

ASSOCIATION OFFICERS REELECTED



Margaret Keyes-Howard, Association President

The entire team of present officers for the Association has been re-elected to serve for the next two years commencing January 1, 2015.

Margaret Keyes-Howard has been reelected to the

office of Association President as has been Ann Mosley, Secretary, and Tyreesse Omani, Treasurer. All were elected by acclamation as their candidacies were uncontested. Thus, the trio, first elected in the fall of 2012, will be serving their second consecutive term at the start of the New Year.

PATTERSON RETURNS FROM MISSION TRIP

Elizabeth Patterson, President of the GAA Professional Nurses Chapter, WCPNC, has returned from a historic missionary journey to South Africa with stories to tell of her experiences to the southernmost nation of Africa.

Patterson was an integral part of a team of Christian missionaries that ministered at several stops in the Country. The team was led by Pastor V. Ricardo Thomas, Sr. of the Prodigal Sons Ministries, Faith Tabernacle Church, Highland Park, Michigan; accompanied by Sister Linda Pinkett and the aforementioned Sister Patterson.

CHAPTER ELECTIONS SLATED FOR NOVEMBER

GAA Chapter elections are scheduled in November of each year. November 2014 elections included GAA Professional Engineers Chapter, the Wayne County Professional Nurses Chapter, the 36th District Court Chapter and the 3rd Circuit Court Chapter. Elections for the General Fund, Mental Health Authority, the Airport Authority Chapters, and certain officers of the WCPNC will follow in November 2015.

The Professional Engineers Chapter held their nomination meeting Thursday, November 6, 2014. Amy Miller-Vandawaker and Scott Kehrer were elected President and Vice-President by acclamation as there were no other nominees for these offices. The position of Secretary remains vacant at this time.

Likewise, officers from the Wayne County Professional Nurses Chapter were elected by acclamation as there were no other nominations at their nomination/membership meeting Monday, November 10, 2014. Joann Wall, 1st Vice-President; Dianne Rushlow, Secretary; MaDalla Principe, Director at Large-Juvenile Detention Facility; and LaSonya Thomas, Director at Large-Jails faced no opposition.

36th District Court Chapter officers also faced no opposition in this Fall's election. At the nomination meeting Friday, November 14, 2014, Denise Gray was reelected President, Chanel Daniels, Vice President and Juanita Saunders, Secretary.

3rdCC Chapter nomination meeting was scheduled Tuesday, Novem

GAA ANNUAL MEETING/ HOLIDAY PARTY MARK YOUR CALENDARS

We will be returning Thursday, December 4, 2014, to Park Place in Dearborn for the Annual General Membership Meeting and Holiday Party.

If you have not attended this event in the past, you have missed a wonderful evening. After a short business meeting, there is presentation of GAA awards followed by drinks and a buffet dinner. This is a wonderful opportunity to get to know your colleagues and support your individual GAA Chapters.

You will be receiving further information on this after work event, but mark your calendars now for December 4, 2014, 5:00 p.m.

ber 18, 2014, too late for inclusion in this publication. The Chapter, however, is electing their President, Vice-President and Secretary. The election is scheduled for Monday, December 1, 2014 at 4:00 p.m. Don't forget to check the GAA web site for election results--GovernmentAdministratorsAssociation.com/thirdjudicialcircuit.html.

Congratulations to the incoming GAA officers who will begin their term January 1, 2015 through December 31, 2016. Please continue to support your Chapter and Association Officers in the upcoming year as they work on your behalf in negotiations and general labor representation.



I wish thank the membership for entrusting confidence in me and allowing me to serve yet another term as your President. I am fully engaged and energized to perform my duties and do so both harmoniously and with vigor to represent the best interest of our membership. Along with that, I express gratitude to Executive Officers Ann Mosley, Secretary and Tyreesse Omani, Treasurer, also re-elected through acclimation. I appreciate their fortitude and support during our first term and look forward to a progressive and ambitious agenda toward strengthening GAA to sustain the future of our organization for years to come.

As you may be aware, earlier this year GAA supported non-incumbent Democratic candidate Warren Evans for Wayne County Executive prior to the August Primary. With will of the voters, we have successfully ushered in a new administration commencing in 2015. We welcome Mr. Evans and his team as partners and allies. GAA's philosophy is to work toward mutual interests of the employer and employees. We realize that this change in administration will not provide us with any guarantees, but what it will provide is opportunity for effectual reasoning. I am grateful for that. I am also certain that we will have optimized our communication with the County Executive's Office, giving us a basis for exchange and a voice that listens and has appreciation for the employees/member's plight. We plan to continue our support and outreach to Mr. Evans to principally encourage the exchange of ideas and promote the aims of GAA. Let us be mindful of the cooperative spirit in which our professional integrity encompasses, ensuring as supervisors, managers, and administrators a fruitful transition in the greatest capacity of our ability and know-how. I believe GAA members are truly the backbone of County's operations. Let us shine our best to help make this work to create a welcoming environment for the new administration.

In addition to all that is continuing to go on with the Right to Work and what we deem as deliberate initiative to suppress unions, I say, hang on! There is sway of assertive action being taken nearly every day

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EDITOR'S NOTE: The following excerpt is being reprinted from the January 2013 issue of the Association GAAzette. The intention is to remind each of us as Association members what it was like prior to the enactment of the Public Employment Relations Act in 1965 (PERA) and the possible erosion of union solidarity of Right to Work legislation. Please take to heart. We need your continued support.

THE UNADULTERATED WORD

By Lawrence N. Verbiest

Association Executive

Who would ever have believed it could happen in the State of Michigan? The Right to Work Law? Such a misnomer is attached to Public Acts 348 and 349 of 2012, the laws enacted to compromise employees' rights to collectively bargain in both the public and private sectors in Michigan.

Recognizing that it has been said many times before me, it is a certainty that a more descriptive titling of these acts would be, "Right to Work for Less." History has shown time and again that employers, even the best of them, will only pay and give benefits that they can get away with.

This writer, aged as I may be, knows what it is like to be without unions, having been raised as a lad throughout the Great Depression. Having a father, a World War I veteran, who fought in France with the 26th Combat Engineers, who became a Master Plumber, married, the father of seven children to feed; the Depression came; no construction, no job; no unemployment compensation; no welfare; no health care; no middle class; nothing but self-determination and strong will to survive and care for his loved ones.

My family was not unique. Life like this was common for the worker in the early to mid thirties. My dad, like all others of his day, humbled himself to do anything and everything, everyday to help my mom put food on the table for we children to survive.

The few that were fortunate to find servile work at the lowest pay for the longest hours of at least six days per week had no rights, but expected to be grateful to even find work, let alone be paid a living wage.

This was the genesis of the birth of

unionism in America, particularly in the auto industry in the State of Michigan. I saw it all as I grew in my formative years.

My dad, influenced as Commander of his American Legion Post, was fortunate eventually to land a job in the former Common Pleas Court. Political patronage was at its worst. He had to contribute a percentage of his meager pay to keep his job. Fortunately, he supplemented this with occasional plumbing jobs in after hours. Meager pay, no benefits, longer hours, six days a week, no job security, no equal opportunity, and indebted to his political sponsor.

That is the memory of my childhood. Meanwhile, workers organized in the private sector; slowly thrived; struck for a living wage; ultimately improved their lot with job security; improved working conditions; shorter work-week; health care and other benefits, etc. A middle class, heretofore non-existent, was born thanks to organized labor.

At the same time, workers in the public sector languished. Why? They were not by law allowed to collectively bargain until the Public Employers Relations Act came into being in 1965. Slowly, but surely, organized labor in the public sector was able to nearly gain parity and equity in wages and benefits in this auto driven market in Michigan.

Now certain of those sneaky lawmakers in Lansing and their selfish advocates would have us go back to the beginning as described earlier in this epistle. Oh, should they have lived and learned like millions of others!

Friends and colleagues, my message is this, "Support your Unions" now more than ever. As the adage states, "United we Stand, Divided we Fall." Let us not go back.

FROM YOUR CHAPTER PRESIDENT

**36th District
Court Chapter**

The 2014 year is coming to a close,

and it seems as if it was yesterday we were negotiating our contract. In 2015, we will be back at the table negotiating

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another contract – our goal is a multi-year agreement. I am most grateful to the loyal members of the 36th District Court Chapter. In spite of changes in legislation impacting unions, two negotiated contracts within a two-year period, and court restructuring, members remained faithful. Thank you. I encourage all union members to stand behind the united body of GAA.

We congratulate Teresa Revels and Marlene Griffith, of the Probation Department, who retired this year. Ms. Revels, Probation Department Supervisor, was a strong supporter and former Chapter Vice-President. Ms. Griffith was a Supervisor in the Civil Real Estate Division. Best wishes. We also welcome back Ms. Vanessa Jones - Department Manager, Civil Real Estate Division.

We have a transition team in place and will soon continue contract negotiations. We welcome and stand behind our reelected Association President, Margaret Keyes-Howard. Congratulations!

Denise Gray, Chapter President

Wayne County Professional Nurse Council

Negotiations continue as the year draws to a close. Issues of contention remain: retirement, health care, overtime, and securing a wage that will retain and attract qualified nurses to Wayne County. We are hopeful that we can continue discussions with the current administration to achieve a resolution. We realize that the County continues to face fiscal challenges including funding concerns with the Wayne County Employees Retirement System. Realizing the new administration will be faced with resolving these issues, we are optimistic that the resolution will not be as draconian as the present administration is proposing. This does, however, remain to be seen.

Nurses also face struggles at the Health Department with recent news that the Health Department is seeking a grant for a Federally Qualified Health Clinic at the Wayne Health Department. Wayne County Nurses at the Health Department could be limited to giving immunizations and overseeing STD's. We are pursuing a special conference with Management to discuss the role of Nursing in the FQHC.

As we end the year, please consider volunteering for union positions includ-

ing Area Representatives. We need your support now more than ever.

United We Stand, Divided We Fall,
Elizabeth Patterson, Chapter President

Engineering Professionals Chapter

Greetings Engineering Chapter members. It is hard to believe fall is here and the holidays will be upon us in the blink of an eye.

Concessions have ended, that is the good news. The bad news is that there has not been much movement on a successor contract. The General Fund/Engineering bargaining team has met a few times with the County. We are not taking what the county is demanding. True to form, they are not moving from their position of wanting employees to keep giving concessions. At this time, we will continue to bargain with the County, but do not anticipate much to happen until Warren Evans takes the reins.

The County has also invited the unions to participate on a joint health care committee. I have attended the inaugural meeting which was more of an organizational meeting. Hopefully, this will give us not only more understanding of the health care plan decision making process, but also more input in plan design. Time will tell on how this committee will work out for us.

Thank you for your continued support. Please do not hesitate to contact myself or the GAA office with any questions, concerns, or suggestions.

Amy Miller-Vandawaker,
Chapter President

3rd Judicial Circuit Court Chapter

Good day, as always extending sound health and a sense of wellbeing to each and everyone. I hope members are looking forward to the upcoming holiday season, a time for yourself, family, friends and reflection.

I have mixed emotions regarding past events. "Right to Work" is now in effect. 3rdCC members in the State Retirement Plan are assessed a four percent (4%) contribution. The Wayne County Retirement Fund is at forty-nine percent (49%) funded, which leaves Chapter members

PRESIDENT'S PERSPECTIVE

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by a cadre of folk, committee members, union reps and officers who are fighting the good-fight. Do not be discouraged, or in disgust be too hasty to abandon, and to be kind to remember those very few (less than a dozen) to date that have sought otherwise to defeat themselves. GAA has a dedicated cast of Chapter Presidents and staff who are quite diligent in the business of the Association. Be assured that there is continued effort along with our Executive Board to become dedicated to serve you in an excellent way, and to exceed your expectations. It takes time, courage and solidarity to accomplish this so I thank you for your patience and foresight to remain active and attached as we will soon be calling for everyone to step up to lend a hand.

I look forward to seeing you at our Holiday Celebration coming in December, but should there be no further opportunity to see you or tell you, I wish each of you a Season of Peace and Love, and may safety reside with you and yours!

Most Respectfully Your President,

Margaret Keyes-Howard
Association President

gravely concerned about their future. The Chapter membership has not had any economic enhancement for years, yet we continue to be assessed increases in medical contributions. The funding source for the 3rdCC, Wayne County, has during the past two years proposed cuts in Wayne County Retirement benefits.

Regardless of obstacles, the Negotiation Team, Lawrence Verbiest, Priscilla Ann Wells, Vikki Kapanowski, and Niles Reed, were able to reach a one-year Collective Bargaining Agreement (CBA) with 3rdCC, October 1, 2014-through September 30, 2015. Overall, the CBA was status quo with no change to Wayne County Retirement. Changes to Health Care will be effective in the beginning of 2015 at which time the new employee contributions will be implemented.

Change is a constant. Wayne County Executive Robert Ficano's term ends December 31, 2014! The incoming Wayne County Executive, Warren Evans, term begins January 1, 2015. The future is still uncertain, and GAA has work to do. GAA has reached out to the new Executive and is networking for change. GAA's goals are to continue working for change and building a quality partnership.

CHAPTER NEWS

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A “shout-out” for Veronica Warren, 22 years of service, and George Walker 15 years of service to 3rdCC! They have chosen to take a different path. Best wishes are extended in their future endeavors.

The 2014 GAA Leadership Conference was held Friday, October 24, 2014. The Conference trained GAA Area Representatives and Officers in effective grievance handling. Among things covered were the grievance procedure, standards of discipline and just cause, legal protections afforded members, and a review of grievance investigation and interview techniques.

The mission for GAA at 3rdCC is “Together WE CAN and together WE WILL. Let us not forget yesterday, stay cognizant of today, always work for tomorrow, and change will come.

Priscilla A. Wells, Chapter President

Airport Authority Chapter

We are coming upon another holiday season and the gift list isn't even close to being finished. Thank goodness for my wife's efforts that seem to bring out our children's list using magic. Though I join her occasionally in the mall, I tend to avoid them after Thanksgiving. That's why my wife got a set of tires one year. We rely on so many people to help us throughout the year--at work, at the mall, at the grocery, the next stranger we meet that opens the door. I hope to return the favor more in the coming year.

As 2015 will be a contract negotiation year(s) for the Airport Authority, there will be a great deal more we rely on from members and administrators. We hope they all understand the pressure and changes that have impacted all throughout our Airport, the Metro Area and State. Things look good in Michigan as some businesses have done quite well. We, at this time, are undergoing a new election cycle, surely changing Wayne County and Detroit exiting bankruptcy. We thank everyone for casting your vote and encouraging friends and family to participate in democracy.

Though the magic wasn't available for the Tigers this year, it was still a great season. Michigan State football is great fun to watch along with all the other sports we have been blessed with in Michigan. I hope all your Little League players and other sports players have fun in the coming year.

Jim Osborn, Chapter President

General Fund Chapter

General Fund Members, thank you for your continued support and solidarity. We are in continued negotiations with Wayne County. Unfortunately, we have not been successful in securing a contract. Although these are difficult times, I am confident we will prevail.

I wish all of you a safe and Happy Thanksgiving! I am looking forward to seeing all of you at the GAA Annual Meeting/Christmas celebration. May we continue to grow strong and be united.

We congratulate our new Wayne County Executive Warren C. Evans. We are dedicated to working with him and his administration moving Wayne County forward in being a strong, successful viable County.

With much respect and admiration,

Cassandra McDonald,
Chapter President

Probate Court Chapter

The Probate Court Chapter was able to enter into a six month agreement expiring March 31, 2015. This CBA maintains important provisions of the contract like wages, retirement and health care as status quo while the County explores ways to eliminate its continuing deficit. It is our hope that the incoming administration will be more employee friendly when considering their Deficit Elimination Plan.

Lawrence N. Verbiest,
Association Executive

Mental Health Authority Chapter

The Chapter continues negotiations. AFSCME was able to reach a tentative agreement in mid-November. We hope to quickly follow suit. How quickly, depends on the Authority and ongoing negotiation demands. Issues of dispute center on wages, the proposed classification system, and retiree health care.

We are working hard to come to a resolution that will allow the DWMHA to be a first class Mental Health Authority while protecting the rights and benefits of its employees.

Kip Kliber, Chapter President

WELCOME NEW MEMBERS

Rementa R. Canyon, County Clerk's Office
Charles Carter, Juvenile Detention Facility
Melele M. Cross, Mental Health Authority
Michael DaBrowa, Airport Authority
Kevin M. Delaney, Airport Authority
Cindy Edgineton, Juvenile Detention Facility
William L. Foster, Airport Authority
Chantele Fuson-Carlisle, 3rd Circuit Court
Terrilla Gee, Retirement
Lakeem Golden, County Clerk's Office
Ashley M. Greer, Health & Human Services
Joyce Henderson, Mental Health Authority
Donald P. Houston, Airport Authority
Robin L. Hovious, Airport Authority
Nicole L. Hunter, Retirement
Gina L. Jackson, 3rd Circuit Court
Chad June, Mental Health Authority
Ahamed Lile, Juvenile Detention Facility
Michelle Lowe, 3rd Circuit Court
Joseph McCabe, Airport Authority
Jenneatta Mitchell, County Clerk's Office
Vedrice J. Moore, 3rd Circuit Court
Shannon I. Outley-Jordan, 36th District Court
Inder Singh, Mental Health Authority
Audrey Smith, Mental Health Authority
Darion Spencer, Juvenile Detention Facility
Patrice Strong, 36th District Court
Tawfek Tawfek, Mental Health Authority
Michael Verbick, Treasurer's Office
Ranelle Weathers, Juvenile Detention Facility
Frances Wood, Airport Authority

RETIREMENTS:

Kathleen M. Curran, General Fund Chapter
Marsha Dotson, General Fund Chapter
Gregory Dworzanin, General Fund Chapter
Frances Fogel-Gibson, General Fund Chapter
Theresa Kieltyka, General Fund Chapter
Robert D. Levi, General Fund Chapter
Kiela Maxwell, General Fund Chapter
Stephanie McDonald, General Fund Chapter
Karleen M. Ramocan-Folkes, GF Chapter
Francene Sanak, General Fund Chapter
Melvin Sanks, General Fund Chapter
Suzanne Steiger, General Fund Chapter
Dawn Stringer, General Fund Chapter
Cheri J. Valuet, 3rd Circuit Court Chapter

What's News

CONDOLENCES TO:

Raymond Carnill whose father passed away in October.

Michelle James-Mann whose mother passed away.

To the family of **Oakey Eanes**, who passed away in March.

Denise Jackson whose sister passed away in July.

Dorean Loggins-Hodges whose brother passed away in July.

Winifred Riley-Williamson, whose father passed away in March.

To the family of **Desiree Thomas**, who passed away in February.

Debra Washington-Posie, whose sister-in-law passed away.

GET WELL SOON:

Aminah Al-Saeedi, WCPNC

Joseph Budzinski, General Fund Chapter

Tamika Adams-Eddie, WCPNC

Janis Saunders, 3rd Circuit Court Chapter

Josephine Messelmani-Woods, WCPNC