

THE 411 FORUM



A publication for the hardworking men and women of AFSCME 411

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THE PRESIDENT'S CORNER

The Executive Board would like to wish all the membership a very Merry Christmas and a Happy New Year.

Thanks to the implementation of the 70-point retirement plan on January 1, 2004, we may be losing many of you as members. The best of luck to any of you retiring in the new year. During the holiday season, don't forget to remember those who are not as fortunate as we have been. Many of our union brothers and sisters throughout the state have been facing tough times in the last year. With the unending budget cuts from the state, AFSCME workers have been hit hard in the schools, cities and municipalities. When we say our prayers over the Christmas feast, let's say a special one for all of them. Then, let's thank God that it hasn't been any of us.

I'd like you to start the new year with my favorite Irish blessing:

Here's wishing you the top o' life without a single tumble.

Here's wishing you the smiles o' life and not a single grumble.

Here's wishing you the best o' life and not a claw about it.

Here's wishing you the joy in life and not a day without it.

Christmas Party and Raffle



Come celebrate Christmas with AFSCME 411 on Wednesday, December 3rd 5:30 at the Verkuilen Building, Senior Citizens Auditorium. There will be plenty of food and fun for everyone!!! Anyone AFSCME 411 member who attends will receive a raffle ticket with a chance to win great prizes. Prizes include a New Years Eve Gift Basket, a Christmas Gift

Basket, AFSCME shirts, a PEOPLE jacket, a fiber optic Christmas angel and a \$50 gift certificate from Toys R Us. You will receive a second chance to win if you join PEOPLE. Those receiving a raffle tickets for attending the meeting **MUST** be present to win. The drawing will be at approximately 6:30 p.m.

AFSCME Endorses Howard Dean

The American Federation of State, County and Municipal Employees, AFL-CIO, has officially endorsed Howard Dean as the next President of the United States. The AFSCME International Executive Board voted unanimously to endorse Howard Dean based on his record, his position on the issues, the strength of his campaign and the overwhelming and enthusiastic support for his candidacy among AFSCME's membership. International President Gerald W. McEntee said, "We have a candidate who represents our values and who can defeat

this President," in announcing the endorsement. "AFSCME is going to mobilize the largest and most aggressive grassroots campaign this nation has ever seen. Together with Governor Dean, America's working families will take back the White House in 2004." If you would like to assist with the grassroots campaign to put Governor Dean in the White House, please call the union office at (586) 465-5292 and volunteer. There are many activities being planned in the months ahead.



**Christmas Party – Dec. 3rd
5:30 at the Verkuilen Building**

Retirement Board Candidates

All three candidates running for employee representatives for the retirement board were asked by AFSCME 411 to complete a questionnaire. All three candidates submitted answers to the following questions

1) How would you see yourself as an advocate for the employees of Macomb County on the retirement board?

2) What would your contribution be to the retirement board?

The candidates were asked to answer in 30 words or less.

Sue Sabaugh

Sue Sabaugh is a 20-year employee in Macomb County. Sue is a member of UAW Local 889. She is a former AFSCME 411 member. Sue served on the Executive Board as Treasurer. Sue currently works in the Treasurer's office and has completed college courses in banking, accounting and business management. Sue has a financial background in accounting.

1) As past Local 411 Treasurer, I have proven that I am an advocate for the employees. Whether fighting union busting tactics or pension reform, I have always kept the employees interest first and will continue to work hard as a representative for all employees.

2) My contribution as employee representative will be to:

- Insure wise and prudent investments
- Regularly examine both performance and cost of each money manager
- Protect the future of your pension to insure your retirement future
- Keep employees well informed

Sharon Souza

Sharon Souza is a 23-year employee of Macomb County. Sharon is a member of UAW Local 412. She is a former AFSCME 411 member. Sharon served on the Executive Board and was a trustee for AFSCME 411. Sharon has two associates degrees from Macomb Community College and graduated with honors. Sharon currently works at the MIS help desk. In the past, Sharon worked in the Human Resources Department assisting employees with insurance benefits.

1) My pledge as retirement commission employee advocate:

- ◆ Protect employee retirement contributions from high risk investments
- ◆ Guaranteed medical benefits
- ◆ Support annual roll-in cost of living allowance
- ◆ 3-year final average compensation pension calculation

2) My contribution to the retirement board:

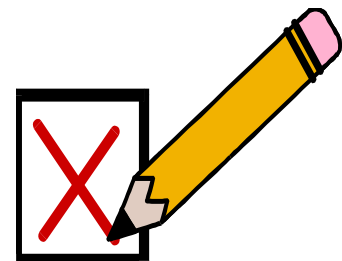
- ◆ Bring my abilities in preverance, determination and problem solving
- ◆ Finding common ground for management and employees
- ◆ Providing win-win scenarios
- ◆ Benefiting all employees
- ◆ My voice is your voice

James Amato

James Amato is a 25-year employee of Macomb County. James has been a member of UAW for 9 years. He was a former AFSCME member for 16 years. James has worked in the Macomb County Public Works Office for all of his 25 years of employment.

1) I will be a hard working advocate for county employees. I will stress better benefits, rapid response communications and hands-on problem solving for active and retired county employees.

2) I will make the Retirement Board more employee/retiree friendly by insisting on making board meetings more accessible for employees, providing reports on meetings to the rank and file and more.



VOTE

AFSCME Endorses Sue Sabaugh for Retirement Board

The Executive Board has voted to endorse Sue Sabaugh for retirement board trustee. The board recognizes that all three candidates possess exemplary skills and are qualified to represent the employees of Macomb County. Ms. Sabaugh's history of union leadership and strong support for the employee's of

Macomb County will make her an excellent addition to the Retirement Board. Ms. Sabaugh promises an open dialogue with union leadership and education to employees through newsletters and seminars. She will be a welcome addition to the excellent employee representatives already on the board.