)

[willi1g@cmich.edu](mailto:willi1g@cmich.edu)  
774-3365

#### CLCC REP

Jerry Reighard (ATH)  
[reigh1j@cmich.edu](mailto:reigh1j@cmich.edu)  
774-6696

#### MEA/NEA REPS

Christi Brookes (FLLC)  
[brook1nc@cmich.edu](mailto:brook1nc@cmich.edu)  
774-3740

Maureen Eke (ENG)

[eke1mn@cmich.edu](mailto:eke1mn@cmich.edu)  
774-3117

Marcia Mackey (PES)

[macke1mj@cmich.edu](mailto:macke1mj@cmich.edu)  
774-2377

#### MEA/MAHE REPS

Tara McCarthy (HIS)  
[mccar1tm@cmich.edu](mailto:mccar1tm@cmich.edu)  
774-3454

Herman Theeke (MGT)

[Theek1ha@cmich.edu](mailto:Theek1ha@cmich.edu)  
774-3844