

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 5 OF 16

FOLDER 30

SOCIAL SERVICE WORKERS
NOTES 1972

Internal union laws + civil service laws

1. Locals chartered to Int'l's
2. Constitution
3. Bylaws
4. Structure of a union - UAW or Teamsters
5. Contracts
6. Grievance Procedure.

General labor law structure

1. NLRB - representation, certification, decertification
2. Labor Mediation Board
3. Landrum - Griffin
4. Hatchins Act
5. Civil Rts Act

Social welfare labor laws

- Workers' compensation
- Unemployment compensation
- Social Security
- Group. Ins.
- Pension.

2172

Relationship betw. Int'l + Local.

Trusteeship

Laws that govern.

Strategies that cover.

Internal U laws + civil service ∴ Locals vs Int'l

Constitution, Bylaws, Structure of a union, KS, grievance.
Gen'l labor laws

- NLRB - recognition, certification, decertification
- Labor Mediation Bd
- Landrum-Griffin
- Hutchins Act
- Civil Rts Act

Social welfare labor laws.

W.C.

Social Security

Ins.

Mr. Adelman -

One Xerox copy is for your
file. Please have the other Xerox
copy true copied + return to me.

Thank you,

C. Hackney
Asst. Atty. Gen.

11-23-71

WEU file

5/5/72

~~state~~ meeting of State Personnel Office.

- Sidney Singer state Personnel Director
- John O'Connor Director, Employee Relations Division
- Harold Schmitt AFSCME, Council 7
- John Doyle MSEA
- Harold Yaroch 31-M SIEU, AFL
State Trooper Assoc.
Correction officers
Highway Engineers

Jerry Rusk

- Determination of units; exclusive representation. Commission directed.

~~_____~~ Hearing this afternoon concerning the issue ~~_____~~ of units - under an injunction not to abolish units. Illegal + unconstitutional

- O'Grady when

Subject - ① No preconceived notion. Problem to face. No proposals. Emphasis to put problem on table.

② 671 - Civil Service Comm'n. Problem of rec'n of general ex assns. Comm'n recognized 2 + not the third. Problem of proliferation. Not being benefit to state es, may Civil Service.

③ Study - no time limit.

④ WEU taken Comm'n to ct demanding rec'n. 2 more rights demanded rec'n.

⑤ # of other units shaping up.

⑥ Decant org. lining up for rec'n.

5/5/72

Baish vs Civil Service.

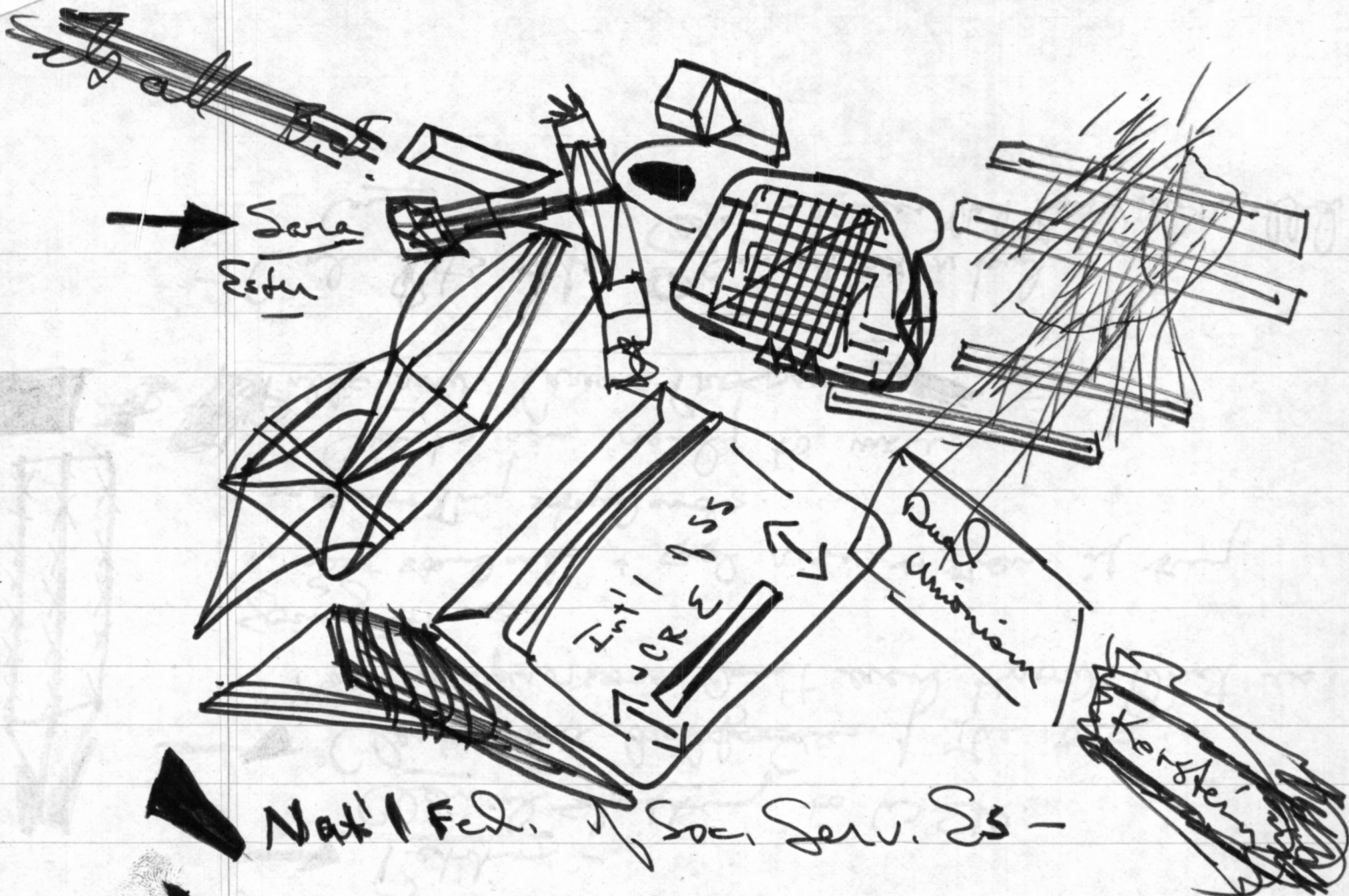
- Reinstated on 11/18/71
As city served w/ order to show cause +
temporary restraining
11/26/71.
- Grievance - can CSC find that Wayne
County ~~and~~ is an appropriate unit,
Complaint.
- It may have failed to maintain
in mind the injunction,
"True intention of the parties"

-
- Complaint pursuant to APA -
 - Action in substance was an appeal.

Parties are
similar

Object to intervene.

~~Definition of recognition~~
Wayne County established as a unit.



Nat'l Fed. of Soc. Serv. ES -

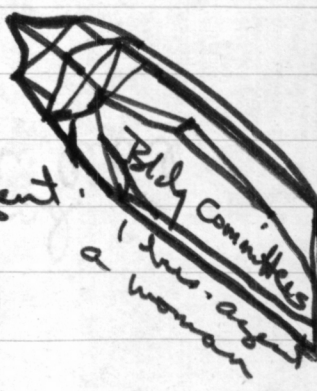
International Union of Social Service and Civil & Est. Employees -

Plan for recruitment program.

Proposals:

- 1) Recruiting drive - 2 ppl of bus. agent. Need materials - full support of org. Official link.
- 2) Institute a labor school training of org's. Ed. + training programs for rank + file membership. Videotapes - available to other groups. a. Dev. a org's manual. Structure of Soc. Serv.
- 3) Publish regularly a newspaper. 4 pages. 5000 for \$50 or \$60. Used for org's. Monthly to start w/ a. Take positions b. Input from any sources, c. What collecting pts.
- 4) Social affairs - holiday party -
- 5) Community Ed - radio programs, TV programs. Forums - speaker bureau. Bridge gap betw caregiver + recipient.

What kind of materials



W/ 3 weeks ->

- 6) Int'l take on resp. to org. new locals. Places w/o U.
 BWC leaflet a meet office - to Es & clients.
 State Hq's Ypsi, Herman Kieffer.
 4 ppl who wd have specific resp. to WSN.

Stuff. orig materials.

Newspaper:

Educational Thing -

1. Int'l Hist

2. Decision for independent rd

3. Current struggle w/ State Civil Services -

a. 2 cases

b. W/2 rec'tn.

c. Kerstein

4. Suggestion as to membership to aid U.

Petition -

Clerical shifting to WSN.

→ Clerks are backbone of the org.

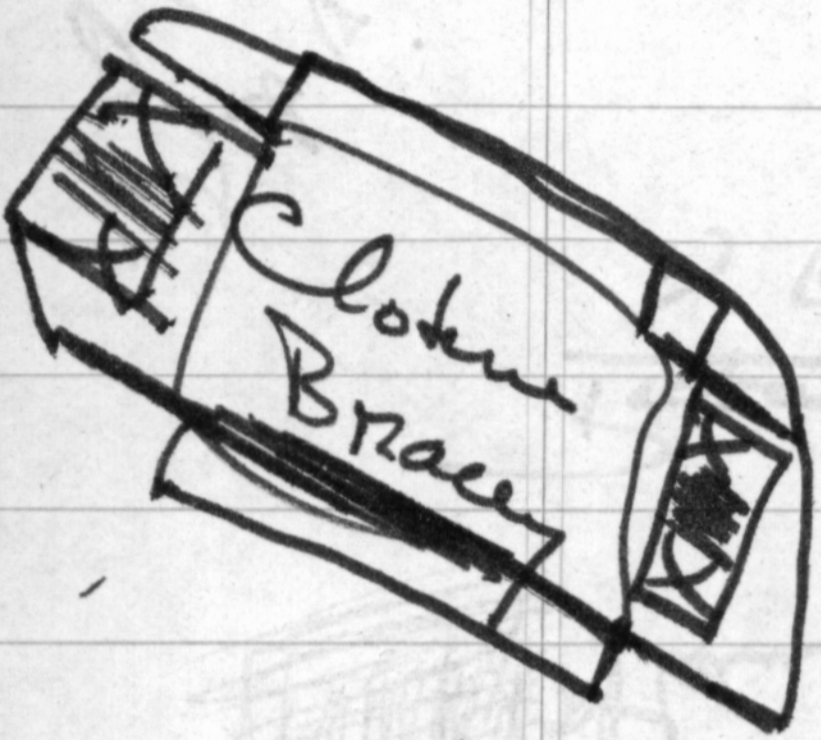
Many supervisors don't even know what is going on.

Set standards + ppl rise + show if they are worthy standards.

Clerks are ready to move.

Public Serv. Careers Program

- Civil Serv. Info. ① current and re local
 Cases - ③ some cases that have been handled





7/76
Vol. 1 No. 2

ISSUED BY THE WCDSS FRACTION OF THE
COMMUNIST LABOR PARTY of the UNITED STATES OF NORTH AMERICA

UAW in WCDSS

All of us are painfully aware that, as workers in WCDSS, we are not doing very well for ourselves; The lower the classification, the worse off we are. The attacks we are facing are also happening to working men and women across this state and the country. To successfully fight these attacks will require the strength of a united work force, both between and within industry and public service. Real strength of unity can only be achieved under the leadership of a vanguard communist party. That is what the Communist Labor Party is all about, the providing of leadership for the uniting of the working class in our daily struggles to better our life and the coming socialist revolution.

However, the working class needs other organizations in its struggle besides its political party. It needs strong unions, fighting for the rights of all workers. Unity cannot be achieved across the boundaries of industry and public service without real strides towards unity within them. That clearly brings us back to WCDSS.

Our ability to fight the attacks we are facing here in WCDSS is sorely limited by our own disunity, which the

state helps along. Here we are; some of us in MSEA, others in WEU and AFSCME. No one union really speaks for all of us, while MSEA is nothing but a sell-out company association. We can all see the state we are in---without a strong unified work force represented in our relations to our employer by a strong union. It is high time that the leadership in the various unions get about the business of developing a unity of purpose and direction, as well as organizational unity. Toward this end, the CLP fraction in WCDSS puts forward the following proposal:

The leadership of all employee organizations and unions jointly develop points or principles, around which they can agree and work together.

That the various unions and employee organizations invite the UAW to come into the WCDSS and that a single UAW local be formed within the WCDSS.

We believe this will provide a basis of support and unity we presently do not have. We would point out that many of us have family members and friends in the various UAW locals, which creates a real basis for unity within the UAW.

We do not want to create illusions that the UAW is the greatest thing going, or that it will solve all our problems, or that the trade union is the answer to everything. We will continue to be attacked, exploited and oppressed until we have socialism (where the workers own everything and run the government), but a comparatively strong and progressive union will help. We will have to fight that the UAW actually supports us and the leadership does not sell us out. We do believe, however, that we would be in a better position to wage the struggles that are necessary for changes in our working conditions and in the way clients are treated.

Thus we are calling on all organizations and all ~~workers~~ to come together; to unite as one union and to move to join the UAW as one step to strengthen our position as workers here in DSS. We also call for all interested workers who wish to fight for the rights of all working people to join the Communist Labor Party, or to work with us on this shop paper. We can be reached at---In Focus, c/o Communist Labor Party of USNA, P.O. Box 783, Linwood Station, Detroit, Mich.. 48206.

BUILD A STRONG UNION

BUILD THE POLITICAL PARTY OF THE WORKING CLASS---
THE COMMUNIST LABOR PARTY

AP's Attacked

In Focus has gotten its hands on a memorandum titled "Administration Memorandum #171" directed to State Office, County Departments of Social Services, Supervisors of Institutions, County Boards of Social Services, Area and Program Managers, and other work units from John Smith Director office of Administration.

This memo calls for the annual evaluation of all AP workers by their supervisors. It states that "employees in these classes will not receive credit for satisfactory annual service until the appropriate form is submitted to the state office." This evaluation is to be done by Feb. 20th. (such reports are not required of anyone other than AP)

In Focus does not believe that we should simply sit still and allow this type of attack to go by without protest. AP workers unlike other classifications will not get automatic satisfactory evaluations unless their supervisor turns in a favorable one. It will be assumed that their work was unsatisfactory unless their supervisor says otherwise. This is nothing but an attack on all of us but especially on the AP classification that, as a whole, is the hardest worked, the most sped-up, and the group that has the most contact with clients and is thus most "contaminated with caring about how clients are treated". This plan, just like the plan for new case readers, is designed to rid social services of all those employees who would demand that WCDSS provide real services to clients and treat the workers decently. This is but one more of the state management's way of attacking us. Workers should demand that their unions and association fight against this. But this is not enough, we all must join the fight. The first step in this is a list of demands that will be circulated shortly and sent, not only to the administration, but to the newspapers and the legislature. This list of demands will and can only be a first step in our struggle against this and all other attacks that we have been facing.

NO MORE DISCRIMINATORY , BIASED EVALUATIONS !
STOP THE SPEED UP!
MORE SERVICE AND PAY FOR CLIENTS AND WORKERS !



Happy days in the 30's and the 70's!

I CAN'T BELIEVE THEY THOUGHT
WE'D EAT THE
WHOLE THING



WE WON'T SWALLOW IT!

Who we are

This is the second issue of In Focus. It is put out by men and women who work in the Department of Social Services. The paper is sponsored by the WCDSS Fraction of the Communist Labor Party..Folks are urged to submit articles, letters and comments. We want peoples'ideas and debate, not just one side of an issue. From time to time, articles will appear signed by the Communist Fraction. These articles will denote the CLP's position on issues. We will print all items submitted, subject to space limitations and good taste. We ask that articles not exceed 250 words, if possible.

We intend to focus on issues and struggles affecting workers in WCDSS. The road to socialism cannot be walked outside of the militant struggles of workers for reform.

In each issue, we intend to include articles covering Current Events, Public Comments (letters to editor), Clients Corner, Current Struggles in DSS, International events and highlights.

All comments should be sent to In Focus, c/o Communist Labor Party of USNA, P.O. Box 783, Linwood Station, Detroit, Mich.

48206



EQUAL RIGHTS CONGRESS

The Communist Labor Party along with a number of other groups across the country is calling for the creation of an Equal Rights Congress. This congress would move for the unity of the whole working class, but especially of national minorities who are most often forced to fight against each other. This congress would be made up of organizations who believed in the necessity of unity to fight the continuing and intensifying attacks against us. Workers here in WCDSS need to go to the various community organizations to which we are members and urge them to join the Equal Rights Congress. Most of all we need to move that our unions and association join, to represent us in our struggles and join the movement for equality.

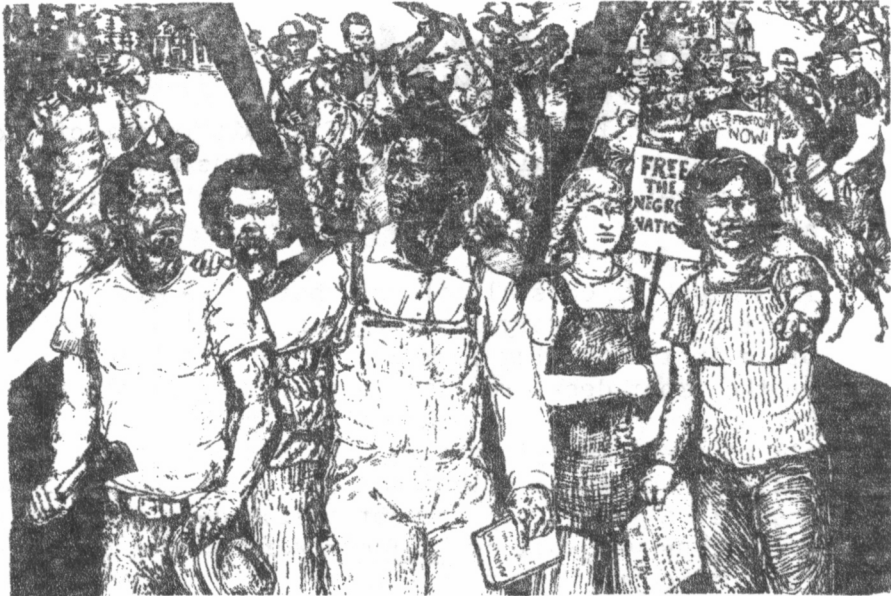
The congress could begin here in WCDSS to help us fight against the discriminatory hiring, firing and promotional policies to begin to aid us in our struggle for decent working conditions and fair aid and treatment for recipients. The Equal Rights Congress can begin to help lay the groundwork for the unity of the working class instead of having us at each others throats.

Brothers and sisters, do you feel the hard times—the staggering high prices, rising unemployment, welfare cuts, mounting deportations, inadequate housing and education. The blatant police killings of our youth are becoming daily occurrences. The government is squashing our constitutional rights.

If that isn't enough, now the hated Ku Klux Klan, the Nazi Party and the Posse Comitatus are raising their evil heads. They are trying to blame the crisis on the Blacks, Puerto Ricans, Mexicans, Indians and anybody else that doesn't suit their fancy.

Brothers and sisters We must unite and fight for our equal rights. If we are going to survive this crisis we have to stick together.

If you or your organization want to do something about this drastic situation, let's join hands and bring together into one national Equal Rights Organization all the organizations that are struggling to better our livelihood. If your or your organization is interested check one of the boxes below.



- I desire more information on forming an Equal Rights council in my community.
- I would like to help form an Equal Rights Council in my community.
- I am a member of an organization that is interested in forming an Equal Rights Council.
- I know of other organizations that are interested.

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

Send to: Equal Rights Congress
P.O. Box 2488
Loop Station
Chicago, Ill.

Front Desk

Everyday; while the majority of us sit in our offices upstairs from the waiting room in the business office, AP or service; down below us a drama is being worked out every minute.

This drama effects all of us, whether we are directly part of it or not. Every day large and small incidents take place in the waiting room and at the front desk. Workers at the front desk are, like most of us, highly overworked, but unlike most of us, they directly deal with the clients all of the time. Thus they are forced into situations repeatedly where the client has no one else to beef to (usually a thoroughly correct beef) except the desk workers. Some of us who work on IN Focus work on the front desk and we want to put forward one incident among many that have recently taken place:

A client waited for the AP worker all morning. At 1:30 the client went to the front desk again. The front desk called upstairs and was told that the AP worker was the only one on phones and couldn't come down. The front desk asked if the contact worker couldn't come down and was told that this AP worker was doing both and followed this up with some verbal abuse of the person on the front desk. The AP worker then proceeded to go to another worker downstairs and complain and then to the supervisor. At the same time, the client continued, rightfully, to make a fuss at the front desk about getting seen. Thus everyone was attacking everyone else except the right people....the administration and the state.

cont pg 9

Lean el

**TRIBUNO
POPULAR**

P.O. Box 72306 Watts Sta. Los Angeles, California

Read the
**WESTERN
WORKER**

P.O. Box 72306 Watts Sta. Los Angeles, California

What it all adds up to is this; everyone is overworked and we are therefor unable to serve our clients to the little ability that we have. At the same time we are kept at each others throats.. One classification against another--- AP against Clerical, client against employee. We must struggle to work together to fight for those things that are in our common interest. In this light we put forward the following demands, around which we urge all employees to rally:

1. Adequate numbers of AP workers for a reasonable caseload
2. More workers on the Front Desk
3. No 6 month recertifications in the office. Presumed eligibility like there was 5 years ago
4. Cleaner waiting rooms with more chairs
5. More instructions about what steps it will take to become a recipient

Above all we must fight for unity among ourselves; employees and clients. In a few weeks we will be circulating a petition with the above demands. We urge everyone to sign and begin the fight for unity.

ANGOLA

What does the war in Angola have to do with us here in Detroit and in WCDSS? Why should we care what is going on, whether the MPLA wins or Unita or the FLNA? The answer is that what goes on in Angola effects us greatly here in Detroit and in the USNA. The people of Angola have fought for the last 20 years against the Portugese enslaving them with a ruthless colonial rule. In this struggle, it was the MPLA (The Popular Movement For The Liberation of Angola) who has given consistent leadership, has fought the battles and aided the people. It is the MPLA to which the majority of Angolans have looked for leadership in the hard and dangerous struggle to free Angola.

cont. pg 10

The MPLA has not only been fighting for freedom and independence from Portugal, but also from all imperialist countries which steal its natural resources and force its people to work for starvation wages in refineries, plantations and plants. Angola has been fighting for socialism, a society based upon justice, based upon the idea that those who work, run things; a society based not on profit, but on meeting the needs of people, where there are no rich and poor, but a society based on receiving because you contribute to society.

This struggle affects us greatly, for here in the USNA we too are fighting for a just society; a society where Rockefeller doesn't have \$35,000 beds and other people go to bed hungry. Every defeat for imperialism, for the owners of the mines, mills and plants, the rulers of the USNA is one step nearer for us and for the whole world to do away with poverty and disease and the oppression of man by man.

We have just finished being dragged into a war against the Vietnamese people; fighting them so they could not have freedom and socialism. We cannot allow ourselves to fight again against the honest and just wishes and dreams of an oppressed people. We cannot allow the answer to unemployment be the finding of jobs in the army to oppress people around the world. YES INDEED Angola affects us greatly. Our money going to support fake CIA front groups, Our money and weapons going to suppress a just cause and the possibility of us being sent to die once again for the Rockefellers and the Fords. We will not stand for it. We demand NO OVERT OR COVERT AID TO THE FAKE CIA FRONTS OF UNITA AND FLNA---SUPPORT THE JUST STRUGGLES OF THE ANGOLAN PEOPLE---RECOGNIZE THE LEGITIMATE GOVERNMENT OF ANGOLA---RECOGNIZE THE MPLA

EVERYONE AIN'T SITTIN'!

Well, not everyone in WCDSS is sitting still while the administration does whatever it wants. Feb. 4th the night shift at the 8 mile computer center walked off the job when personnel failed to deliver their pay checks. Taking the position of no pay no work, everyone, including the supervisors went home. Personnel responded by handing out suspensions to the supervisors and lost time to the other workers.

We wish to congratulate the 8 mile computer center night shift for your courage and for the high level of unity displayed. We call on all workers and unions to support you. We call for (1) the removal of all penalties (2) no reprisals (3) pay checks to be delivered on time.

DSSorderly Wayne



"I say that labor and management must cooperate. Management gives the orders and labor cooperates by obeying them..."



WORKERS AND OPPRESSED PEOPLE

OF THE WORLD — UNITE!

**Communist Labor Party of the United States
Of North America (C. L. P. U. S. N. A.)**

BOX 3774, CHICAGO, ILLINOIS, 60654

BOX 783, LINWOOD STATION, DETROIT, MICH. 48206