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Some of the nearly 300 classified staff, faculty, and students who attended the Campus Justice Rally on June 6 outside the OUS offices in Riverfront Research Park. We sang, chanted, signed placards for the management bargaining team, heard from faculty and student supporters, and got an update on negotiations. But mostly we were there to insist that OUS drop its takeaway proposals and offer us a fair economic settlement.

Standing Up and Sticking Together

by Kurt Willcox, UO Chief Bargaining Delegate

The next two months will determine whether we end up with a fair contract settlement or something we're less than pleased about.

So far, OUS management seems determined to make us pay more for our health insurance, provide very limited economic benefits, and take away major protections we've enjoyed for decades. Our SEIU Bargaining Team has told management directly and forcefully that their approach is offensive and that classified employees will not accept a contract that looks anything like this.

Over 1,000 OUS employees and supporters have turned out for rallies this past month at PSU, WOU, OIT, and the UO to demonstrate our determination to be treated fairly. Thank you for your support, but we're not done yet. We're clearly going to have to keep up this kind of pressure throughout the summer.

We also may have to consider the very real possibility that it will take a strike this fall to force OUS to back off. That's not something to look forward to, but neither is another concessionary contract. We can't keep going backwards. It may take the kind of fight we haven't had in nearly 20 years to move forward.

The Oregon economy is improving. PEBB won't be raising premiums next year. There are more students attending Oregon universities and tuition revenue keeps going up. So, there's no reason OUS can't agree to a fair contract. The problem is that they either don't want to or just don't think they have to.

It's our job is to change their attitude. We can do that by standing up for fairness and sticking together – even if that means we have to strike. What we do over the next two months will determine the kind of contract we settle for. Let's work together and win a contract we can be proud of.



Union Bargaining Events

SEIU & OUS AGREE TO ADD MORE Bargaining Dates

When it became clear that negotiations would not conclude before our contract expires on June 30, the SEIU and OUS bargaining teams agreed to schedule two more sessions in July. Further dates in August will likely have to await until a state mediator is requested to help with negotiations. Including the already-scheduled session at the end of this month, here are the next negotiations dates:

- June 27 - 28 - Southern Oregon University (Ashland)
- July 11 - 12 - Oregon State University (Corvallis)
- July 22 - 23 - Western Oregon University (Monmouth)



Workers Rally at Johnson Hall in May

Are You Working Out of Class?

Becoming the Chief Steward has made me more aware that many of our fellow Classified Staff are working out of class. I believe that furlough days, the decrease in the State's contribution to our University's budget, increase in selected administrator's salaries, and the lack of management training have contributed to this phenomena. It appears that many of us are very successful in positions we are hired for and find ourselves doing tasks that are not in our job description or within our classification specifications. Bottom line we are team players!! However, in these economic times, it would be nice to be paid correctly for the work we are doing.

Our collective bargaining agreement is designed to support being paid correctly for the work that we do. There are three articles that specifically outline how we are to be paid: Article 20 – Shift Differential (pages 20-22), Article 53 – Reclassification Upward (page 60), and Article 54 – Position Descriptions and Performance Evaluations (page 62). Article 20 specifically states that if we are assigned tasks to perform that are above our classification for more than ten (10) consecutive calendar days, we are to be paid at a higher rate of pay. Article 53 specifically states that we have the right to request our own reclassification process that does not rely on management to initiate for us. Article 54 requires that our job descriptions be reviewed annually as part of our performance evaluations, and adjustments are to be made to reflect the work that we do correctly.

If you believe that you are not being paid correctly for the work that you are doing, your Steward Council is here for you!! Please call the Steward Hot-line at 541-346-0321 and ask to be assigned a steward that will work with you to be paid properly for the hard work you are doing to benefit the institution.

In it Together!! Carla McNelly, Chief Steward

Our current Collective Bargaining Agreement can be found at:

http://www.seiu503.org/files/2012/01/20120120_FINAL-COMLETE-2011-13-OUS-SEIU-CBA.pdf

Carla became our Chief Steward when Donna Laue, our previous Chief Steward, retired at the end of May. Many thanks and much appreciation for their service!!

UPCOMING EVENTS

JULY

3 CAT Meeting, EMU, 12-1

10 Local Meeting, 12-1
EMU Ben Linder Room

11-12 SEIU/OUS Bargaining Session
(Oregon State University,
Corvallis)

22-23 SEIU/OUS Bargaining Session
(Western Oregon University,
(Monmouth))

24 Executive Committee Meeting,
530pm, Eugene SEIU Office

AUGUST

7 CAT Meeting, EMU, 12-1

UO Workers Present Case for Selective Increases & Differentials

Each time we bargain a contract, we try to improve economic conditions – wages, steps, health insurance – for everyone in the bargaining unit.

Sometimes, we focus on improving things for particular groups of workers. This year, for example, we've proposed three things: a living wage floor to help those earning under \$2,498/month; a sick leave savings incentive that benefits PERS Tier 3 employees; and an early retirement incentive to assist those employees who aren't yet Medicare-eligible but who would like to retire before they turn 65.

Another way we focus on particular groups of workers is by proposing that designated job classes be placed in a higher salary range, usually because those classifications are underpaid compared to other public employers or because the OUS schools are having difficulties recruiting and retaining qualified applicants. We call these selective wage increases.

We also, at times, bargain for wage differentials that apply to people doing work beyond the regular requirements of their job classes and which typically require special training, skills, or credentials. The best known is probably the Lead Work Differential, but there are several others, including differentials for bilingual skills, treating sexual assault victims, and working with hazardous materials, high voltage electricity, or in high or confined places.

At recent bargaining sessions at PSU (May 16-17) and the UO (June 6-7), classified employees made presentations they had researched and prepared to support the selective increases and differentials affecting their work or job classifications. The great majority of presenters turned out to be from the UO. They included:

- Early Childhood Associate Teachers - Jackie Silbernagel and Lori Bond
- Early Childhood Assistants – Jody Parrish and Martha Gregor
- Medical Aides – Holly Parra and Anne Heim-King
- Licensed Practical Nurses – Julie Harding
- Registered Nurses – Tamara Crafts
- Mid-Level Medical Practitioners – Jolene Siemsen
- Refrigeration Mechanics – Jeremy Napier
- Utility Operations Differential – Paul Buchanan with help from Dan Hayes

The presentations were uniformly excellent and included everything from slide shows of workplace photographs and PowerPoint displays to show-and-tell exhibits to salary comparison spreadsheets to direct testimony, support letters, and petitions. Interestingly, not all members of the management bargaining team heard the first presentation at the UO on June 6. While we were holding our rally outside the OUS offices, three OUS bargainers took a walk in Alton Baker Park, got lost, and were about 40 minutes late getting back.

UO Faculty & Students Support Classified Workers

David Craig, President of the Graduate Teaching Fellows Federation (GTFF) #3544 at the UO, said the following at our Campus Justice Rally on June 6:

Faculty and GTFs at the University of Oregon, immersed as they often are in their research and their teaching, can all too often forget that that research and that teaching is only possible because there are personnel on campus who keep our departments, institutes, classrooms, and buildings in operation. These personnel are the classified staff and the accomplishments that faculty and GTFs at the University of Oregon pride themselves on would simply not be possible without them.

...the struggle faced by SEIU today as they bargain with the Oregon University System (is) a workers' struggle—a struggle that is most definitely ours, as well. The Graduate Teaching Fellows Federation, which represents some 1400 GTFs at the University of Oregon, stands in complete and unequivocal solidarity with SEIU and the classified staff at the University of Oregon at this critical moment in their bargaining cycle.



Things Unions Made Possible

Pregnancy and Parental
Leave

Military leave

The Right to Strike

Contact SEIU:

SEIU 503-Eugene Office
488 E. 11th Street
Eugene, OR 97401
541-342-1055

Public Education for Children

Equal Pay Acts of 1963 &
2011 - requires employers
pay men and women equally
for the same amount of work

Laws Ending Sweatshops in
the United States

Representing Union Members

Contact your Steward

John Ahlen
International Affairs, 6-1422

Mike Allman
OIMB, (541) 888-2581

John Anthony
Campus Operations, 6-1527

Lucas Brown
Housing, 6-4641

Paul Buchanan
Campus Operations, 6-1546

Johnny Earl
Campus Operations, 6-2294

Elizabeth Hahn
Housing, 6-4214

Shawn Holliday
Campus Operations, 6-2303

John Jackson
Campus Operations, 6-2188

James Jacobson
Global Education, 6-3439

Maya Larson
Office of the Registrar, 6-2926

Gary Malone
Campus Operations, 6-2215

Carla McNelly
Undergraduate Studies, 6-1229

Chuck Theobald
Lewis Neuroimaging, 6-0343

Theo Ko Thompson
Admissions, 6-1301

Kirk Wilcox
Campus Operations, 6-2188

Have A Work Problem?

Call the SEIU Local 503
Member Resource Center

1-877-798-0008 (Toll Free)
Staffed by trained organizers
8am-5pm, M-F

Call the Local 085 Steward Message Line
6-0321

Leave a name, number & the issue;
we'll call back.

Check out what all the SEIU members are doing around the state www.seiu503.org and nationally www.seiu.org and find relevant information on many topics (i.e., calendar, political action, benefits, etc.).



Regular Days of Meetings

CAT Meetings - 1st Wednesday

Local Meetings - 2nd Wednesday

Stewards Council - 3rd Wednesday

Executive Committee - 4th Wednesday

What You Can Say

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. If I am denied my right to have a union representative present, I will refuse to answer accusatory questions and any questions I believe may lead to discipline."

Weingarten Rights Statement

50,000 SEIU 503 Members Are "In It Together!"

That's right! We're not the only SEIU group currently bargaining with the State of Oregon or its university system. There are about 4,500 of us in OUS trying to win a fair contract. But there are also about 20,000 DAS (Department of Administrative Services) employees, 20,000 Home Care workers, 3,500 Adult Foster Care workers, and several thousand Child Care workers all pressing the Governor for better treatment, now that the state's economy is improving.

And OUS employees won't be the first ones facing the possibility of a strike. DAS workers and their management began bargaining last December, so they're already working with a state mediator to try to find a satisfactory settlement. If that doesn't happen in the next few weeks, DAS workers could be on strike sometime in July – and they'll need our support on the picket lines, if they do go out.



PUT IT ON THE GROUND

If you need a raise in pay here's all you have to do:
 Just go & ask your boss for it and s/he will give it to you!
 Yes s/he will give it to you my friend, s/he will give it to you –
 A raise in pay, without delay, yes s/he will give it to you!

CHORUS: **O-O-O-O-OH, PUT IT ON THE GROUND,
 SPREAD IT ALL AROUND,
 DIG IT WITH A HOE,
 IT WILL MAKE YOUR FLOWERS GROW!**

For Admin and for OUS we're shedding tears today:
 The rank and file are restless, and they want a fair day's pay.
 Don't they know the system really can't afford a raise,
 When it costs so much to hire more Vice Provosts and OAs?

CHORUS: **O-O-O-O-OH, PUT IT ON THE GROUND,
 SPREAD IT ALL AROUND,
 DIG IT WITH A HOE,
 IT WILL MAKE YOUR FLOWERS GROW!**

Performed by the UO Labor Choir at the Campus Justice Rally on June 6



SEIU In Oregon Is Preparing for a Possible Strike

Each month, 50 cents per dues-paying member and fair-share fee payer is placed in a Strike and Job Protection Fund with 30 cents of that allotted solely to pay benefits in the event of a strike by SEIU-represented workers in Oregon.

At its May 2013 meeting, our union's Board of Directors allocated \$1.5 million into the Strike Benefit Account and \$500,000 into the statewide Hardship Account.

If there is a strike, the Strike Benefit Account will be used to pay a weekly stipend to striking members. The amount will be based on eligibility criteria established by our statewide Hardship Committee. In accordance with our union's Administrative Policies and Procedures, strike stipends commence after the seventh day of a strike.

The Hardship Account will be used to provide individual assistance to members who are facing particular hardship as a result of loss of income from participating in a strike. For example, in the past members who were on the verge of being evicted, losing their homes, or having essential utilities discontinued received assistance.

In addition to the statewide Hardship Account, our UO Local 085 has its own Strike and Hardship Fund that will assist particularly needy UO members during any strike. Our Hardship Committee members have held several fund-raisers this year to increase the size of the fund, including bake sales and special events at Track Town Pizza and Papa's Pizza.

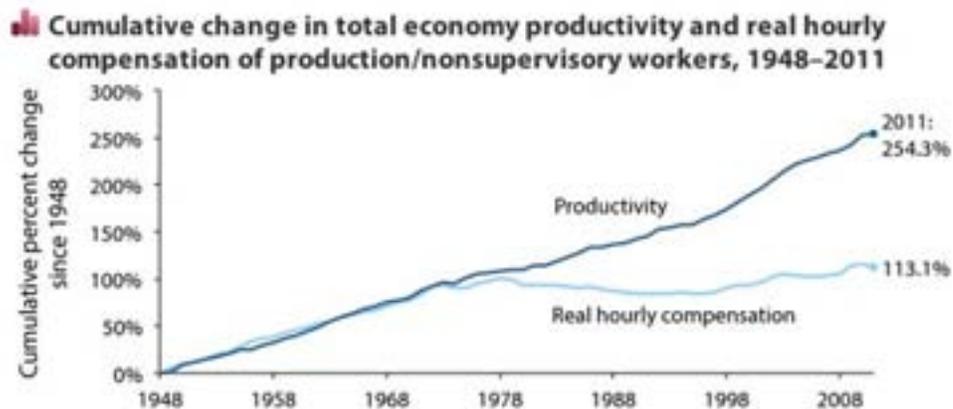
LOCAL 085 WEBSITE

www.local085.seiu503.org

Go check it out!!

It's still being perfected status, but you will find bargaining updates and much interesting information and links there.

Big thanks and **much** appreciation goes to: Brittany Brown, who works in the College of Arts and Sciences (bbrown6@uoregon.edu), and who has stepped forward to volunteer herself as webmaster to do updates and finish up the work that has been started on our webpages.



Note: Data are for compensation of production/nonsupervisory workers in the private sector and productivity of the total economy.

Source: Author's analysis of unpublished Total Economy Productivity data from Bureau of Labor Statistics Labor Productivity and Costs program; wage data from BLS Current Employment Statistics program, and Bureau of Economic Analysis National Income and Product Accounts.

Avis' Recommended List of Money-saving/Money-making Books:(from page 13)

Your Money or Your Life: Transforming Your Relationship with Money and Achieving Financial Independence, by Joe Dominguez and Vicki Robin (psychology; personal finance)

The New Frugality: How to Consume Less, Same More, and Live Better, by Chris Farrell (diy)

Frugal Luxuries: Simple Pleasures to Enhance Your Life and Comfort Your Soul, by Tracey McBride (diy)

Drive: The Surprising Truth About What Motivates Us, by Daniel Pink (psychology)

Pay It Down: From Debt to Wealth on \$10 a Day, by Jean Chatzky (personal finance) <I found this to be the most helpful for getting out of debt of all the books I read>

Get a Life: You don't need a million to retire well, by Ralph Warner (self-help)

Start Late, Finish Rich: a no-fail plan for achieving financial freedom at any age, by David Bach (personal finance; financial security)

Live Well on Less than You Think: The New York Times guide to achieving your financial freedom, by Fred Brock (personal finance)

Smart Women Finish Rich: 7 steps to achieving financial security and funding your dreams, by David Bach (women; personal finance; financial security; investing)

Money & Happiness: a guide to living the good life, by Laura Rowley (personal finance)

Personal Finance for Dummies, 2nd ed.: a reference for the rest of us, by Eric Tyson

Money Rules: the simple path to lifelong security, by Jean Chatzky

The Everything Get Out of Debt Book: evaluate your options, determine your course of action, and make a fresh start, by Cheryl Kimball

The Debt-Free Spending Plan: an amazingly simple way to take control of your finances once and for all, by Joanneh Nagler (personal finance) <This is another book that I found truly helpful for everyday living.>

You Can Buy Happiness (and it's cheap): how one woman radically simplified her life and how you can too, by Tammy Strobel (personal finance; downsizing)

Unbalanced Accounts: how women can overcome their fear of money, by Annette Lieberman and Vicki Lindner (self-help; personal finance; women)

Unlimit Your Life: setting & getting goals, by James Fadiman (goal setting; success)

Lean In: women, work, and the will to lead, by Sheryl Sandberg (biography; women; leadership; women executives)

SEIU Members Testify on Institutional Boards

On May 29, Marc Nisenfeld (PSU), Chair of our SEIU Bargaining Team, and Kurt Willcox (UO), Alternate Chair, testified before the Education Subcommittee of the Ways and Means Committee about SB 270-A. This bill would make it possible for the UO, PSU, and maybe OSU to establish institutional boards that would manage these universities without oversight from the Oregon University System (OUS). The UO strongly supports this bill.

SEIU 503 has several serious concerns about the bill, including the composition of these boards. SB 270-A says they would have 11-15 members appointed by the governor. One position with voting rights would be reserved for a student member. One position without voting rights would be reserved for a faculty member. The University president would have a seat on the board, but not a vote. No other board positions would be designated for any particular person or constituency.

Here is part of Kurt's testimony about the composition of institutional boards:

Our union believes strongly that university institutional boards, if they are going to be allowed, should include internal campus representatives among their members. Our policy statement says we believe that "a majority of the members of such boards should be elected from the community and represent students, faculty and classified staff."

Why do we take this approach? Partly to ensure that the voices of those being governed by these boards are heard. But mostly because we believe that the experience and knowledge of people who work and study on campus will help institutional boards make more informed decisions.

Representative Peter Buckley (Ashland) put it this way in testimony to this committee last week, "My personal feeling is that we should not be afraid about being inclusive. I don't think the regional (universities), I don't think faculty, I don't think staff, and I don't think students yet feel they've been included in this process. I would encourage us to listen to their voices and be open to the idea that they are a part of the future of their institutions."

Notes: (6/9/13) SEIU Political Organizer Len Norwitz is reporting that the UO is one of the leading opponents of including any provision in SB 270-A that would require representation of classified employees on their university's institutional board.

(5/14/13) When President Gottfredson was asked directly at his forum on university governance about his opposition to classified employee representation on institutional boards, he refused to answer. He stated his general opposition to having board members represent any constituency; he expressed support for student and faculty representatives; and then he asked who had the next question, even when pressed to comment on classified employee representation.

What's the Deal With Overtime After 8 Hours In A Day?

One of OUS's "Big Three" takeaway proposals involves eliminating overtime after 8 hours in a day and limiting it to situations where we work over 40 hours in a week. There seems to be some confusion about how 8 hour overtime applies right now and how losing it could impact us.

Here are some of the questions we've heard:

Do employees on 4-10 schedules earn overtime after 8 hours in a day? **NO.** Classified employees in OUS who are working 4-10's do NOT receive overtime pay when they go over 8 hours in a day. Article 25, Section 2 of our contract states clearly that people on 4-10 schedules are not eligible for overtime until they've worked 10 hours in a day. It would certainly be unfair if they did receive overtime after 8 hours. Besides, there would be no incentive for a supervisor to grant anyone such a schedule, if they had to pay them 8 hours of overtime each week.

Why pay overtime on a daily basis? The law only requires employers to pay overtime when people work beyond 40 hours in a week, but our contract for decades has recognized the inconvenience involved - often on short notice - when a person is required to work beyond their regular hours in a day. This is a benefit we should not just toss away.

How does this affect part-time employees? People who work part-time will almost never reach 40 hours in a week. If a part-timer is asked/told to work more than 8 hours in a day to complete a project, prepare for a conference, or meet some other necessary deadline, he/she would want to be paid overtime for the time worked beyond 8 hours. If we have a 40 hours in a week overtime standard, all that part-timer's work that week would likely be straight time.

If I'm a full-time employee, won't I get overtime anyway? That depends on your supervisor. Without daily overtime, some supervisors could try to manipulate schedules, in order to avoid paying overtime. They could tell a person who works more than 8 hours on Tuesday to leave early on Friday, so they don't go over 40 hours for the week. We certainly don't want to make that kind of thing possible.

Are there other possible problems? **YES.** Overtime is currently based on an employee's paid time, but OUS is trying to shift that standard to hours actually worked. They don't like the fact that a person can be sick or take vacation for 8 hours on Tuesday, work 10 hours on Thursday, and get paid 2 hours of overtime that week. They'd like to say that this person actually worked only 34 hours during the week and so never reached the 40 hour threshold for overtime.

Why is OUS proposing to end daily overtime? OUS says it's in order to save money. Our SEIU Bargaining Team has asked them to tell us how much they think they would save by eliminating daily overtime. That was two bargaining sessions and more than a month ago and they have not given us an answer yet.

We classified employees have our own priorities for these negotiations - things like no increase in our health insurance premium share, a decent cost-of-living raise, full regular steps, and no furlough days. These are important and reasonable goals, but we are going to have to fight hard to achieve them. If we give up without much of a struggle on valuable things OUS wants to take away from us, like daily overtime, they will have little reason to believe we will fight for the things we've told them are our priorities.

Three Helpful Agreements Reached in Recent Bargaining Session

There were no huge breakthroughs on economics or the other major unresolved issues during the recent bargaining sessions at the UO on June 6 & 7, but our SEIU Bargaining Team did secure helpful agreements in three areas.

1) **Operational Requirements:** There are over 25 places in our contract where employees have the right to do something - subject only to the university's "operational requirements" or "operational needs". This includes things like scheduling time off, attending trainings, and arranging a leave of absence. All too often, some supervisors treat these terms as though they were magic words and they use them to justify denying an employee's request without any explanation. If you have no specifics about what "operational requirements" are involved, it's difficult to challenge such denials.

Agreement: Now, if one of these requests is denied based on "operational requirements", the employee will be able to make a written request for a written explanation and the supervisor will have to provide one in a timely manner. A grievance can be filed if no written explanation is provided, if it's not provided in a timely manner, or if the explanation doesn't cite legitimate "operational requirements."

2) **Hardship Leave:** Currently, classified employees are able to donate vacation leave to help out other classified employees who are off work and out of paid leave. In order to receive hardship leave, the employee's treating physician must certify that the injury or illness will continue for at least 30 days beyond the date at which the employee is projected to exhaust all accumulated leave. Anything less than 30 days and the employee can't receive any donated leave.

Agreement: OUS agreed to reduce the amount of time a person must be without any accumulated leave, in order to qualify for Hardship Leave, to 15 days.

3) **Trial Service:** OUS proposed that any classified employee who transfers from one OUS university to a classified position at another OUS university be required to serve a new initial trial service - regardless of their length of service with OUS. This means, for example, that a 20-year UO employee who decided to transfer to SOU, because their spouse had taken a job in Medford, would be at risk of termination without recourse during their first six months on the new job. All it would take would be a conflict with the new supervisor and the 20-year employee could be unemployed.

Agreement: OUS agreed to withdraw this proposal entirely.

Grateful Thanks to Everyone, for all the time and energy you're putting in to get us a better contract!

Thanks to Kurt Willcox, our Chief Bargaining Delegate, he's responsible for most of the stories in here. Thanks to Leola Jewett-Verzuh, for the pictures of the Millrace Rally - good shots!

And thanks to everyone who turned out for the rally at Millrace - it made the local news and was a great event!

From Our Hardship Committee Member, Avis Traver: Hints/Tips On How to Become Financially Stable and Staying Out of Debt

With the possibility of a strike looming over our heads, I thought I would share some of the materials that I found useful to help me become financially stable and lift me out of debt. Granted, I'm not completely there yet, but I have made great strides with the help of the books and websites listed below. I think these materials could be useful to some of us who struggle to make ends meet every day, week after week, month after month – especially if we are living on our paychecks from one month to the next without any savings tucked away for emergencies, such as being out of work for a while.

Some of the materials I've listed are self-help and do-it-yourself, and believe me, they are only a drop in the bucket in comparison to what I've read, but they are some of the better ones that seemed to give me the most support when trying to get a nickel's worth of goods out of a penny.

I am a single woman approaching retirement age, so naturally some of the books are specifically aimed toward women and finance, and a few toward the older woman. But I think you will find that most of them are helpful to anyone at any age. Barbara Stanny is strictly devoted to helping women in the workplace become financially stable, but Suze Orman and Yahoo! are geared toward whomever whenever.

So, if you are in debt and want to get out or just want to learn how to stash a little more away for a cushion in hard times, you can find these books in the library on campus or through Summit or Inter Library Loan. If you work for the University of Oregon, you have library privileges – make good use of them! You have access to libraries in Oregon, Washington and Idaho through the Summit Consortium of lending libraries and you have inter-library loan privileges from libraries anywhere in the world - AND IT'S ALL FREE! All you need is your official UO id card and voila! the world is yours!

At the Science Library you can check out games and gaming units such as the Wii, X-Box 360, PS-3, PS-2, Nintendo DS in regular and 3-D. And there's a slew of other stuff, too, such as Nintendo 64, WiiU games, a mini projector, a dvd writer, science oriented educational DVDs, dance pads, Guitar Hero guitars, and Rock Band equipment. Most of it checks out for 60 hours – that's two and a half days. The Science Library also has laptops to loan for four hours at a time. And don't forget all those wonderful science oriented topics in the 100,000 books that live in the Onyx Bridge Hall basement!

So don't be strangers to your libraries when there is so much free entertainment at your fingertips. It's just another way you can save a penny here and there. And the kids will love it!

Happy reading, enjoy your libraries, and good fortune!

Websites:

Yahoo finance: finance.yahoo.com A wealth of information for everyone.

Barbara Stanny: barbarastanny.com Barbara is the leading authority of women and money.

Suze Orman: www.suzeorman.com Suze is your personal finance guru. She also has a TV program, appears in specials on PBS, and has published many personal finance books, one I know exclusively for women.

(Avis' Recommended List of Money-saving/Money-making Books can be found on page 9)