

THE 411 FORUM



A publication for the hardworking men and women of AFSCME 411

THE PRESIDENT'S CORNER

Over the past few months, many members have called to inquire about union dues when on a leave of absence. For this reason, I would like to review this issue. Union dues will continue to be collected while you are on a leave. When you return to work, union dues will come out of your first paycheck for the entire period of time you are on your leave. If you would like to request a waiver of dues due to a hardship, you must make this request to the Executive Board. The Executive Board will vote on your request. If the Executive Board votes to waive your dues, AFSCME 411 will send a request to Human Resources asking them to waive dues for the period of your unpaid leave. It is your responsibility to contact the union office **prior** to your return to work. If possible, this should be at least one month before your known return date. If you have any further questions, please contact the union office. AFSCME 411 now has a cell phone. It is currently in possession of Vice President Joyce Compo. You can call **(586) 321-2380** between the hours of 8:30 am and 5:00 pm. This will enable membership to contact a union officer at any time during working hours.

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Resolving Your Workplace Issues

When facing a problem in your workplace, there are many options available to AFSCME 411 members. AFSCME has been able to resolve many issues without resorting to the grievance procedure. These include meeting with your supervisor and special conferences. Your AFSCME 411 union stewards will be glad to meet with you and your supervisor in an attempt to resolve an issue *before* it becomes a grievance. Over the past two years, AFSCME has been very successful assisting membership by this method. AFSCME can also schedule a special conference with the Human Resource Department when an issue affects a large number of members in a department. AFSCME is currently meeting with Facilities and Operations and Emergency Services in special conferences to attempt to resolve long-standing problems in those departments. There are many issues, however, that are clearly violations of our current bargaining agreement and are best addressed by a grievance. Your union steward will be able to tell you if your workplace issue is a violation of the bargaining agreement. If a grievance has taken place, the union steward will schedule a Step I grievance meeting with your immediate supervisor. This meeting *must* take place within 15 days of the violation of the current bargaining agreement. Within 5 days of the meeting, the supervisor will attempt to resolve the violation, if he/she agrees

there is a violation. If the issue is not resolved, it will move to Step II, a written grievance. The violation will be recorded on a Official Grievance Form by the Union Steward. This must be completed within 10 days of the response from Step I. The Step II meeting is held with the Department Head. If the grievance is not resolved at Step II, it proceeds to Step III. This must be presented to the Human Resources Department within 10 days of the response to Step II. President Cangemi attends this step with a representative from Human Resources. If a resolution is not reached, President Cangemi will send the grievance to AFSCME Council 25. Council 25's arbitration department will determine if the grievance will go to arbitration. A group of arbitrators, determined by both the county and AFSCME during negotiations, will decide the outcome of the grievance at arbitration. The county and a representative from Council 25 presents the case to the arbitrator and calls all witnesses. The decision of the arbitrator is final. At every step of the grievance procedure, as well as at special conferences and meetings with supervisors, the goal is always to resolve issues for members. All AFSCME 411 union stewards are dedicated to this goal. Membership can help AFSCME and themselves by providing their union steward with documentation, witnesses or statements to help resolve their issue.

Membership Mtg.—Sept. 3rd, 5:30 at the Verkuillen Bldg.

The State of the Union – AFSCME 411 Yearly Report

Once again, it has been a very successful year for our local. Our membership continues to grow and financially, the local is very sound. AFSCME 411 continues to improve the working conditions of its members through successfully representing them in grievances and working to improve wages and benefits.

MEMBERSHIP- Membership has grown in the past year. Last June, the local had a total of approximately 725 full and part-time members who were actively paying dues. Membership continues to grow due, in part, to a continued effort by Secretary Elrae Bert and President Cangemi to assure that all members are contacted and alerted monthly to sign up for dues. The local has added approximately 60 members since last June and 161 new members since June 2001. We now have approximately 786 dues paying members. We also have an additional 27 members who have not yet reached their 90 days. AFSCME continues to have a monthly system in place providing new members with an extensive welcoming package that includes sign up cards and information on the benefits of being an AFSCME member. New members are then notified on a monthly basis reminding them to send in their sign up cards and initiation fee. AFSCME 411 also had a successful membership drive this year adding approximately 50 new clerical employees from the mental health department to our local.

FINANCIAL – Fiscally, the local continues to prosper. The Executive Board and the officers continue to exercise fiscal restraint and responsibility. At the June 2003 Executive Board Meeting, Treasurer Robin Hawthorne reported approximately \$12,000 in AFSCME's three accounts. June of 2002, AFSCME had \$2,800 in these accounts and June 2001, only \$45 in our operating fund.

GRIEVANCES – The local has successfully brought a number of grievances to positive resolve in the past year including grievances at Martha T Berry, in mental health, the prosecutor's office and in human resources. The new database created in the local to track all grievances has proven to be very helpful. The database is capable of tracking a grievance utilizing identifiable words such as "suspension" or "discipline" so the local will be able to track outcomes and use them as precedent-setting cases for the future.

NEWSLETTER – As of this date, there has been 10 publications distributed to the membership. AFSCME continues to publish a quarterly newsletter and distribute them to the membership.

LOCAL 411 CONSTITUTION – The Executive Board continues to work on proposed updates to our constitution. We hope to present these proposals to the membership at the first meeting after the summer break on September 3, 2003..

PEOPLE COMMITTEE – A PEOPLE Committee, the political arm of AFSCME, consists of PEOPLE Chairman, Robinette Hawthorne with Co-Chairs Nancy Sefzik, Jill Lezotte, Cindy Donahue and Karen Davenport. This committee is currently planning a second annual women's breakfast in October. A record number of members attended the PEOPLE Convention in Dearborn in May. AFSCME continues to be committed to being involved in the political process.

GOALS FOR NEXT YEAR

Membership – Increase membership with organizing efforts and continued diligence with dues.

Committees – The formation of a picnic committee and yearly women's breakfast committee.

Financial – Continued growth of savings account and fiscal responsibility.

Involvement – Increase involvement of the membership and executive board at Council 25 and AFSCME International level.

Membership Meetings – Increase involvement at meetings and maintain representation from each department.

Solidarity – Increased contact and team work with other locals representing Macomb County

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Mt. Clemens, MI. 48043

President: Donna Cangemi
Vice President: Joyce Compo
Secretary: Elrae Bert
Treasurer: Robinette Hawthorn



Union Stewards

Verkuillen, Emergency Services
Joyce Compo 469-5571 or 321-2380

Sheriff
Jan Wilson 307-9563

Downtown Mt. Clemens Offices
Jill Lezotte 469-5693

Martha T Berry
Vicki Porchia, Nancy Hazel 469-5633

Martha T Berry Dietary
Carolyn Platt 469-6351

Facilities and Operations
Judith Reid (586) 242-4382 or 469-5244

Health Department
Roxanne Barsotti 469-5492

Community Mental Health
Joey Ludwig 469-6265

Community Mental Health Clerical
Jennifer Jozwiak 493-4975

Parks and Recreation, Pump Station
Kenneth Ahearn 772-3434