

THE 411 FORUM



A publication for the hardworking men and women of AFSCME 411

THE PRESIDENT'S CORNER

In this issue, we are including a listing of all the union stewards and their contact numbers. Please contact your union steward with any issues or concerns you may have. If your steward need assistance, they will contact the president or vice-president. The Executive Board approved two new policies in March that will assist the membership. The first one includes an official policy specifying who will handle union issues in each department. This will help the membership clearly know who to contact if they should have questions, problems or a grievance. The first contact will always be your union steward. This publication has identified who that is and how to contact them on the back page. If you do not have a union steward in your area, contact the chief steward, Joyce Compo. Also, a new policy has been put into effect governing confidentiality. When you file a grievance, the only people who will be aware of your name will be the union steward and anyone else directly involved in the grievance, usually your supervisors. At step three of the grievance, the president becomes involved. This will assure complete confidentiality to anyone grieving an issue.

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Deferred Compensation Changes Debated At Board of Commissioners Meeting

Over the last year-and-a-half, the Human Resources Department and Board of Commissioners has been exploring changing the carriers of the deferred compensation program for employees. Deloitte, Touche and Tohmatsu were hired by Macomb County to explore which companies would give the employees the best deal. A change in carriers was explored due to concerns over the services now provided by current companies and also the high basis points charged and poor availability to the employees for consultation. The process was narrowed down to two companies last June – Citistreet and ING (formerly AETNA). Last month at the Board of Commissioners Meeting, the board voted to hire these two companies. The contract included giving Citistreet 48 million dollars of the current 49 million dollars in deferred compensation. AFSCME 411 attended the board meeting and immediately requested a legal opinion from Council 25 as to whether this was a bargaining issue. AFSCME has taken the position that employees and employee representatives should be involved in the process of choosing a new carrier. AFSCME re-

quested a copy of the contract from both companies BEFORE the Board of Commissioners approved the contract with these companies. At the March Board of Commissioner's Meeting, AFSCME 411 President Donna Cangemi, Executive Board Member, Jill Lezotte, union member, Connie Miller and both Cathy Phillips and Brenda Adams from Council 25 requested the board delay the approval of these contracts. AFSCME requested that the vote be tabled until these contracts can be reviewed by AFSCME Deferred Compensation specialists and determined if these two companies would provide the best service, the best deal and be accessible to employees. At this time, the contracts have been submitted to AFSCME International in Washington, D.C. and AFSCME 411 is awaiting evaluation from these experts. The deferred compensation plan will affect all employees enrolled and all employees who will enroll in the future. It is imperative for this plan to address the needs of our membership and to provide safe and accessible services to everyone. AFSCME will continue to fight to assure this for all its members.

We're on the WEB. Our address is www.afscme411.org

What to Do If You Have a Health and Safety Problem

You have a right to go to work in the morning and return in the same shape you left. AFSCME members are faced with more different and severe hazards than almost any other worker: chemicals, back injuries, workplace violence, confined spaces, speeding traffic, trench collapses, machinery hazards, infectious diseases and a variety of other workplace hazards kill, injure, sicken and maim thousands of members every year. And many AFSCME members face these hazards doing jobs that most Americans don't even want to think about. In return for the work they do and the hazards they face, public employees in 27 states still are not covered by federally approved OSHA laws. Even where they are covered by OSHA, many of the hazards that public employees and health care workers face are not regulated: workplace violence, most infectious diseases, repetitive strain, back injuries, indoor air quality -- none of these have OSHA regulations that define what is "safe." On top of this, the enemies of working people are attacking our right to a safe workplace. Using phrases like "cost effectiveness," "regulatory reform," "competitiveness," and "unfunded mandates," they attack the laws and safeguards that protect us, and threaten to privatize our jobs if we complain about our working conditions. The AFSCME health and safety program exists to help members work in safe conditions. If you have a health and safety problem, there are certain steps that you should take:

1. Tell Management: It is management's responsibility to keep your job safe. This responsibility is written into the federal and state OSHA laws.
2. Make sure your co-workers and your union knows about the hazards. It is important for the union to know about problems so that they can keep track and confront management with as much information and power as they can.
3. Contact your AFSCME Staff Representative: While AFSCME International Health and Safety staff are happy to answer simple questions by e-mail to osha@afscme.org, over the phone (202) 429-1228, or with a fact sheet or publication, if you need any information more complicated than a fact sheet, you should always first contact your AFSCME staff representative. This is not a bureaucratic roadblock. Your staff reps are much closer to your local situation than AFSCME International. Local unions may be able to solve problems much more quickly. They may be already working on similar problems for other members in your local or in nearby locals. If necessary, AFSCME 411 will contact AFSCME International. (Of course, if you have a real emergency, where someone is facing an immediate health and safety risk, you can always call AFSCME International at (202) 429-1228 or your state OSHA (<http://www.osha.gov/oshdir/states.html>). Safe working conditions are a major priority for AFSCME.

Member's Benefits

Regular car maintenance and new tire purchases help stretch the longevity and value of your vehicle. Now, when you use the Union Plus Goodyear Discounts, you can help keep your car in good shape and save money —while also supporting your fellow union members. Many Goodyear tires are made by members of the United Steelworkers of America (USWA). Through an agreement with the company-owned Goodyear Gemini Auto Service Centers, Union Plus discount tires and car service deals are now available exclusively to union members. So treat your truck, van, car or motorcycle to some new wheels and a tune-up — and give the thanks to your union membership. Cash in on the following special union-member-only deals for Goodyear discount tires and more: \$15.95 oil, lube and filter services and 5% off all tires, including car tires and snow tires.



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



Union Stewards

Verkuillen, Emergency Services
Joyce Compo 469-5571

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