



Letter for
5/18/04

TPOAM

Technical, Professional and Officeworkers Association of Michigan

27056 Joy Road • Redford, MI 48239-1949 • (313) 937-9000 • FAX (313) 937-9165

May 10, 2004

To: All Southfield Career ACS Employees:

Congratulations and welcome to the TPOAM! On April 20th you sent a strong message of solidarity and a willingness to work with the City Administration by overwhelmingly electing TPOAM as your new union.

Your group has been assigned a business agent and our entire staff is prepared to assist you in all of your labor needs. However, your unit is an independent association and needs to adopt a set of bylaws, elect an executive board, negotiating committee and stewards. To assist you in this endeavor and answer all of your questions, the first Southfield Career ACS Employees Association meeting will take place on **Tuesday, May 18, 2004 at 5:00 pm at Aries Grotto Colony Hall, 21780 Evergreen Rd.** (Between 8 and 9 mile).

Business Agent Wayne Beerbower (President of Farmington Hills POA and Vice President of POAM) and I will be in attendance to insure that this most important meeting and agenda get the organization on a solid foundation.

As mentioned at our previous meeting on April 19th, payment of union dues will begin in June 2004 with additional details being discussed at this upcoming meeting.

I cannot stress to you how important this meeting is to you personally and the unit as a whole. Decisions will be made that have a huge impact on our ability to deliver on your number one request - to protect your career and benefits with a working contract. We need qualified people to get involved by voting, expressing their opinions and serving their fellow employees.

We've worked long and hard to elect our group. Let's keep the process moving and include as many people as possible. I hope to see each and every one of you at the meeting on May 18, 2004.

Thanks again for your trust and confidence in TPOAM. If you have any questions, call me personally at the telephone number listed above.

Respectfully,

Ed Jacques
Director of Member Services

EEJ/md



TPOAM/CITY OF SOUTHFIELD CAREER EMPLOYEES

MINUTES OF GENERAL MEETING MAY 18, 2004

THE MEETING WAS CALLED TO ORDER AT 5:35 P.M. BY WAYNE BEERBOWER OF TPOAM.

THESE MINUTES ARE AS A RESULT OF INFORMAL NOTES TAKEN BY KATHY LEWIS AS THE MEETING WAS BEING CONDUCTED.

THE ELECTION TO BECOME MEMBERS OF TPOAM WAS HELD APRIL 20, 2004. DUES TO TPOAM WILL BE \$27.50 PER MONTH AND WILL COME DUE IN JULY.

THE PURPOSE OF THE MEETING WAS TO IDENTIFY THE STEPS THAT NEED TO BE TAKEN:

- 1. FORMAL ORGANIZATION**
 - A. ELECT OFFICERS – PRESIDENT, VICE PRESIDENT, TREASURER AND SECRETARY FOR A TWO YEAR TERM**
 - B. APPOINT STEWARDS FROM DIFFERENT AREAS OF THE WORK FORCE**
 - C. DEVELOP AND VOTE ON BY-LAWS, WHICH ARE THE GENERAL RULES OF THE ORGANIZATION**
- 2. CONTRACT**
 - A. START WITH POSITION DESCRIPTIONS OF MEMBERSHIP**
 - B. CONSTRUCT CONTENTS TO REFLECT CURRENT BENEFITS – WHAT WE HAVE NOW, VACATIONS, WORK RULES, ETC.**

AT THIS POINT IN THE MEETING IT WAS NOTED THAT KATHY LEWIS WAS ALREADY TAKING NOTES FOR PERSONAL USE. SHE WAS ASKED TO TAKE THE MINUTES FROM THIS POINT FORWARD SO THAT A FORMAL RECORD OF EVENTS COULD BE HAD.

THE MEETING SHOULD BE CONDUCTED USING ROBERT'S RULES OF ORDER.

IT WAS SUGGESTED THAT THE FIRST ORDER OF BUSINESS WOULD BE TO ELECT OFFICERS.

IT WAS A MOVED AND SECONDED THAT AN ELECTION COMMITTEE BE FORMED. DISCUSSION WAS HELD AND A VOTE TAKEN. MOTION FAILED.

IT WAS MOVED AND SECONDED THAT WE ACCEPT NOMINATIONS TONIGHT AND HOLD ELECTIONS AT A LATER DATE. DURING THE DISCUSSION, IT WAS MOVED AND SECONDED THAT ABSENTEE BALLOTS BE PERMITTED FOR THE ELECTION OF OFFICERS. DISCUSSION WAS HELD AND VOTE TAKEN. AMENDMENT FAILED. VOTE TAKEN ON ORIGINAL MOTION. MOTION FAILED.

IT WAS MOVED AND SECONDED THAT THE FLOOR BE OPENED FOR NOMINATIONS FOR THE

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INTERIM EXECUTIVE BOARD TO SERVE ONLY UNTILL A CONTRACT WAS IN PLACE. DISCUSSION WAS HELD AND A VOTE TAKEN. MOTION PASSED.

NOMINATIONS FOR PRESIDENT (THAT WERE ACCEPTED BY THE NOMINEE) WERE:

JOE TOMCZAK

ED GARDELLA

VOTE TAKEN – JOE TOMCZAK WAS ELECTED PRESIDENT.

NOMINATIONS FOR VICE PRESIDENT (THAT WERE ACCEPTED BY THE NOMINEE) WERE:

ANDREA ALBANICE

HANAN AZZOU

NANCY KUSCH

GREG SHERMAN

DIANA PEAGLER

VOTE TAKEN – GREG SHERMAN WAS ELECTED VICE PRESIDENT.

NOMINATIONS FOR SECRETARY (THAT WERE ACCEPTED BY THE NOMINEE) WERE:

KATHY LEWIS

VOTE TAKEN – KATHY LEWIS WAS ELECTED SECRETARY.

NOMINATIONS FOR TREASURER (THAT WERE ACCEPTED BY THE NOMINEE) WERE:

DIANA PEAGLER

ESTELLE MARKOW

NANCY KUSCH

VOTE TAKEN – DIANA PEAGLER WAS ELECTED TREASURER.

THE FLOOR WAS TURNED OVER TO JOE TOMCZAK AS THE NEW PRESIDENT.

THE FIRST ORDER OF BUSINESS WAS TO ESTABLISH THE UNION STEWARDS. JOE FELT THAT THE CITY OFFICES WERE BEST DIVIDED INTO 8 SEPARATE AREAS.

MUNICIPAL BUILDING – 1ST FLOOR,

MUNICIPAL BUILDING – 2ND FLOOR, BASEMENT AND PARKS & RECREATION,

LIBRARY,

PUBLIC SAFETY BUILDING,

COURT BUILDING,

PUBLIC WORKS,

CAREER CENTER,

FIRE DEPARTMENT

IT WAS SUGGESTED THAT THE UNION STEWARDS BE APPOINTED BY THE PRESIDENT. THE MEMBERSHIP WAS ASKED THAT THOSE INTERESTED IN FILLING A STEWARD POSITION, PLEASE CONTACT JOE TOMCZAK.

THE MEMBERSHIP WILL BE NOTIFIED OF THE NEXT GENERAL MEMBERSHIP MEETING.

RESPECTFULLY SUBMITTED,

KATHY LEWIS, SECRETARY