

Proposed Minutes for the TPOAM Southfield Career Employees Membership Meeting of October 19, 2006

With a current membership of 173, a quorum (20%) of 35 members is needed to conduct business. The sign-in sheet showed only 28 attendees.

Officers Present: Kitty Allen, President; Tonya Scott, Treasurer; Willie Craig, Chief Steward; Andrea Albanice serving as Volunteer Secretary

Treasurer's Report: The current balance of funds is \$4,698.39

President's Report: Thank you to Andrea Albanice who has served as Acting Secretary for the past six months. Since her authorization is now expired, she is serving as a Volunteer Secretary to record the proceedings of tonight's meeting.

The Executive Board had hoped that an election for Secretary could be accomplished by adding it to a ratification ballot. Because a tentative contract with the City still hasn't been developed, this election couldn't take place and the 6 month authorization ran out. Election for the Secretary's position will therefore take place in the next scheduled election cycle coming up in early 2007.

The adjusted Seniority list shows on the TPOAM website and on the City intranet also. There are still some listings under investigation.

Our four candidates to the Job Evaluation Committee (Article 16.5 Noncompetitive Promotion) met once for training in August.

We need TPOAM volunteers to attend City meetings. There are many meetings and the Officers can't attend them all. They would very much appreciate one of our members attending and then giving a brief report about what happened.

The next membership meeting will be the Nominating meeting and will take place January 16, 2007. The two positions for nomination are President and Secretary.

Chief Steward's Report: The most recent Steward's meeting was poorly attended. Please consider serving as a Steward, we could use more of them.

Election Committee Report: The election procedures are in the final stages of preparation and will be ready soon.

Advisory Committee Report: This Committee also functions as the Nominating Committee. Please consider running for either President or Secretary for the elections of March 2007. If interested, contact: Terri Caroselli, Terry Case, Ida White or any of the current TPOAM Officers (Kitty Allen, Nancy Kusch, Tonya Scott, Willie Craig.)

Bylaws Committee Report: Because there is no quorum, the proposed Bylaw changes cannot be voted on at this meeting. The most notable change involves lowering the quorum to 10%.

Bargaining Committee Report: There have been 18 negotiating meetings so far. The City cancelled the last scheduled meeting. Our Union hosted, along with other City unions, a member information rally in August. All the union groups remain in opposition to the City's 2 tier proposal.

TPOAM Representative Wayne Beerbower: We offered the City a presentation by MERS (Municipal Employees Retirement System). MERS offers an attractive retirement fund alternative and, in addition, offers competitively priced health plans. The City is standing firm on their 2 tiered offer as a way to control long-term employee costs. TPOAM has proposed some cost-saving suggestions and asks the City each time they meet if they are making every effort to save costs.

No additional costs are assessed to TPOAM union groups for arbitration, mediation or fact-finding services whenever they are needed.

With 173 TPOAM members, only a very few persons are doing the necessary work. Please consider participating in any way possible and communicate your thoughts/concerns to the Officers and Stewards.

Consider also communicating your opinions to City Council on the subject of a 2 tiered workplace, which is a poor choice. A 2 tiered system could create fewer qualified, committed employees because attractive benefits will no longer encourage new workers to stay.

Kitty Allen, President