

# THE 411 FORUM



*A publication for the hardworking men and women of AFSCME 411*

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## AFSCME 411 Negotiations Continue

AFSCME 411 bargaining continues with health care being the major issue facing current employees. The county is asking all current employees to take concessions in their health care coverage and AFSCME 411 is not willing to accept these concessions. Bargaining will continue on this one issue until the negotiating team is able to bring a fair compromise to the membership for a ratification vote. At this time, the bargaining team is working hard to bring that compromise to the membership as soon as possible. AFSCME 411 was instrumental in bringing together a coalition of all the unions of the county to present a unified position on health care. Regular meetings of this core coalition have occurred since last October. The coalition has presented a counter-proposal to the county in regards to health care and is currently awaiting a response. All of the negotiating team realize it is not beneficial for any of the membership to have a contract remain un-

resolved. But, concessions of the enormity being asked of our members in health care will not be accepted. The bargaining team will not bring any contract proposal to the membership of this local unless it is a contract that will offer each member the optimum benefit and wage package. Each member of this local and every member and retiree of AFSCME 411 in the future will have to live with the benefits negotiated in this contract. Some of the other possible issues to be addressed include the DROP plan, wage increases, duration of contract, some language changes in bereavement and language changes in the sick leave article. Negotiation meetings have accelerated in the last month and the employer appears very motivated to arrive at a settlement soon. Both the employer and the AFSCME 411 negotiating team are working diligently to reach a compromise agreement on the health care issue as well as all others.

## Labor Day Parade

This year's Labor Day Parade theme is "Marching to Protect Health Care, Pensions and Social Security!" It is vitally important for you to show your support and attend the Labor Day Parade this year, even if you have never attended a Labor Day Parade ever! Why??? First, we are now the largest labor union in the AFL-CIO. We bear the responsibility and honor of displaying to the world that labor is not weak or declining. Secondly, this is an election year and we need to show our strength in numbers by being the "mean green

AFSCME machine." Last, and most importantly, it will be fun!!! AFSCME is having a Good Old Time Picnic Festival after the parade with corn on the cob, apple pie, ice cream, hot dogs and drinks. There will be clowns and games for the kids. If you are interested, the AFSCME staging area is on Woodward and Canfield. Parking is available on the Cobo Hall roof with a free shuttle to the staging area. You must assemble between 8:00 am to 9:30 am. The parade begins at 10:00 am. More details call 465-5292.

## Delegates to be Elected

Delegates to the AFSCME Council 25 Convention will be elected at the September 7th membership meeting. AFSCME 411 is entitled to 5 delegates. These delegates will carry all the voting power of all the membership of AFSCME 411 at the convention. President Cangemi, by power of her office, is an automatic delegate to the convention. Because President Cangemi is an Executive Vice President who sits on the state board, she may choose to either go to the convention as a delegate

or as a vice president. If she goes as a vice president, she does not carry any voting power. If you are interested in becoming a delegate, the convention will be from October 5th through the 9th. It will be held at the Hyatt in Dearborn, Michigan. Rooms will be provided by the local as well as a daily stipend for food. Nominations and elections will be held at the September membership meeting. If there are five or less members nominated, no election will be required.

# Old Fashioned Picnics

The Macomb County Democratic Club is sponsoring a series of picnics throughout the county during the month of August. The picnics are designed to give you, employees and AFSCME 411 members, a opportunity to meet elected officials from your area without intervening receptionists, aides or office staff. You will have a chance to voice your concerns to your county commissioners, state representative, congressman or senator. The picnics include, **free of charge**, food refreshments, music and entertainment for children. The picnics run from August 8th through August 31st.

Picnics will be held on the following dates and places:

**August 25th:**

Lt. Governor John Cherry and Congressman Sander Levin at Stephens Park at 14 Mile Road and Garfield in Fraser with County Chairwoman Nancy White from 5:30 – 7:00 pm

**August 25th :**

Lt. Governor John Cherry and Congressman Sander Levin at Dennis Park between Ryan and Mound on Stephens in Warren with County Commissioner Andrey Duzyj from 6:00 – 7:30 pm

**August 29th:**

Lt. Governor John Cherry with County Commissioner Phil DiMaria at Kennedy Park at Schroeder and Stephens in Eastpointe from 5:30 – 7:00 pm

**August 29th:**

Lt. Governor John Cherry with County Commissioner Bob Gibson Jefferson south of Shook in Harrison Township Park in Harrison Township from 6:00 – 7:30 pm

**August 30th:**

Senator Debbie Stabenow and Congressman Sander Levin with County Commissioner Robert Mijac and County Commissioner Diana Kolakowski in Nelson Park on 15 Mile Road between Dequindre and Ryan in Sterling Heights from 5:30 – 7:00 pm

**August 30th:**

Senator Debbie Stabenow and Congressman Sander Levin with County Commissioner John Switalski in Hal-mich Park on 13 Mile Road between Ryan and Dequindre in Warren from 6:00 – 7:30 pm

**August 31st:**

Senator Debbie Stabenow and Congressman Sander Levin with County Commissioner Susan Doherty and County Commissioner Joan Flynn in Miller Park between Schoenherr and Hayes in Warren from 5 :30 – 7:00 pm

**August 31st:**

Senator Debbie Stabenow and Congressman Sander Levin with County Commissioner Paul Gielegem at the Civic Center in Clinton Township between Canal and Clinton River Road from 6:00 to 7:30 pm.

## AFSCME SCHOLARSHIP PROGRAM

Thirteen scholarship awards of \$2,000 a year for a maximum of 4 years will be awarded again this year to the sons or daughters of a AFSCME member who is graduating in the spring of 2006 and who will be enrolled in a full-time, four year degree program at a accredited college or university. To be eligible for this scholarship the applicant must complete a 3 page application, include two letters of recommendation, compose a essay of 1,00 words entitled, "What AFSCME has meant to Our Family," and attach SAT or ACT scores and high school transcripts. Applications can be downloaded off the AFSCME website at [www.afscme.org](http://www.afscme.org) or the office can provide you with a form. Applications must be into the office post-marked by December 31, 2005. Scholarship winners are announced on March 31, 2006. Last year, a Michigan native won one of the scholarships. For additional information, call the office at 465-5292.

## FMLA – ASK THE QUESTIONS

When you are contemplating using the Family and Medical Leave Act, don't assume, ASK!!! There are many complicated issues involved. Call the office to ask the questions. What you don't

know will hurt you and you may be overlooking a right you are entitled to!! For instance, you are entitled to take intermittent leave in certain circumstances when documented.

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