

SOLICITATION

now, our membership has received a letter postmarked 4/05 from another union organization regarding what they can offer. As of 3/7/05, TPOAM/City of Southfield Career Employees Negotiating Committee have tentatively agreed on 21 out of 42 articles with the City of Southfield. Another election on union affiliation will delay negotiations for months and could jeopardize the entire process.

It is the experienced dedicated efforts of TPOAM, the Executive Board, Contract Committee and Negotiating Committee that continue to work on behalf of the membership, as they were elected to do. When the negotiations of the contract are finalized, the membership will be advised through this newsletter.

UNION DUES

The Contract is in, the negotiations are moving forward, and it is now time for those who have not yet started paying dues to commit and show your support. Seventy-five (75%) percent of the ACS employees voted to have TPOAM provide union representation for our group. TPOAM has lived up to their end of the agreement by coming to after hours meetings for training and support with both our stewards and executive board and they have been a major advisor in the negotiations.

It is now your responsibility as a member of the group who voted to have Union representation, to do your part. To pay dues, make checks payable to: TPOAM/City of Southfield Career Employees and mail to TPOAM/ City of Southfield Career Employees, 27056 Joy Road, Redford, MI 48239-1949.

To start payroll deduction of union dues, please complete the enclosed Payroll Deduction Authorization form and mail to TPOAM, 27056 Joy Road, Redford, MI 48239-1949

The initial dues payment of \$18.38 and \$14.12 (Part-Time) includes a one time initiation fee of \$5.00. All subsequent payments are: \$13.38 and \$9.12 bi-weekly respectively.

TREASURER'S REPORT

Beginning Balance	\$971.24
Expenditures	\$ 40.00 – PO Box rental for 1 year
	\$ 19.97 –meeting supplies
Deposits	<u>\$102.75</u>
Balance	\$ 1,014.02

Contract Distribution Check-Off Form

I would like to receive my review copy of the contract and by-laws by in the following format:

- _____ Hard Copy
- _____ E-Mail _____
(this must be a non-city related e-mail address, also you cannot use the City' paper or equipment to print out this document)

Print Name _____
 Signature _____
 Department _____

Please send this check off back to Kathy Lewis in the Public Works Department.

**PAYROLL DEDUCTION AUTHORIZATION
ATTN: PAYROLL DEPARTMENT**

FOR THE: City of Southfield

Date: _____

This payroll deduction is voluntary. It may be revoked by giving the City fourteen calendar days notice. It shall expire on the earlier of May 2, 2005 or the ratification of a collective bargaining agreement by both parties. The deduction will be effected as soon as practical after receipt by the City.

BY: _____
 (Last Name) (First Name) (Middle Initial) (Social Security Number)

I hereby request and authorize you to deduct from my earnings each bi-weekly pay an amount established by the Union as bi-weekly dues. The amount deducted shall be paid bi-weekly to:

TECHNICAL, PROFESSIONAL AND OFFICE WORKERS ASSOCIATION OF MICHIGAN – TPOAM
27056 Joy Road, Redford, MI 48239-1949

SIGNATURE: _____

The current bi-weekly amount is \$13.38 (\$9.12 for part-time employees)



TPOAM



City of Southfield Career Employees

26000 Evergreen, P.O. Box 2055, Southfield, Michigan 48037-2055

TREASURER REPORT

[Empty box for header information]

Huntington Checking Account: \$ 739.53

JANUARY GRAND TOTAL \$ 739.53

CHECKING ACCOUNT: RECEIPTS DISBURSEMENTS

2/4/2005	\$106.50	
2/11/2005	\$105.24	
2/21/2005		\$ 40.00
2/25/2005	\$102.75	

TOTAL FOR MONTH: \$314.49 \$ 40.00

ACCOUNT BALANCES AS OF 02/14/05

Balance in Checking Account: \$ 1,014.02

FEBRUARY GRAND TOTAL \$ 1,014.02

Submitted by D. Peagler, Treasurer

For Board Information Only

PENDING RECEIVABLES:

\$ -

\$ -

PENDING PAYABLES:

\$ -

appropriate bargaining units, and adjudicating unfair labor practice cases.

MERC requested from the City all ACS employee titles. The City and their attorneys, and MERC and their attorneys debated over the titles to be included in the union and which of the titles would be considered confidential. MERC insisted all persons who were not involved with negotiations, policy making or grievance hearings are included in the group to be covered by the union.

TREASURER'S REPORT

As of 9/30/2004:

The TPOAM City of Southfield Career Employees treasury account balance is \$458.75.

No expense incurred has since last bank statement.

POSTING OF INFORMATION

Posting of any information not authorized by the Executive Board or the TPOAM is strictly prohibited. Having a bulletin board and posting union material is a negotiated item. Nothing can be posted until we negotiate a location to post our material in the contract.

Scheduling meetings in the name of this organization without authorization of the Executive Board or the TPOAM is also prohibited. Any member violating this matter may jeopardize our negotiations for a space to post our information and locations to hold our meetings.

1. 5TH EXECUTIVE BOARD MEMBER

Our union currently has 4 elected officers – the President, Vice President, Secretary and Treasurer. The majority of by-laws (from other unions) include five officers: President, Vice President, Secretary, Treasurer, and Sergeant-At-Arms. The four elected officers did not feel we needed a Sergeant-At-Arms.

Stewards were assigned from different areas of the work force. A Steward's primary function is to be present as union representation at a fellow member's disciplinary hearing. However, they also provide an important function to communicate important issues to and from the membership.

A Chief Steward was voted to the position by the fellow stewards. Since this is a very essential position, the Board felt it important to have this person attend the weekly Executive Committee meetings. This position creates a five member committee. The position does not have officer powers, i.e. check approval authority, but is able to vote on issues discussed.

As a new unit, we looked to the other unions in the City (for example: AFSCME 329 and AFSCME 1917) to build our executive board. The Chief Steward position is included as the 5th member in both of these units.

MEMBERSHIP

We started our mission of having union representation with 204 members. Due to retirements and the closing of the daycare center we now have 195 members.

Remember, if there are any questions feel free to contact your Steward or any of the executive board members.

Steward and Executive Board Directory:

Nadeen Ouellette – Accounting -5294
Hanan Azzou – Accounting – 5283
Linda Fate Dase – Assessing -5238
Denise VanHee – Career Center - 4573
Valorie Minch – Library – 4313
Andrea Albanice – Police Records – 5584
Estell Markow – Public Works (Yard) – 4881
Gigi Robinson – Human Resources – 4707
Wendell Gramlich – Technology Services - 4954
Nancy Kusch – Technology Services – 4958

The Executive Board Members:

Joe Tomczak – Interim President – 4126
Greg Sherman – Interim Vice President – 4173
Diana Peagler – Interim Treasurer – 5171
Kathy Lewis – Interim Secretary – 4882
Gigi Robinson – Interim Chief Steward - 4707

If you are interested in becoming a steward, please contact Gigi Robinson (4707) or any of the executive board members for information.

IN SUMMARY

When elected, the Executive Board was informed that we would not be able to please everyone. We understand this. Our mission is to appoint interim stewards, negotiate a contract and draft a set of by-laws. The message sent loud and clear at that first general membership meeting was to keep our current benefits. That is our objective and we will stay the course.

We have provided a mechanism via a response form in the September 2004 newsletter to comment on any general concerns you have for the contract language; we received 7 responses. If anyone has any additional comments, please feel free to contact any of the stewards or executive board members.

In the meantime, there is no reason to have another general membership meeting until we have a set of by-laws and a negotiated contract to vote on. The sooner we can finish our work, the sooner we can all have a contract and the sooner those who disagree with the process can run for office.

It is easy to stand on the sidelines and criticize the efforts of this board. It is another story to volunteer your time and efforts to ensure that all members of this unit are represented in a fair and balanced manner.

We don't accomplish anything in this world alone ... and whatever happens is the result of the whole tapestry of one's life and all the weavings of individual threads from one to another that creates something. **Sandra Day O'Connor**

VOL 1 ISSUE 1

The Police Officers Association of Michigan (POAM), the parent organization of the Technical, Professional and Officeworkers Association of Michigan (TPOAM) has, from the first meeting prior to our voting them in on April 20, 2004, let it be known that they would request the payment of dues prior to the contract being signed.

So let's talk about why we should pay our dues before we get a contract. Unlike the other unions in the City (7 in all), we are starting from ground zero to put this organization together. We are also a group who has little experience with organizing and putting together a contract we will all be proud of.

POAM has already provided us access to their Legal Department and their Business Agents to:

- Ensure that we held a legal election of the association.
- Assembly of the first meeting and the fair and legal election of the interim executive board.
- Guidance in the steps of building an association from the ground up
- Representation at all Steward meetings as well as the one to be scheduled general meeting
- Availability/Access to an assigned Business Agent to answer questions and help us through this very exciting, but challenging process.
- Ongoing training of the Executive Board
- Training of stewards
- Mailings, copies and advise of any and all communications between the Interim Executive Board and the membership
- Rental payment of rooms and meeting halls for the initial organization and subsequent meetings.
- Even though we do not currently have a contract, POAM representatives would, through the elected executive board, be available to assist with any disciplinary action that a future TPOAM union member may encounter.

Unfortunately, this all takes money and the only way a nonprofit organization has the means to pay for all of these things is to have their members pay dues.

It's true that until a contract is ratified we cannot mandate the payment of union dues, but in order for us to get to that moment of truth, we must stay unified and pay for the services that are afforded to us through POAM. We asked them to represent us, we must also support them.

TREASURER'S REPORT

The first deposit in the amount of \$431.25 (includes monthly fee of \$1.50 and one time fee of \$5.00 ~ does not include all 204 members) was made on August 24, 2004 at the Huntington Bank located on Evergreen Road (between 10 and 11 Mile Roads). Out of this initial deposit, checks, deposit slips and an endorsement stamp were purchased in the amount of \$53.00.

FORECASTED BUDGET

Bulk Rate Permit: \$150.00 per year. The purpose of the permit is to get a reduced postage rate per item when mailings are done and not have to affix stamps. For example, a two (2) page two (2) sided document would cost approximately \$50.59
(204 pieces of mail x .248 (reduced rate) = \$50.59).

If available, a post office box would cost \$38.00 per year.

Copying: Average cost per page is \$.05. A single page for a distribution to 204 would cost \$10.20.

ROOM RENTAL, BUSINESS CARDS, REFRESHMENTS, LETTERHEAD STATIONARY

Room Rental: Average cost \$300.00 per meeting;
Refreshments: Average cost of \$80.00 per meeting;
Letterhead Stationary average cost is \$278.00 (1,000 sheets ~ factors such as multiple colors).

An operating budget is necessary and every effort will be made to be fiscally responsible by minimizing expenses. Every check issued will require two (2) signatures. Monthly statements will be received and regular reports will now be made to the membership regarding account balances and expenses.

I can be reached with any questions on Extension 5171.
Diana Peagler

Next Step..... THE CONTRACT.....

Please see the last page for additional information.