

SEIU E-Former: February 2018



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Member Leader Negotiates Grievance Settlement



A union member from the hourly bargaining unit at the City of Saginaw filed a grievance when he found out a salaried job position he felt he was qualified for was not posted. SEIU represents all the employees who work for the city except for supervisors. There are three separate union contracts for hourly, salaried and part-time members. Several classifications are duplicated in both the

hourly and salaried classifications. One of those classifications is an electrician. The hourly electrician position starts at a higher wage rate. However, the salaried position's wage scale step increases provide a higher wage rate over time. *(Photo: DVP Leticia Trevino (head of the table) presents the settlement to the Grievance Committee L-R: Kaylene VanWagner, Unit Vice President Wayne Tornberg, Don Thome)*

This hourly electrician believed he was qualified to perform the duties and therefore should have been offered the opportunity to apply for the salaried electrician position. A grievance was filed to compel the city to post the salaried position and afford all hourly employees the opportunity to apply. The city granted the grievance in part and agreed that "from now on" salaried positions would be posted for hourly employees to apply. The problem was the hourly union member wanted an opportunity to apply for that particular salaried electrician position. An arbitration hearing was scheduled for February 13th to resolve the dispute.

After several meetings with the City of Saginaw Administration, Chapter President and Divisional Vice President Leticia Trevino brokered a settlement agreement that significantly exceeded any

decision an arbitrator would have been able to award. Our union member not only was awarded the opportunity to apply for the position, he as the internal candidate by-passed the interview process, he only had to take the performance test (he is a master electrician already) instead of the multiple tests outside applicants must take, and was awarded the position being placed several steps ahead so his new wage rate puts him in line with his current wage rate. Also, the City will follow the established procedure for filling these types of vacancies in the future. Hats off to the grievance committee and Leticia for their perseverance towards a just settlement for this member.

Lansing Area Community Services Activist Training Offered

The Capital Area United Way is holding its annual Community Services Activist Training classes beginning on Monday, **February 12, 2018** and will be held every Monday evening from 6:00 - 7:30 p.m. until April 2, 2018 and is open to dues paying SEIU Local 517M members. Dinner and certificate presentation will take place on April 2, 2018. These classes are a collaborative effort between the Capital Area UAW CAP Council, the Greater Lansing Labor Council, AFL-CIO and the Capital Area United Way Labor Department.

The classes will be held at UAW Local 724, 450 Clare Street in Lansing. This year's topics are tentatively scheduled to include: volunteer engagement, discussion of the new system for applying for State of Michigan benefits, a site visit to an area nonprofit to see how they are empowering our communities and neighborhoods among others.

Several members participated last year and saw real value in what they learned about the Lansing community.

They continue to help those in need by collecting personal needs items, along with non-perishable food items at each session.

The cost for this year's classes will be covered by Local 517M which covers the cost of refreshments, materials and dinner on April 22nd.

Please send the completed registration form to corried@seiu517m.org by Thursday, February 8th so that we can get you registered and cover the costs.

Registration Form: <http://www.seiu517m.org/wp-content/blogs.dir/40/files/2018/01/2018-Comm-Services-Reg-Form.pdf>

Union Community Activist Training in Kalamazoo and Battle Creek Areas

The United Way of the Battle Creek and Kalamazoo Region is holding a Union Community Activist Network training class on Friday, **March 9, 2018 from 8:00 a.m. - 4:00 p.m.** This training is open to SEIU Local 517M dues paying members in the Kalamazoo and Battle Creek areas.

The class will be held at IBEW Local 131, 3641 E. Cork Street in Kalamazoo. This year's topics are tentatively scheduled to include: why unions are good for the country, forming alliances to strengthen the labor movement, building a more caring community, personal skill building and developing a network of union activists.

Please send the completed registration form to corried@seiu517m.org by Thursday, **March 1st** so we can get you registered and cover the costs.

Registration Form: <http://www.seiu517m.org/wp-content/blogs.dir/40/files/2018/01/BCKzooUCANNForm.pdf>

Lansing DEQ Member Fundraiser for the Lansing Food Bank



Are you HUNGRY for Great Food and Helping Those in Need? Join your Co-workers for the "Greater Lansing Food Bank (GLFB)" Soup and Potluck Fundraiser Sponsored by DEQ Employees on **February 8, 2018, 11:30 am - 1:00 pm** in the Patriot Room, Atrium Level, North Tower of Constitution Hall in Lansing.

Now that the Holidays are just a memory, the shelves of Food Pantries and the GLFB need to be replenished. Now is the season of need. We all feel the cold, and the working poor must choose between heating their residence or buying food. The GLFB needs our donations to restock the shelves to help people in need.

Please bring a crockpot of soup or a dish to pass to the Patriot Room by 11:15 am that day. If you would like to sample and not bring prepared food, please donate \$5 at the door. Plates, bowls, and plasticware will be supplied. Beverages will not be provided. The fundraiser is Mardi Gras themed. Please do bring jambalaya, and other Cajun themed food. We encourage you to wear Mardi Gras Beads, hats and attire.

The GLFB warehouse manager will be available to answer questions and will be giving a short presentation.

State Employee Volunteer Opportunity at the Lansing Food Bank



State Employees – have you used your 8 hours of negotiated school/community participation leave time yet?

On **February 28, 2018** SEIU is planning a volunteer event at the **Greater Lansing Food Bank** from 9:00 a.m. to 12:00 p.m. There is a constant need for food sorters in the Warehouse at 2116 Mint Road, Lansing. Volunteers will evaluate, clean, sanitize, repack, and label all donated products into designated categories. Ability to read labels and dates required. The warehouse temperature varies with the weather, so dress appropriately; closed-toe shoes are mandatory. Lifting and bending is required.:

There is room for approximately 25 people on this date, so please RSVP to Cindy Mason at: cmason@seiu517m.org to receive an SEIU purple shirt to wear while you are helping your community.

Who does the Greater Lansing Food Bank serve?

"Everyone at risk, because hunger does not discriminate. We provide emergency food to families and children and retirees and veterans who have served our country. We serve people

who look just like you and me. We help people to perform better at work and school and at home, because food is a basic need. Remember, that no one ever plans to be hungry."

SEIU Welcomes New Staff Person



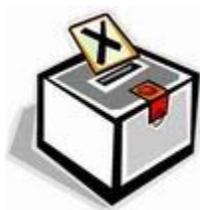
SEIU Local 517M is happy to announce the hiring of Dominic Barbato. Dominic comes to us from the University of Michigan's Graduate Employees' Organization AFT/MFT 3550. He is from Ohio graduating from Ohio University with a Political Science degree. Prior to his five years with GEO Dominic was an organizer with AFSCME International. He has a strong training background and working with an ever-changing membership. He will be working with School and Local Government units on the Eastside of the State and will be initially working out of our Detroit office.

The SEIU Local 517M Detroit Office is Moving!



The SEIU Local 517M Detroit office is moving! The Detroit office serves the Human Services Support unit and all our Metro Detroit units. The office is currently located in the Cadillac Place state office building on the 11th Floor, Suite 564 and will move to the 5th Floor, Suite 200 on February 2nd. All phone and fax numbers will remain the same. There is a door bell at the entrance doors for the wing for members to ring to access the new office.

Union Elections Are Coming in 2018



Have you wanted to be more involved in YOUR union? This year is an election year for various leadership positions within SEIU Local 517M.

There are several elected leadership opportunities that will be available in 2018 from the Local Union President and Secretary/Treasurer, to Divisional Vice-President, State Unit and School and Local Government Region board positions.

Get involved and make a difference in your life and that of your fellow workers. The Union movement is only as strong as the leaders that take the time to be active which benefits all members.

Nomination forms and the election schedule will be coming in the April edition of the E-Former. Please consider running for office.

African American Labor History Timeline

1850 - Formation of the American League of Colored Laborers, the first organization of black workers, in New York City.

1866 - Issac Myers formed a cooperative union in Baltimore which prevented efforts to drive African Americans out of certain professions. Within 6 months the Chesapeake Marine Railway and Dry Dock Company employed 300 black workers with a \$3 a day wage.

1886 - The Knights of Labor reaches a peak membership of 700,000 with 75,000 African American members.

1890 - Five African-American miners were among the elected delegates at the founding of the United Mine Workers of America convention.

1890 - Richard L. Davis became a member of the executive board of the United Mine Workers of America, a union in which more than half of the workers were black.

1913 - Benjamin H. Fletcher organized the most powerful dock workers' union in Philadelphia, the Marine Transport Workers Union.

1918 - The Department of Labor's Division of Negro Economics, the first federal bureau to attempt to ease racial tensions was established.

1919 - Robert L. Hill, a black tenant farmer from Arkansas, formed the Progressive Farmers and Household Union of America to protect against exploitation and "advance the intellectual material, moral, spiritual, financial interests of the Negro race."

1919 - The "Elaine Massacre" in Phillips County, Arkansas. Progressive Farmers and Household Union officials and members were attacked by law enforcement and vigilantes. About 100 were killed.

1928 - A. Phillip Randolph organized the Brotherhood of Sleeping Car Porters.

1936 - The left-wing worker-oriented National Negro Congress is formed with 500 members.

1937 - The Brotherhood of Sleeping Car Porters becomes the first black affiliate of the American Federation of Labor (AFL).

1941 - The Federal Fair Employment Practice Commission is established to promote fair employment practices.

1945 - The Ives-Quinn Act became the first legislation to prohibit employment discrimination based on race, creed, or color.

1957 - A. Phillip Randolph, president of the Brotherhood of Sleep Car Porters, is elected as the first black vice president of the AFL-CIO.

1957 - The Trade Union Leadership Conference (TULC) is formed made up of Detroit African-American unionists primarily from the UAW.

The Dog Days of Winter

The holidays are over, our resolutions are fading and we are heading into long winter months. To cheer us through our cold and wintry February take heart tomorrow is Groundhog Day which will tell us if spring will arrive early, fingers crossed, but there are many days and weeks in February to look forward to including this brief list for your information and amusement:

February 4th is National Thank your Mail Carrier Day

February 5th is World Nutella Day

February 8th is National Boy Scout Day

February 9th is National Pizza Day

February 13th is Fat Tuesday (paczki anyone)

February 14th is National Organ Donor Day

February 17th is National Random Acts of Kindness Day

February 18th is National Drink Wine Day

February 20th is National Love Your Pet Day

February 23rd is National Toast Day

February 27th is National Pancake Day

We also will celebrate pride in Food Service week February 5-9th recognizing the folks including our members who do the work to provide meals to our children and grandchildren in schools, colleges and universities across our State. It is also National Engineers Week February 18th-24th , engineers help get things built. Lastly, Jell-O week is from the 13th thru the 17th.

For the month we observe Black History Month as well as National Library Month, Teen Dating Violence Awareness Month and National Snack Food Month. Enjoy February!

Calendar of Upcoming Union Events for February, 2018

February 5: Scientific and Engineering Unit Board Meeting

February 6: Strategic Planning Membership Orientation and Leadership Committee Meetings

February 15: Technical Unit Board Meeting

February 25-26: SEIU Local 517M Steward Training, Mt. Pleasant

For more information on the above events, consult our on-line calendar at:

<http://www.seiu517m.org/events/month/>

The monthly subscription for the E-Former is included in your membership dues payment and is intended for members in good standing of SEIU Local 517M.

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