



# The State of the Union

**IT HAS BEEN A WHILE SINCE** the local has reported the current state of our union in this newsletter. It has been a good year for the local, despite the downturn in the economy. Fiscally, with the goals of the local, in membership participation and in solidarity with other unions, the local has been successful. The local continues to grow, to prosper and to build alliances with other locals.

**MEMBERSHIP** - Membership continues to grow, despite the hiring freeze. For January 2007, the most recent month in which there was a payroll deduction accounting from Council 25, our local had 822 full-time members, 17 20-hour part-time members and 7 12-hour part-time members for a total of 846 members. In June 2002, the local reported 725 active paying members. There has only been one laid off AFSCME 411 member. Following a layoff of a few months, that member has been now been offered a job in another department.

**FINANCIAL** - Fiscally, the local continues to do very well. The Executive Board exercises restraint and responsibility in meeting the monthly obligations of the local. The local has two CD's that are earning a good rate of return and has made a commitment to our savings account monthly. The board approves an annual budget at the January and February board meetings every year that includes a substantial monthly amount for savings. The local has an annual audit by both the trustees, who are members of AFSCME Local 411 and by an independent auditor.

**GRIEVANCES** - Union stewards are the backbone of any union. Increased involvement and training of union stewards has been a goal. The Executive Board adopted a policy stating a union steward must attend one membership meeting in a quarter to receive reimbursement of their union dues. The goal is to have well-informed, in-

involved union stewards. Hopefully, they will attend all membership meetings. This policy is a minimum requirement. New stewards are also required to attend steward training from Council 25. This training will teach the fundamentals required of a union steward. Vice President Jan Wilson, who is also the Chief Steward for AFSCME 411, trains and assists all new stewards. With these new policies in place, as well as oversight from the local, the membership will receive the best and most knowledgeable advice possible when seeking answers to their questions. AFSCME 411 continues to pursue and resolve numerous grievances for our members in all departments across the county.

**LOCAL 411 CONSTITUTION** - The AFSCME 411 Constitution was revised. The Constitution had not been changed since 1992 and was badly in need of revision. After many years of setbacks, the new constitution was finally signed by President Gerald McEntee February 6, 2007. A copy of the revised constitution is on the website at [www.afscme411.org](http://www.afscme411.org).

**AFSCME 411 WEBSITE** - The AFSCME 411 website continues to grow. Additional website space was just added to upload the new unedited contract in both Microsoft Word and pdf file. It may take you a while to download the file. Please make sure you also make a copy of the letter sent to Eric Herppich by President Cangemi outlining the disputed items in the unedited version of this contract. This is not the final copy. This version of the contract is 99% accurate and will allow the membership access to the majority of language change and needed language in the contract.

**COALITION BUILDING**- AFSCME 411 has been the leader in coalition building with other unions in the county. This strategy has proven to be effective in the past

## Rights Reminder

Under the Weingarten Rules, you have the right to have a steward present during a meeting with management when you believe the meeting might lead to disciplinary action. In order to exercise this right, you must request union representation before or during the meeting. The supervisor must grant your request and wait for the union to arrive. The supervisor could also reschedule the meeting until you can have the union present. A violation of this rule is an Unfair Labor Practice. Remember, you have to ask for the union.

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President: Donna Cangemi  
Vice President: Jan Wilson  
Secretary: Cindy Donahue  
Treasurer: Karen Davenport

### Union Stewards

Verkuillen, Emergency Services  
Jan Wilson 321-2380

Sheriff Jan Wilson 321-2380

Downtown Mt. Clemens Bldgs.

Jill Lezotte 469-5693

Martha T Berry

Vicki Porchia, 3A all shifts and ESW 469-5633

Carolyn Platt, Kitchen, Laundry 469-6351

Elaine Lipsey, 3B all shifts 469-5630

Kimberly Smith, 2A, 2B all shifts 469-5632



Facilities and Operations  
Alberty Shamaly 703-0190

Health Department

Joyce Compo, Adm. Bldg. 469-5492

Brenda Sanders, Warren, St. Clair Shores 573-2210

Community Mental Health

Jennifer Jozwiak 469-5773

Parks and Recreation, Pump Station

Kenneth Ahearn 772-3434