

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 5 OF 16

FOLDER 36

WELFARE EMPLOYEES UNION
CORRESPONDENCE CHARGES
1971 73

State of Michigan
CIVIL SERVICE COMMISSION

Received of James Bish, Welfare Employees Union, ORDER TO SHOW
CAUSE AND TEMPORARY RESTRAINING ORDER - Civil Action No. 184481 R.


Secretary to Sidney Singer, State
Personnel Director

November 18, 1971

STATE OF MICHIGAN
DEPARTMENT OF SOCIAL SERVICES

MEMORANDUM

To: Bureau Chiefs, Program Administrators
Division Heads, Unit Supervisors

Date November 25, 1971

From: Personnel

Although copies of the attached letter have been circulated and posted, we are asking that you assure that employees under your supervision are made aware of the content. Employees who wish to retain membership in the Welfare Employees Union may, make arrangements directly with that organization.

J.Z.
J.K.
B.W.
G.W.
W.S.M.
A.M.
A.S.
L.H.
E.W.
B.F.
L.A.
P.P.
M.V.
R.E.

DSS-619 (5-68)

FORM 1-1

RECEIVED

STATE OF MICHIGAN



William G. Milliken, Governor

DEPARTMENT OF SOCIAL SERVICES

LEWIS CASS BUILDING, LANSING, MICHIGAN 48913

R. BERNARD HOUSTON, Director

November 15, 1971

Mr. James F. Bish, President
Welfare Employees Union
208 McKerchy Bldg.
Detroit, Michigan 48201

Dear Mr. Bish:

We have been notified by the Department of Civil Service that recognition of the Welfare Employees Union has been terminated by Commission Action at their meeting of October 29, 1971.

This is to notify you that the payroll deductions of Welfare Employee Union dues will be terminated at the close of business of the pay period ending November 20, 1971.

Sincerely,

Anteo J. Tarini
Personnel Director

MM:bjb

cc: Sidney Singer
John O'Connor
R. B. Shelton ✓



WORK-IN ALL NIGHT THURSDAY JUNE 21
BLUE FLU FRIDAY JUNE 22

CONTACTS GUENDOLYN DAWKINS 222-3268
JUDY BROOKS 222-8266

The Kercheval Building Committee of the Wayne County Department of Social Services is calling for a Work-In Thursday, June 21st, and a Blue Flu Friday, June 22nd. The reasons for these actions is the overwork, speed-up, and increasing workload faced by all classifications every day.

General Assistance caseloads, now in the mid 200's, are planned to go to 375 per worker, and G.A. replacements are frozen. ADC has top priority for replacing workers, yet on many staffs, it takes two to three months to fill the position. Clericals are always having to process more forms as the caseloads and forms to be filled out increase for the caseworker. Service workers now have a rush on an important program of health screening that should have been initiated two years ago, but now has to be rushed, thus not allowing the service workers to do their job. Intake now takes five applications a day and has more forms than ever before to fill out.

A few examples of what we have to deal with all of the time:

1. 180 to 250 clients come to see their worker every month.
2. 900 to 1,000 clients call each worker every month.
3. Approximately 50 clients move every month.
4. Approximately 1/3 of that number do not receive their checks because of the move - requiring one to three telephone calls to locate the lost check, an office visit, and form-filling to replace it.
5. 100 or more requests are received per worker a month for medical forms. About that many calls are received when the forms have not arrived on time.
6. Utility budgets are absurdly inadequate - resulting in multitudes of Gas and Electric commitments. Cross-ups between WCDSS Accounting and the utility companies frequently result in gas/edison/water shut-offs. At least 45 minutes are required to straighten out each one.
7. Clothing orders are due twice a year at 15 minutes each, or 45 clothing orders a month. When they are promised and not received, phone calls increase, and more people come to the office.
8. 45 complete reviews have to be done a month (per Ms. Fritz's latest memo), involving at least 1 hour to personally interview and complete further form-filling and investigation. (This does not count the time needed to handwrite and address letters advising clients of their appointments.)

ADC and AD workers deal with much the same types of problems; too many clients to adequately service as they deserve.

Since Welfare employees are not able to provide necessary services, the community is becoming increasingly desperate. A crisis is developing in the community because people's lives are being abused. We are, therefore, calling for a Work-In to symbolize that we would have to work 24 hours a day to adequately do our job and serve the client. We then plan to participate in a Blue Flu so as to demonstrate that we will not do this amount of work, and that we want the following grievances and demands resolved in the suggested manner.

GRIEVANCES

1. Caseloads are too large in every category of assistance.
2. Caseload size is determined primarily by the amount of paperwork required to maintain a caseload.
3. Employee vacancies are not being filled within a satisfactory length of time.
4. Vacant caseloads are being divided among already overburdened workers or are sitting unserved.
5. Caseloads are not being serviced because the workers allocated to maintain them are working in liaison and warrant adjustment.
6. The 3.8% pay raise granted to civil service employees will not even adequately cover the increase in cost of living.

RESOLUTIONS

1. Enough workers should be hired to bring caseload size down to at least the levels recommended by the Michigan County Social Service Association.
2. Consideration should be given to the fact that clients need and expect services beyond the processing of eligibility forms.
3. Wayne County must be given authority to fill employee vacancies immediately upon the departure of any worker.
4. Enough employees should be hired to service the uncovered caseloads immediately.
5. Lansing should allocate the immediate hiring of enough employees to adequately operate the warrant adjustment and liaison departments.
6. Salary increases must attain a more realistic level.

We employees at the Kercheval District realize that administrators both in Wayne County and Lansing are responsible for these inadequate working conditions. We address ourselves to both of these groups. Apparently Wayne County administration is not making known its needs to Lansing. Apparently Lansing has never made any attempt to understand the needs of this county. Therefore, we workers have decided to speak for ourselves. More than that, we have decided to "yell" until Wayne County, the Civil Service Commission, and the Legislature hear and respond to our plight.

Thursday, June 21st, from 5 to 7 P.M. there will be a picket line composed of workers from other offices in Wayne County, community groups and political and educational organizations in support of our demands for better working conditions and lighter workloads and also in support of the right of clients to more adequate service than we are allowed to provide for them.

The Kercheval Building Committee is made up of all the employees in the building. Its structure is a staff representative from each staff and a representative for each category.

For further information, please come Thursday night and talk to us.

Read these charges and demands with all seriousness for they begin to speak to the nature of our situation here at W.C.D.S.S. The demands presented here are being discussed and added to at each District Office for presentation to the administration on behalf of all employees of W.C.D.S.S.

CHARGES AGAINST THE WCDSS ADMINISTRATION

1. The DSS Administration has consistently increased our workloads in spite of employee complaints.
2. They have refused to fill vacancies created by employees leaving the agency
3. They have repeatedly ignored our requests for adequate space, proper ventilation and sanitary surroundings.
4. They are purposely trying to get rid of employees who have legitimate medical leaves and other leaves of absence from the DSS.
5. They violate the right of employees to pursue grievances without repercussion.
6. They insult employees by harassing us when we try to meet with them around our just complaints.
7. They intentionally making employees work out of their classifications as though we were unaware of what they are doing.
8. They have insulted our self respect with a make-believe raise which they then expect us to thank them for.
9. They are using temporary employees as pawns in the downgrading process.
10. They consciously attempt to divide clients from the employees so that no one will see the administration as the cause of our problems.
11. They have constantly attempted to create a subservient mentality among the employees and have tried to make us feel we should be grateful for being treated in a manner less than human.
12. They continue to meet and discuss and negotiate in bad faith; good faith being fundamental to negotiations and to collective bargaining.

DEMANDS OF THE WCDSS ADMINISTRATION

1. That workloads be reduced immediately for all employees according to the guidelines which the employees themselves set up.
2. That vacancies be filled immediately as they are created.
3. That all locations be provided with adequate work space, proper ventilation and safe surroundings and decent parking facilities.
4. That they halt their program with the insurance company to get rid of employees who take medical leaves.
5. That reprisals against employees who are fighting for justice through grievances be stopped immediately.
6. That they stop harassing us when we try to meet with them around our just complaints
7. Stop working employees above their classification or pay them for it.
8. That we receive a real raise commensurate with the cost of living and the work we do. We demand the same for retirement.
9. Stop hiring temporary employees; hiring instead permanent employees to cover the increasing workload.
10. That they stop placing the blame on the employees for client problems which are in no way the fault of the employees.
11. Show us as employees the proper respect equal to our indispensable position in the W.C.D.S.S. and stop lying to us.
12. As employees the Union is our organization. We demand good faith discussion, negotiation and bargaining on the part of the administration.

From

JOHN O'CONNOR

Employee Relations Director

Department of Civil Service

11-18 19 71

3:00 p.m.

Letter of November 18, 1971 to Mr. John O'Connor from Michael Adelman received at 3 p.m. November 18, 1971.



Mrs. Doris White, Secretary
to John R. O'Connor