

## UniServ Updates

*From Greylor Walston, MEA 8-G UniServ Director*

### HCTF NEGOTIATIONS HCTF NEGOTIATIONS

Your Health Care Task Force is engaged in negotiations with the College for our health benefits for the 2027 plan year. Here are your 8-G Task Force representatives:

ASP: Dave Wasinger, *FT Support, TLC*  
Aaron Clark-Inman, *FT Support, TLC*

MAHE: Bill Feldpausch, *PT Teaching Faculty*  
Elizabeth Clifford, *PT Professional Tutor*

FMA: Kevin Slider, *FT Facilities*  
Dale Conroy, *FT Facilities*

### CONCERNED WITH RISING COSTS OF LIVING?

If you would like to find ways to support our Health Care Task Force representatives, and discuss ways in using our collective power, some colleagues have organized a series of meetings aimed to discuss ways to use our

collective power and push for change. All 8-G members are invited to attend the next brown bag luncheon on Wednesday, December 17, 2026, from 12pm-1pm in Arts & Sciences, Room 1122. You may pre-register for a virtual zoom link by scanning the QR code.



## YOUR UNION NEEDS YOU! (YES, YOU!)

Together, we are stronger. As we continue to grow, our union requires several essential components. We need a dedicated login-only website for our LCC members, building and faculty representatives to inform new members about their rights and important updates, and individuals willing to engage in discussions to address issues collectively. If you have time or expertise to contribute, your involvement can help us advocate more effectively for improved working conditions at the College. Even dedicating just **\*\*30 minutes a week\*\*** can make a difference! Please reach out to me or your union presidents to share how you can leverage your skills and resources to strengthen our collective power.

## Save The Date

### Michigan Education Association Winter Conference

The Michigan Education Association's 2026 Winter Conference will be held at the Detroit Marriott Renaissance Center on February 4-6, 2026. It MEA's largest annual conference with a diversity of high-quality content meant to empower local members from all over the state. Registration will open on December 1, 2025, and you may register by accessing your member's only portal at MEA.org and navigating to Event Registration. If you have never been to an MEA Conference before, our Council has funding available for any member who agrees to bring their learning back to the membership by training members in your local on what you learned. Please reach out to me for me information.

## Take Action Red Wristbands

The Red Union Strong! Wristbands are now available for pick up! If you haven't received a wristband and you want one, please stop by one of the offices/spaces listed below to claim your wristband. The 8-G Coordinating Council is asking for all MEA Coalition Union Members this includes ASP, MAHE and FMA union members, to wear red shirts and wear their red wristbands on Board of Trustee Meeting Mondays. It is visually powerful to have a contingent of red shirts and Union swag around campus and in the BOT meetings, it sends a message of solidarity and support across our MEA Coalition Unions.

### MAHE

#### Downtown Campus

o English, Social Science and Humanities Front Office, 2nd Floor of

#### Arts & Sciences Building

o TLC – Library/Learning Commons 2nd Floor (contact Fran Krempasky for pick up – [krempf@lcc.edu](mailto:krempf@lcc.edu))

o Gannon Building – BCA Staff Break Room (GB 1222)

GannonBuilding–StarZone/Advising

(contact Angela Kuhlman for pick up – [kuhlmaa2@lcc.edu](mailto:kuhlmaa2@lcc.edu)).

### MAHE

#### West Campus

o Student Support Service Office, 1<sup>st</sup> floor/lobby

### FMA

oContact Nate Slider for pick up – [slidern1@lcc.edu](mailto:slidern1@lcc.edu)

### ASP

[sancha@lcc.edu](mailto:sancha@lcc.edu) for pick up.

Contact Rikki Reynolds at [reynor15@lcc.edu](mailto:reynor15@lcc.edu) or Andrea Williams at

# EVENTS AND OUTREACH

During the month of November, we hosted multiple events for our members, including a Health Care Concerns luncheon, a card party, and a new members' benefits luncheon. Come join us at one or more of the events listed below, as applicable. This is our time to support one another, encourage others to become members, ask questions, and work together towards our common vision. We've planned events to assist in building our 8-G community – come be part of the momentum.

**12/16/25–MAHE/ASP/FMA Contract Luncheon**  
**12:00PM-1:00PM, Arts & Sciences,**  
**RM 1120 - (REGISTRATION REQUIRED)**

Do you have questions about your contract? Join us for an upcoming contract training focused on the most important provisions that impact your job, pay, and protections in our negotiated agreements. Get clear, practical information you can use right away. Stay informed and empowered.

**REGISTER NOW:**

<https://forms.cloud.microsoft/r/P12j4n78KF>



## 8-G Members: Ways to Get Involved!

MAHE has two newly formed committees and we're looking for members who are interested in getting more involved with the Union. Members can commit to short, specific tasks to support the work of each committee or volunteer to be committee Co-chair or committee taskforce member. We've included some information about each committee and the support needed.

### 8-G Organizing & Engagement Committee

The Organizing and Engagement Committee is comprised of two taskforces. The Engagement taskforce is looking for members to help with planning and organizing member Union events that focus on community and relationship building. The Organizing taskforce will focus on tasks that support Union work, for example assist with updating governance documents, help developing the process for re-establishing MAHE Senator/MAHE Stewards and building representatives in other MEA Unions. Volunteers who only want specific tasks, rather than becoming a taskforce member can help provide ideas, be content contributors/creators and assist with delivery of committee tasks. Time Commitment – 2-4 hours a month. Roles on the Committee – Co-chairs and taskforce members. Contact – Anne Heutsche - [heutsa@lcc.edu](mailto:heutsa@lcc.edu)

### 8-G Communication Committee

The Communication Committee is comprised of three taskforces. The Newsletter taskforce will focus on creating content for the Monthly Newsletter. The LCC MAHE Website/Resource Library taskforce will focus creating and maintaining content on the Union website. The Communications/Social Media taskforce will focus on creating a communication and marketing plan and help manage Union widecommunication requests. Volunteers who only want specific tasks, rather than becoming a taskforce member can help provide ideas, be content contributors/creators and assist with delivery of committee tasks.

Time Commitment– 1-2 hours a month.

Roles on the Committee – Co-chairs and taskforce members.

Contact – Angela Kuhlman – [kuhlmaa2@lcc.edu](mailto:kuhlmaa2@lcc.edu)



*Photo from our recent 8-G Fall Euchre Party.*

## Union Contacts @ LCC

### 8-G Council Union Representatives:

ASP Contact - Rikki Reynolds

FMA Contact - Nate Slider

MAHE Contact - Cynthia Thomas

UniServ Contact – Greylor Walston

LCC MAHE Office (517) 483-1891

[www.lccmahe.works](http://www.lccmahe.works)

Have questions or need help? Visit [www.mea.org](http://www.mea.org)

# EDITORIAL

## 5 Reasons to Love Your Operating Plan— Martine Rife, *English Faculty and 8-G Member*

Completing your departmental/area’s Operating Plan review can seem onerous. But the ability to have faculty-created and reviewed Operating Plans that are followed each semester, is one of the few mechanisms that faculty have to influence their working conditions and the flow of tasks they are assigned during a given period. Below, are FIVE reasons faculty should embrace if not love their operating plan.

- 1. Collaboration: Operating Plans give part-time (adjuncts and supplementals) and full-time faculty the ability to work together on a plan for the year and the semester. According to recent statistics per MAHE, 87% of faculty at LCC are adjunct/supplemental faculty. Engaged faculty have a positive impact on student learning and retention - any activity the college has that allows faculty collaboration is an activity to embrace.
- 2. Calmness: A plan that is both created by faculty and then followed each semester, helps prevent last-minute emergency issues derailing our work. A solid Operating Plan facilitates positive working conditions and avoids disruption of our work at critical times during the semester.
- Inclusion: Designing a plan and sticking to it avoids surprises and allows every voice to count. Unexpected work requests placed upon faculty can provoke anxiety and divisiveness. When changes are proposed outside the Operating Plan and with limited time for feedback and discussion, there is undue disruptions to the work for all faculty.
- 4. Transparency: Outlined in LCC’s Strategic Plan is the emphasis on being an employer of choice, ethical, and transparent. Operating Plans worked on collaboratively, puts all faculty on notice of upcoming work and thus facilitate transparency for all faculty members in a department/unit.
- 5. Faculty Expertise: Only faculty in each area really know what their daily and weekly workload entails. Faculty should lead and decide on a work plan for each semester, focusing on our perspectives and expertise to help the college support the learning experiences of our students.

*Contributed by Martine Rife, Faculty- English Department, contributed to this article which was edited for space. For questions or sample Operating Plans, contact your MAHE Board Members for additional support. Reference the MAHE Contract for details: <https://www.lcc.edu/hr/labor-relations/contracts.html> (ARTICLE IX.C)*

# MEA/NEA BENEFITS

## Want to Learn More About Your MEA/NEA Benefits? Join the MEA Virtually on December 9th from 6:30pm-7:30pm

**When:** Tuesday, December 9th, 2025. 6:30 pm to 7:30 pm  
Join us as we discuss the valuable member resources available through MEA and NEA. Whether you're a new member or a longtime union participant, understanding the full scope of your membership benefits can significantly enhance your educational career and personal life. Click this link or scan below to register <https://www.mobilize.us/mea/event/423880/>



## 8-G COORDINATING COUNCIL

Your dues paying membership in your local Association here at LCC is part of a much broader unified structure represented by the National Education Association, the largest single labor union in the United States.

8-G MEMBERSHIP TRENDS	
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