

THE 411 FORUM



A publication for the hardworking men and women of AFSCME 411

THE PRESIDENT'S CORNER

It has been one year since I first took office as the President of AFSCME 411. In this issue, the executive board and I decided it would be nice to introduce a yearly report to the membership of the accomplishments the local has reached in the past year. As long as I remain the president, I hope to do this every June. It will keep the membership abreast of the number of members in the local, goals obtained with grievances, problem areas and the fiscal stability of the local. If members have questions anytime during the year, please call the local at 465-5292. If I can't answer your question, I will find someone who can. As you can probably guess, I canceled my scheduled surgery this summer and decided to work instead. I will be available all summer except the week of August 12th when I will be on vacation. Hours for the summer will remain from 12:30 to 5:00 p.m. Monday through Friday. The International Convention in Las Vegas was a great experience but it was hot, hot, hot. Daily temperatures reached anywhere from 115-118 degrees. I will be making a full report to the Executive Board at the July board meeting of all the resolutions adopted during the convention week.

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AFSCME 411 WINS INTERNATIONAL HONOR

The membership of AFSCME 411 were honored on Thursday, June 27 at the Paris Hotel in Las Vegas, Nevada for their "perseverance and effort beyond the call of duty" in fighting for the 2000-2005 contract negotiations. Before a crowd estimated at 10,000 AFSCME members from all over the world, President Donna Cangemi accepted the award on behalf of all AFSCME 411 members. Locals from all over the world submitted their letters to AFSCME International in April nominating their locals in the areas of organizing, bargaining contracts and political actions. A group of AFSCME International members who remained unidentified voted by secret ballot from a select group of finalists to decide who would be honored at the July 27th "Awards of Excellence" banquet in the Paris Hotel Ballroom. AFSCME 411 was one of twelve locals honored throughout the world. Executive Board Members Nancy Sefzik and Judy Reid flew to Las Vegas, Nevada on Thursday, June 27th

to attend the banquet with President Cangemi. The award will be displayed in the AFSCME 411 office. President Cangemi nominated the local in April describing the numerous efforts made by the negotiating team and the membership including lunch hour pickets, attendance at numerous board of commissioner meetings, obtaining media coverage, meeting with commissioners and extensive research done by the negotiating team members. Special thanks to the negotiating team consisting of John Eller, Joyce Compo, Linda Ehrke, Donna Cangemi, Connie Miller, Beverly Jolley and Dorothy Bursey for their efforts "beyond the call of duty" which helped the local receive this honor. Also special thanks to Council 25 President Albert Garret, Secretary-Treasurer Larry Roehrig, and Ellen Keith and Brenda Adams, Council 25 staff representatives, for their devotion to the local for the 19 months it took to obtain the contract. Please drop by the office to see the award!!!!

CONGRATULATIONS to Byron Sanders, a cook at Martha T Berry Hospital. Byron was honored last month by the Michigan Minority Women's Network as their "Chef of the Year". Byron and his family attended a dinner dance at

Burton Manor in Livonia, Michigan on June 8th where Byron received his award. President Cangemi and Council 25 Staff Representative Brenda Adams attended the ceremonies on behalf of AFSCME 411.

The State of the Union – AFSCME 411 Yearly Report

IT HAS BEEN AN EXTREMELY BUSY YEAR for our local and one in which many successes were reached. At our June Executive Board Meeting, the board not only decided it would be a good idea to start a yearly report to the membership but that it would also be a great idea for the membership if the board set yearly goals to accomplish in the coming year. I will include those goals in this report to the membership. If you would like to share your own recommendations to the board on goals you feel would help the growth and strength of our local, please call the office and discuss them with myself or with one of the board members. We would love to have your input.

MEMBERSHIP- Membership has grown substantially in the past year. Last June, the local had a total of approximately 625 full and part-time members. Due, in part, to a stringent effort to assure that all members were paying dues, the local has added approximately 100 members since last June. We now have approximately 725 full and part-time members who are actively paying dues. We also have a monthly system put in place in which new members receive an extensive welcoming package that includes sign up cards. They are then notified on a monthly basis reminding them to send in their sign up cards and initiation fee. A database was developed in the past year that includes the names, addresses, telephone numbers and work areas for all members. This database also contains seniority date and the date sign up cards were sent in to the local. The database is capable of creating a list of all members who have not sent in cards or paid initiation fees. This database is updated monthly so the local is able to have a current list of the ever changing membership of the local and those who are not paying dues.

FINANCIAL –Fiscally, the local is doing better than last June. The \$1.55 dues increase approved by the membership last March made a big difference. The Executive Board and the officers have exercised fiscal restraint and responsibility to bring the local to a point where we can meet our monthly obligations and begin to increase our savings account as well. At the June Executive Board Meeting, the treasurer was not present to make a report, but an estimate of approximately \$2,800.00 in our operating fund and a separate fund for union steward's reimbursement is being built. The operating fund had \$45 in it last June so a substantial improvement has been made bringing the local to a much more comfortable level.

GRIEVANCES – The local has successfully brought a number of grievances to positive resolve in the past year including suspensions at Martha T Berry, issues in the sheriff department, in mental health, at the parks and recreation department, the prosecutor's office and in human resources. A new database has been created in the local that tracks all grievances. The database is capable of tracking a grievance utilizing words such as "suspension" or "discipline" so the local will be able to track outcomes of past grievances and use them as precedent-setting cases. All grievances starting last June are on this database as well as the outcome of the grievance.

NEWSLETTER – A newsletter was started last June on a quarterly basis. As of this date, there has been six publications distributed to the membership.

LOCAL 411 CONSTITUTION – A committee was formed in April to look at revising the current constitution. Their work has been completed and will be presented to the Executive Board. Proposed changes accepted by the Executive Board will be brought to the membership at a regular meeting.

TRAINING – Council 25, through the efforts of the AFSCME 411 Executive Board, has started regular training of all executive board members and stewards.

PEOPLE COMMITTEE – A PEOPLE Committee, the political arm of AFSCME, was formed. PEOPLE Chariman is Robinette Hawthorne with Co-Chairs Nancy Sefzik, Jill Lezotte and Cindy Donahue.

GOALS FOR NEXT YEAR

- **Membership** – increase with organizing efforts and continued diligence with dues
- **Committees** – formation of a picnic committee, entertainment committee and others to respond to membership needs
- **Financial** – continued growth of savings account
- **Involvement** – increase involvement of the membership and executive board at the council and international level
- **Membership Meetings** – increase involvement including pizza and pop at meetings
- **Solidarity** – with other local unions