

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 5 OF 16

FOLDER 37

WEU BULLETINS &
NEWSLETTERS 1971 73

WEU

bulletin

KERSTIENS ORDERED REINSTATED

Moritz Kerstiens' firing by the D.S.S. upon the recommendation of Anteo J. Tarini has been reversed in arbitration.

Moritz was originally fired for what Tarini termed a "hint of quid pro quo." The department never really proved any wrong doing on Moritz' part, but, as is so often the case, terminated his employ anyway.

An independent arbitrator has now reversed that. The arbitrator ruled that the D.S.S. had no case and that Kerstiens should be reinstated and receive all back pay and fringe benefits less any wages or U.C.B. accrued during the time he was separated from the department.

The D.S.S. is appealing the decision of the arbitrator. This is just another example of perfidy in the D.S.S. and the Civil Service Commission. Kerstiens would have had no recourse if the arbitrator had decided against him, but the state's position seems to be "we are always right, even when we are wrong."

INJUNCTION HALTS CSC

On Oct. 29, 1971, the Civil Service Commission again voted to abolish the W.C. D.S.S. as an employment unit. The obvious reason for this decision is to crush WEU and remove the one organization that dares to stand up to the C.S.C.

W.E.U. now has a temporary injunction stopping implementation of the change in the employment unit.

W.E.U. recognition and payroll deduction have not been discontinued.

There will be an open hearing Friday, Nov. 26, 1971, at 2:00 P.M. in the Wayne County Circuit Court before Judge Edward Bell in room 1411 of the City-County Building. The hearing is a show cause hearing, wherein the C.S.C. must show why they should not be restrained from acting on its Oct. 29 decision.

The C.S.C. hearing of Oct. 29 is yet another example of the underhanded way in which the commission deals with employees and their representatives. After W.E.U. Pres. James Bish, Veep. Hayes Dabney, and attorney Michael Adelman presented W.E.U.'s position to the C.S.C., they (Bish, Dabney, and Adelman) were led to believe that there would be no further discussion on the case that day and, in fact, went on to other items on the agenda. Apparently, as soon as Bish, Dabney, and Adelman left, the C.S.C. reaffirmed its decision to change the employment unit with the dissenting parties neatly maneuvered out of the meeting.

November 22, 1971

1) How can I tell an PR,

2) Old left Sect - the alphabet

3) MCLL

3) The left + the Alliance

COURT ORDERS WEU RECOGNITION TO CONTINUE

DSS Defies Court Risks Contempt - - Deceives Employees!

A full five days after Judge Edward F. Bell signed an order preventing the Civil Service Commission from terminating recognition and dues check off of the Welfare Employees Union, the Department of Social Services' Personnel Office directed that copies of a letter dated November 15th; from Anteo Tarini, Personnel Director, to James Bish, WEU President; be brought to the attention of all employees.

The letter said that the CSC had terminated recognition and that DSS was stopping payroll deductions as of November 20th. The letter was written before the Union successfully challenged the action in court.

Notice was served on the CSC November 18th that recognition and dues check off would continue pending the outcome of a hearing scheduled by Judge Bell, Friday, November 26, at 2:00 p.m.

Then on November 23rd, a full 5 days after Judge Bell had signed the order continuing recognition and dues check off, the DSS Personnel Office circulated Mr. Tarini's November 15th letter, along with a covering memo, notifying employees that recognition had been stopped.

Of course that is not true. Recognition is continuing. The DSS Administration knew it wasn't true when they issued the memo. But by perpetrating a lie, they deliberately attempted to deceive the employees and to undermine employee support of WEU.

This action shows very clearly that the State will not hesitate to act illegally if it suits their purpose.

In the name of justice, the deceit and treachery of the DSS Personnel Office is to be condemned.

Attorney General's Office Agrees To Continuing Injunction Against CSC

On Wednesday, November 24th, the State Attorney General's office contacted Michael Adelman, attorney for the Welfare Employees Union. They agreed to continue the WEU's injunction against the Michigan Civil Service Commission, until the recognition issue is resolved in the courts.

The agreement will be signed into a court order on Friday, November 26th, at 2:00 p.m.

There is no indication at present when the law suit brought against the Civil Service Commission by WEU will be heard.

WEU will be serving you today, tomorrow, next year and as long as a useful purpose to employees is being served!!

This is an Official Bulletin of:

Welfare Employees Union
Local 101
IWCRSSE
218 McKerchey Building
Detroit, Michigan 48201
963-4859
November 26, 1971

NEWSLETTER



welfare employees union

LABOR SCHOOL

The I.U.C.R.S.S.E. will begin its Labor School this Tuesday, Dec. 21, 1971 at 5:15 P.M. Classes will be held at the Trinity Methodist Church, Woodward at Buena Vista in Highland Park every Tuesday from 5:15 P.M. to 7:00 P.M.

These classes have been designed specifically for state employees. It is their intent to provide Union members with the tools and expertise to become effective employee representatives and union organizers.

Instructors have been drawn from a number of areas and include attorneys, labor leaders, and people from Wayne State University and other outside sources. All Union members are invited to attend. There is no charge for the course.

OUTLINE OF CLASSES FOR I.U.C.R.S.S.E.

INTRODUCTORY SESSION by Michael Hamlin, Chmn. Black Workers' Congress 12-21-71.

- I. Techniques of labor organizing. 12-28-71
- II. Job floor strategy. 1-11-72
- III. Fundamentals of labor law. 1-18-72
 - A. Unemployment and workmen's compensation.
 - B. Contracts, constitutions, charters, N.L.R.B., Civil Service rules and regulations.
- IV. History of the labor movement in the U.S. 1-25-72
- V. History and role of black labor in the U.S. 2-1-72
- VI. The labor movement today, analysis of ADL-CIO, ALA, UAW, Teamsters, Independent unions and movements. Potential areas of organizing. 2-8-72
- VII. Current events and problems - Education, welfare, health, housing, the economy, international affairs. 2-15-72
- VIII. Labor movements in other countries. 2-22-72

DON'T FORGET THE UNION'S HOLIDAY PARTY

* Thursday, December 30th, beginning at 9:00 p.m.

* Musical Entertainment

* Free Beer

* B Y O B

Dis. Am. Vets. Hall
1360 East Jefferson

Admission \$1.00

Get your tickets today

M A T E R N I T Y

W.E.U. AIDS IN REINSTATEMENT

Sharleen Watters and Ilene Webb who had been on maternity separation had quite a difficult time returning to their jobs because of delays on the part of the D.S.S. Both women had been trying to return to work for some time.

Sharleen and Ilene filed a grievance through W.E.U. on Nov. 20, 1971 and soon after things began to happen. As a result, both women were reinstated as P.W.W. 09 in general assistance and returned to work the beginning of this month.

UNION ADVISES WOMEN

W.E.U. is mounting a broad-scale attack on the present maternity separation policy. Although the department likes women to think they are taking maternity "leave", they are, in fact, resigning from their job. The Union believes women should not be required to resign but rather should be allowed medical leave-of-absence. Present policy regarding maternity leave is obviously sex discrimination.

Women who will be taking time off to have a baby should request in writing that they be permitted to take a medical leave-of-absence. They should not voluntarily agree to a maternity "separation."

If the D.S.S. denies a medical leave-of-absence and forces a woman to take a maternity separation, they should contact W.E.U. immediately.

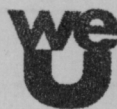
Equal Employment Opportunity

UNION SAYS EQUAL EMPLOYMENT OPPORTUNITY PROVISIONS APPLY--APPEALS THE DISMISSAL OF RODERICK MCCOY TO CIVIL SERVICE--ASKS REINSTATEMENT

Roderick McCoy, a provisional General Clerk 03, has been dismissed from his job with the Wayne County Department of Social Services by being certified against. Mr. McCoy had over one year of highly satisfactory service with the Department.

In their appeal to the Employee Relations Division of Civil Service, the Union stated, "One thing is clear. Mr. McCoy's performance was highly satisfactory. It is our contention that Civil Service Rule 1.2a, which is designed to 'assure equal employment opportunity based exclusively upon merit, efficiency and fitness' is applicable." The appeal asks that Mr. McCoy be returned to work under Civil Service Rule 1.2a.

AUTHORIZATION FOR PAYROLL DEDUCTION



welfare employees union

I, the undersigned state employee, do hereby authorize the State of Michigan to deduct the sum of \$1.50 in advance, each two-week pay period from any wages due me, and to remit same to the Welfare Employees Union. This is to become effective as soon as possible and to remain in effect until revoked by written notice. Consent is also given to increase or decrease the above sum to any amount determined by the Union in accordance with the By-Laws of the Union Constitution.

Date

Signed

Name (Print or Type)

Social Security Number

Put the U in W.E.U. Today

Join the Union that
FIGHTS for YOU!!!!

Welfare Employees Union
Local 101, I.U.C.R.S.S.E.
218 McKerchey Building
Detroit, Michigan 48201
963-4859

KERCHEVAL

W.E.U.

Election Bulletin

February 7, 1972

WEU NOMINATIONS MEETING HELD--Brought Some Surprises

The Welfare Employees Union Nominations Meeting was held last Wednesday, February 2, 1972. The following persons were nominated for office.

President: Linda Johnson

Vice President: Jim Krumm
Moritz Kerstiens
Jerome Rutland

Recording Sec: Augusta (Gussie) Isbell
Janice Tribble

Corresponding Sec: Clotine Bracey
Gerald Zahler

Treasurer: Cynthia Maritato

The elections will be held Wednesday, March 1, 1972. Watch for further bulletins.

RUNNING FOR WEU STEWARD? This is How You Do It!

1. You must first be nominated. This is done by having 10% of the Union members in your work location sign a nomination petition, supporting your candidacy for steward. You can circulate the petition your self or have a fellow Union member circulate it for you.

2. Your petition must be in the hands of the Election Committee no later than February 23, 1972. The petition should either be given to Arthur Barbati, chairman of the Elections Committee, or be mailed or taken to the WEU offices, 218 McKerchey Building, Detroit 48201.

3. The Election Committee will verify the validity of the signatures on the petition and place your name on the stewards ballot for your work location.

The following are the designated work locations and the number of stewards that can be elected from each location:

<u>OFFICE</u>	<u>NUMBER OF STEWARDS</u>
Temple (Includes H.P. Intake Office)	12
Kercheval (Includes Gratiot Food Stamp Off.)	4
Holbrook	3
Holden (Includes Holden Annex and Grand River Food Stamp Off.)	3
Woodward (Includes Detroit General)	2
Northwest & Wayne County General Hospital	2
Southwest	1

WELFARE EMPLOYEES UNION
Steward Nomination Petition

We, the undersigned members of the Welfare Employees Union, hereby nominate
_____ for steward at the _____ work location.

NAME

Office Number

NOW IT CAN BE SAID

An Unbelievably Rank Injustice

Let us pretend that you are working at your desk amidst your fellow employees and you receive a summons to report to Personnel, and upon your arrival you are confronted by a Personnel employee and five officers of the law. While you are in Personnel, your Division Head appears at your work station to obtain some of your personal property.

There upon, your fellow employees inquire as to your whereabouts, and the Division Head informs them that you are leaving, and in all probability. . . . Permanently.

The officers of the law arrest you and whisk you away to police headquarters. Finally, after all police procedures are complete, you are released on personal bond (because you have no previous criminal record). That same evening at your home, you receive a telegram stating that you have been terminated for conduct unbecoming a State employee.

You don't believe the above can really happen?

If you really don't, the following will
truly constitute an eye opener for you!!!

A Summons To Personnel

Just before lunch time on Tuesday, August 29, 1972, Marie Cole, Eligibility Examiner 06, was ordered to report to the Personnel Office, and was confronted by a Personnel employee and five officers of the law. While Marie was in Personnel, her Division Head, Mrs. Gladys White, appeared at her work station and secured Marie's purse. Marie's co-workers inquired as to Marie's whereabouts and Mrs. White told them that Marie was leaving and in all probability. . . . permanently.

Arrested

The officers of the law arrested Marie and whisked her away to Police Headquarters. After the police completed their procedures (on the charge of Uttering and Publishing, i.e., purportedly Marie signed client's returned checks, using the name of another. These checks were cashed by someone.) contact was made with the Welfare Employees Union and shortly thereafter, Marie was freed on personal bond, because she had no previous criminal record, and because W.E.U. had acted speedily to effect her release, as the Union has done innumerable times in the past for other employees engulfed in difficult circumstances.

W.E.U. Provides Defense

Wednesday, August 30, 1972, the Welfare Employees Union moved quickly to aid in Marie's defense. First, a Preliminary Hearing was scheduled by the court for Wednesday, September 6, 1972. The purpose of this proceeding is to decide if (1) a crime has been committed and (2) is there probable cause that the Defendant committed it. If the answer to the two questions are yes, the Defendant is bound over for trial, to take place at a later date.

Case Dismissed

What happened on September 6, 1972, at the preliminary hearing? There was no hearing! The legal firm for W.E.U. was informed by Recorder's Court Judge Tennen's clerk that the Court was going to dismiss the case. A motion for dismissal was made and Marie was a free woman. Incidentally, the above action took place and Marie was not even in the courtroom!!

Fair minded people immediately raise the question as to why Marie was charged with a felony offense, which could result upon conviction of five years confinement in a Michigan State Prison.

(Over)

Special Investigation Blamed

Firstly, the primary investigation was made by Edward Roth of the Special Investigation Unit of DSS, under the questionable direction of one John Igrisan, Bureau Chief of that Unit. One must wonder what is the motivation of a Unit or the head thereof to expend taxpayers money and man hours in a pursuit of an innocent employee whom they cause by their acts to be humiliated; whom they cause to lose her job, and suffer the stigma of arrest on that job; whom they subjected to agony, anguish and anxiety, not to mention legal fees and general inconvenience.

It would appear that responsible administration people would move with extra-ordinary care when they threaten an employee's freedom--and not base such threat on flimsy or non-existent evidence. What kind of fair play does this Igrisan bring to his position as Bureau Chief of Special Investigation and who really is his automaton, Ed Roth? They appear to be less than human.

W.E.U. Pledges Support of Employees

W.E.U. pledges itself to do whatever is necessary in defense of employees. Unlike the Company Union, we will not stand idly by while the Administration allows its most visible incompetents to stamp the employees at will. We will hold demonstrations. We will sponsor fund raising drives. We will give fund raising parties. We will organize both inside and outside this agency for support. We will do this for any employee subjected to attack by a willful wrongdoing Administration.

DSS Refuses Reinstatement

If fairplay was the criteria at all, Marie Cole would have been notified by telegram with the same sure promptness to return to work as she was informed by telegram that her employment was terminated. But to the contrary, the Administration is refusing to reinstate her. This refusal has been appealed. There is little doubt that should court action be necessary, it will be taken.

W.E.U. Demands

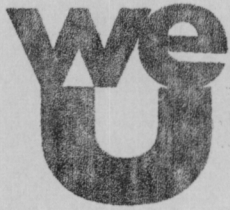
The Welfare Employees Union hereby makes three demands on the Administration:

1. That Marie Cole be reinstated immediately,
2. That Marie Cole be paid full back pay for the period she was wrongfully off the job,
3. That an apology be made to Marie by those who have wronged her so completely and unashamedly.

* * *

Welfare Employees Union
4425 Second
Detroit, Michigan 48201
832-7726

September 12, 1972



NEWSLETTER

welfare employees union

Marie Cole Defense Expanded

Defense Committee Formed

A Defense Committee was formed at the W.E.U. Wednesday night membership meeting (Sept. 20th). The purpose of the Defense Committee is to coordinate the defense efforts for Marie Cole and others who find themselves viciously attacked by the Department of Social Services. Richard Gibson, a steward at the Lyndon Office was named to head the Committee.

Defense Committee Meets Tuesday

The Defense Committee will meet for the first time on Tuesday evening, September 26th, at 5:30 p.m. The meeting will take place in the Union offices at 4425 Second near Canfield. All persons (you need not be a member of the Union) who are concerned and who wish to become a part of the Defense Committee should attend the Monday evening meeting, or call the Union Office at 832-7726.

Fund Raising Effort Expected

It is expected that one of the first acts of the Committee will be to begin a fund raising effort in support of the legal defense of Marie Cole and efforts to get her job back. All employees who are concerned will be asked to participate in this important effort.

Move To Get Job Back Is Started

The Department of Social Services' refusal to reinstate Marie, even after the criminal charges have been dropped, has been appealed by W.E.U. A hearing is scheduled for 3:00 p.m., September 29th at 640 Temple. Michael Masternak, the Department of Social Services' Employee Relations Representative will hear the appeal.

The Department Refuses To Admit Error

The Department of Social Services is steadfastly refusing to admit that perhaps they made a serious mistake in having Marie thrown in jail and then firing her. [Actually she was fired twice. The first time she was fired was the day she was arrested and thrown in jail. The Department then changed its mind and paid her up through the day that the charges against Marie were dismissed in court. She was then fired again effective that day.] We clearly must wonder "what is the motivation of (those) who would expend taxpayers money and man hours in a pursuit of an innocent employee whom they cause by their acts to be humiliated; whom they cause to lose her job, and suffer the stigma of arrest on that job; whom they subjected to agony, anguish and anxiety, not to mention legal fees and general inconvenience"; and which they continue to compound daily by their stubborn refusal to admit to being wrong.

W.E.U. Demands Repeated

The Welfare Employees Union hereby makes three demands on the Administration:

1. That Marie Cole be reinstated immediately,
2. That Marie Cole be paid full back pay for the period she was wrongfully off the job,
3. That an apology be made to Marie by those who have wronged her so completely and unashamedly.

W.R.O. Demonstrates

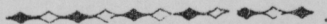
The Wayne County Welfare Rights Organizations begun their, what has become an annual, push for back to school clothing. On Monday, August 28th, some 200 mothers and children sat in at 640 Temple and met with the WCDSS administration and the Social Service Board. The groups represented included Westside Mothers, Warren-Connor Mothers, Inkster Welfare Rights Organization, Taylor WRO, Romulus WRO and Oakland County Welfare Rights Organization.

Representing the administration were R. B. Shelton, Director, John Igrisan and Laura Hess. Charles Brown from the Governor's office was also present. Mr. Reynolds and Mr. Brogden represented the Wayne County Social Service Board.

The WelfareRights group asked for \$75 per person for clothes. They received nothing. As a result, 15 children and 13 mothers sat in over night at 640 Temple Monday and Tuesday night. Picket lines were thrown up in front of 640 Temple Wednesday, Thursday and Friday. On Thursday, 13 people were arrested for sitting in the Director's office. On Friday, the demonstration reached a climax when the mothers chained the front door of Temple shut.

Throughout the demonstration tensions between the demonstrators and employees were evident and were fostered by both individual employees and individual protesters and encouraged by certain administrators.

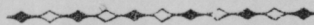
A majority of union members support the need for clothing and the right to protest, but disagree with and don't understand the tactics that appear to be more directed against the employees, rather than the administration. The union is considering this problem and will communicate the concern to the various Welfare Rights Organizations.



Softball Ends

The W.E.U. Softball League has ended its season. Whatever else it was, it was certainly not routine. Disputes, broken legs, sprains, charges and counter charges, ringers, bad umpiring and what have you kept things interesting.

But in the end the Kercheval Women's team humbled the Lyndon Team to reign as the undisputed champions. In the men's division, the Temple team surprised the Kercheval men to win the championship. What next year will bring, who knows.



Administration-Workers Clash At Lyndon-- Workers "V"

Workers; their desks, phones, etc. have been moved out of the Lyndon Food Stamp office, into an air conditioned area. Fans were also installed in the intake reception area to provide some relief from the sweltering heat and humidity.

This all took place when the air conditioning unit at the Lyndon District Office broke down. But it did not all happen because the affected workers sat at their work stations and quietly suffered when the heat and humidity became unbearable. It took place only after more than a week of struggle between the workers and the Lyndon office administration. The workers refused to work in the area when the conditions reached the limits of being unreasonable, which happened every afternoon. The workers did not buckle under the pressure of administration threats of lost time, suspension, dismissal, etc. They were ready to accept the consequences of their actions because they knew in their hearts that they were right and that the administration was wrong. The administration knew it also, and that is why the administration, faced with a "together" group of employees, took action to provide relief from the sweltering conditions.

Welfare Employees Union
4425 Second
Detroit, Michigan 48201
832-7611



welfare employees union

4425 Second, Detroit, Michigan 48201

VOL. VI NUMBER 18
OCTOBER 1, 1973

NEWSLETTER

Teacher Strike Issues Outlined

The current strike of Detroit teachers has raised several questions that are fundamental to the growth of unionism within the Department of Social Services and the survival of unions on "the outside". The Detroit teachers are now under court injunction to end their strike and return to work without a contract. The teachers have voted to continue their strike. The issues at stake are as follows:

(1) Accountability. This term has been tossed around very freely in the past weeks but its meaning and implications have never been clarified. "Accountability" means more than a teacher being responsible for her or his everyday performance. Teachers would be directly rated by their principals. There is no immediate provision for parent (or teacher) participation. This would eliminate the due process of a teacher protesting a given rating. It would destroy the grievance procedure by giving total, arbitrary decision-making power to the principals. Ultimately, this kind of "accountability" can be seen as an attempt to destroy the right of teachers to be represented by their union. A satisfactory "accountability" rating would mean a raise in "merit" pay.

(2) Merit Pay. A teacher, working under the accountability system, would continue to be employed and receive raises only through satisfactory "accountability" ratings. Again, this is gained through the arbitrary whim of the principal alone. Merit pay means the end of the seniority system and teacher tenure (much like Civil Service "status".) Combined, these two factors would probably mean the end of the teacher's union.

(3) State Aid. The school board has said that if children are not attending classes by the fourth Friday in September; they will lose state aid to the schools. State aid is computed by taking a count of the students on that date. However, in 1972, the count was delayed for one week because, simply, there weren't enough kids in school on that date. State law provides that the date can be adjusted in the case of extreme emergency. In any case, the school board refused to meet with teacher representatives throughout the summer. It is the school board that has caused the delay.

(4) Class size. The teachers are demanding a firm commitment in a contract of a maximum class size of 33. In the past there have been provisions for maximum class size but they have always been amended by terms like "if possible". The school board has used this loophole to expand classes and lay off teachers. No serious education takes place in a crowded classroom. Expanded classes mean shared books, desks etc. If anything, crowded classrooms do irreparable harm to children. The teachers, then, are combatting the concept of downgrading learning in the classrooms in the dubious cause of saving money.

(5) Pay Raise. The teachers want a raise of 9.7%. They received no raise whatever in 1972. This request, therefore, still leaves them behind the cost of living which has increased approximately 15% in the last two years. There is no cost-of-living clause in the teachers demands.

(6) Supplies. The teachers want the supplies for their classrooms (books, paper, desks, pencils etc) delivered within this 1st month of the teaching year. The school board has opposed this demand.

(7) The Emergency Substitutes. For 2 years the school board has refused to give contracts to hundreds of "emergency substitutes" who perform the same duties as a tenured teacher. The board has done this because "emergency substitutes" are paid less. During the janitors strike the school board offered the substitutes full contracts if they would cross the picket lines. Overwhelmingly, the substitutes refused. In June 73 the school board was ordered to give the substitutes full contracts by the courts. Under this pressure, the board gave in. But now the board has declared the contracts void ignoring the court order. The teachers are demanding that the Emergency substitutes be given full contracts; that is, hired as regular full-time teachers.