

THE 411 FORUM



A publication for the hardworking men and women of AFSCME 411

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THE PRESIDENT'S CORNER

Over the last few months, a number of "right-hand women" have chosen, for one reason or another, to resign as officers, executive board members and steward. All of them have dedicated a lot of time and effort into helping our members. I would like to thank Beverly Jolley, Linda Ehrke and Joanne Priester for their many years of service with AFSCME 411. Even though I hate to see them leave, I can understand their decisions. Each one of these ladies has been an enormous help to me during my first year in office. Good luck to all of you. I would also like to inform the membership that I will be on a medical leave from June 20 until September 1. Arrangements have been made for Joyce Compo to be available the same number of hours starting July 5th. From June 24-28, I will be in Las Vegas for the International Convention. Four members of AFSCME Local 411 have expressed interest in joining me at this convention. We will all be attending this bi-yearly event at our own expense. I will also be attending the PEOPLE convention the week-end of May 17th in Dearborn with three members of AFSCME 411.



AFSCME STRONGLY ENDORSES DAVID BONIOR FOR GOVERNOR

In 1995, I found out first hand what kind of a man David Bonior is. On a chilly October night, he sat quietly on the steps of the Detroit News Building with a handful of devout newspaper strikers vowing he would not leave until management agreed to negotiate with the striking workers. They refused and David was hauled off by the Detroit police. He was booked and jailed. David was one of only a handful on politicians willing to take on the powerful Gannett/Knight-Ridder Newspaper dynasty. Months later, David wrote me a 9-page handwritten letter in response to my frustration over the court rulings that inevitably destroyed the lives of hundreds of working men and women. David Bonior talks the talk and walks the walk. In the next four years, working families are going to need a strong ally in Lansing. They'll get it with David Bonior. David is a former Macomb County AFSCME member. He worked as an adoption case worker and probation officer in Macomb County. His record of sup-

port for labor is unmatched. He said no to NAFTA, no to fast track, no to the world trade organization and no to normal trade relations with China. His support of women's rights is even more impressive. As governor, his plans include: pay equity for women, extending the family and medical leave act, stricter enforcement of the Violence Against Women Act, affordable, accessible child care, increased access to women for mammograms, contraceptive coverage mandatory in health care plans, coverage for annual pap smears and pelvic exams and enforcement of equal rights for women. David Bonior is a strong supporter of community based mental health and health care services for everyone. This means job security. I know David Bonior. He is one of the last politicians who is sincerely dedicated to making this a better world for women and working families. David Bonior is the REAL thing. We urge you to strongly support him.

Congratulations to Cynthia Donahue and Nancy Sefcik, our newest Executive Board members. We hated to see Beverly Jolley resign after being a long-term board member, but Nancy and Cindy will be great additions.

They both bring a lot of labor experience with them. Also, good-bye and good luck to Katie Rodgers in Finance who retired June 7th and Linda Jobse, a custodian at F & O who retired April 15th. **HAVE FUN !!!!!!!!!!**

Collective Bargaining Agreement Issues Reviewed

When I took office last June, I became aware that many members do not have access to a collective bargaining agreement. The current bargaining agreement ratified last July continues to be edited by the Human Resource Department. When a final copy is printed, all members will be supplied a copy. In the meantime, I would like to review some of the articles in the current bargaining agreement that most often lead to problems for employees who are unaware of them.

Leave of Absences: Confusion about your obligations when you apply for a leave of absence can and will cost you your job. A leave of absence may be requested for illness or injury of yourself or a family member, education, military service or personal reasons. If you are absent from work for more than **five days**, you are required to apply for and request a leave of absence. A leave of absence can be for as long as six months and may be extended to another six months. You **MUST** report back to work or request an extension before the end of the first six month leave. If you do not, Human Resources will consider your failure to do so a **resignation**. Six month extensions are granted for illness, injury or education.

Discipline: You have the right to union representation any time you are disciplined. You may ask for union representation if any content of a meeting could lead to discipline. If you are called into a meeting and are unsure if it is a disciplinary matter, **ASK!**

Grievances: If you are asked to perform a duty or participate in an activity you believe could be a grievance, do not

refuse to perform the task. Perform the duty requested and then contact your union steward to file a grievance. Refusal to perform a duty requested by your supervisor could be considered insubordination. All grievances, except suspensions and terminations, begin at Step 1 with a meeting with your immediate supervisor. They then move to Step 2 with the departmental supervisor.

Worker's Compensation: If you are injured on the job and receiving worker's compensation, you will continue to accumulate seniority, sick leave and annual leave. You may supplement your payments of worker's compensation by using your sick leave reserve. You **do not** have to use your annual leave reserve. This is a choice.

Job Openings: A promotion to a higher classification is based on qualifications, which are listed on the posting. All qualifications being equal, seniority prevails. Employees applying for a promotion are given priority over employees seeking a lateral transfer except in community mental health. All postings are to be posted on the Union Bulletin Board. Employees within each department are given first consideration for a regular job opening. If the job is not filled by applicants within the department, consideration is then given to qualified employees in other departments. If there are no qualified AFSCME 411 applicants, those outside of the bargaining unit are considered. If there are additional issues in your work area that you are unsure of, either call the union office or ask one of the union stewards for clarification. We hope to have a bargaining agreement in everyone's hands soon.

Short Term Disability Available

AFSCME 411 members are eligible for a payroll deducted short-term disability program through Colonial Life. Policies cover a period of six months or twelve months. Gerald Bussey, the Colonial Life representative, came to the May membership meeting to explain the program to members.

The cost of the program varies based on your age, coverage and your salary. The cost is deducted from your payroll check once monthly. For more information, you can call Gerald at 1-313-819-6602. He will come to your work site to meet with you, but please get administrative permission.

Future 411 Members

Congratulations to Shawn Percefull in the Prosecutor's Office. Shawn had a 6 pound 15 ounce baby boy on November 29, 2001. Congratulations also go out to Cathy Cross-Vermander in the Treasurer's Office. She had a 8 pound 10 ounce baby boy on September 17, 2001.

Ooops! In the March newsletter, Ms. Carmella Sabaugh was incorrectly identified as the County Treasurer. Ms. Sabaugh is the County Clerk and Mr. Ted Wahby is the County Treasurer. Our apologies to both of them.



"Let me get this straight. You say you're tired of being overlooked, you want some recognition and you think you deserve a promotion. My only question is , WHO ARE YOU?"