

TEACHER STRIKE ISSUES (continued)

These, then, are the issues. In order to win their struggle; the teachers must have the support of the community and the steadfast support of their sisters and brothers in other unions. Look again at the issues. Who is doing irreprehible harm to school children-- the school board which has never provided quality education in Detroit or the teachers who are fighting to be able to provide the tools necessary for a decent schooling?

The teacher strike is not unique. In fact their fight runs directly parallel to the struggle of DSS employees. Administrators are trying to pit teacher against parent just as they attempt to produce barriers between employees and clients. We must see through their smokescreen and unite for the benefit and survival of us all.

On 9-26-73 the General Membership of WEU voted to give its full support to the actions of the striking teachers.

incredible!!

Blood-for-Food

THE U.S. DEPARTMENT of Agriculture is going to require that relatively large amounts of blood be taken from an unknown number of anemic or otherwise malnourished babies and children in order for them to receive formula, milk, and eggs from the government.

The blood required is part of a new federal feeding program, and is designed to prove that these malnourished people are actually benefiting from the surplus food they're getting. Many people might think that such proof is hardly necessary, given what we already know about the importance of good nutrition.

But Congress thinks differently, and wants concrete evidence that the Department of Agriculture is not wasting its money giving food to welfare mothers and their children.

The 15,000 Detroit women and children who participate in the present U.S.D.A. supplemental food program are required to give only a finger-prick sample of blood that is used to determine how healthy they are. These people would not be affected by the new program.

But the Department of Agriculture will no longer approve programs like this, and there are another 55,000 malnourished people in Detroit who could benefit from extra food.

If Detroit wants to participate in the new food program as written by the U.S.D.A., other women, children and babies will be required to give several cubic centimeters of blood at the time they enter the program and again six months later.

THE BLOOD WOULD BE TESTED to determine whether the individual's health has improved over the six months.

Such a large amount of blood must be taken from a vein, and, in some small infants, from the jugular vein in the neck.

Detroit's health department would like to use the new program to establish a pilot project for 6,000 women, infants and children in southeast Detroit. The program participants would be given fresh eggs and milk and iron-fortified baby formula. If the program were successful, it could be expanded to include other people.

But the health department also says it will refuse to take blood from children's veins.

Groups like the Mayor's Task Force in Hunger and Malnutrition, which participate in the food program, say they don't see why a small child should have to submit to such a traumatic procedure in order to get food.

THERE ARE SOME OTHER objections to the program, too.

First, Congress never actually required that blood be taken. The amendment to the food program, submitted by Sen Hubert Humphrey, states only that the program maintain "adequate medical records" of the participants so that the Secretary of Agriculture could evaluate the food program and report to Congress no later than March, 1974, on the program's benefits.

It was the director of the Agriculture Department's food distribution division who decided, after consultation with medical experts, that the medical records would have to include the results of five blood tests. The tests, which require relatively large amounts of blood, measure the percent of vitamins C and A, protein, and iron in the blood.

But even the Agriculture Department acknowledges that, among Americans, deficiencies of vitamins C and A are fairly rare. Furthermore, by the time vitamin deficiencies can be measured in the blood, an individual is so sick that a doctor can tell just by looking at him that he's unhealthy.

IN ADDITION, a number of medical experts, including Dr. Joseph Brough, director of Children's Hospital laboratories, maintain that such sophisticated tests aren't necessary to measure general improvement in an individual's health. They think that a fingerprick test could serve just as well.

In addition to the medical considerations, there are a number of ethical questions which opponents of the blood test have raised.

For one, only a minority of participants in the program would be required to give blood.

"Who's going to decide who gives blood?" asked Maryann Mahaffey, head of the Task Force on Hunger and Malnutrition. "Who's going to decide which poor kids are going to be experimented on? And will we withhold food from mothers who refuse to allow blood to be taken from their children?"

It could be argued, of course, that this sophisticated information is necessary if Congress is going to establish a food program that really helps people. Certainly, the experts that the Agriculture Department consulted think it's necessary. Perhaps, in fact, the foods we're now giving people aren't helping. Perhaps the supplemental diet needs to be changed.

But the fact that information is important or useful has never been considered reason enough to coerce people into submitting to medical tests or experiments.

Dolores Katz

Detroit Free Press

Sept. 1, '73

UNION Moves To Ensure STRONG Voice For STATE Workers

The International Union of Civil Rights and Social Service Employees [of which the Welfare Employees Union and the Civil Rights Employees Union are both locals] has moved in the Wayne County Circuit Court to ensure that the employees represented by the Union have a strong voice in shaping the collective bargaining efforts for state employees; particularly Department of Social Service and Civil Rights Commission employees.

The Union has obtained a court order preventing the Civil Service Commission from appointing an "Advisory Employment Relations Committee" until the matter is reviewed by the court.

Wages And Working Conditions At Issue

At issue is collective bargaining and the right for employees to have a strong voice in determining what our wages should be, what are reasonable work loads, methods of promotion and transfer, state supported insurance and retirement benefits, decent working conditions generally and a making of DSS and the Civil Rights Commission more humane places to work; as well as the right for employees to determine which Union they wish to belong without fear and coercion.

Civil Service Would Appoint Blue Ribbon Committee

Civil Service decided in August of this year to appoint an "Advisory Employment Relations Committee" "to review and make recommendations on the problems of proliferation of employee organizations." (emphasis ours) "The Committee would be serviced for all its needs by the Department of Civil Service, which will also provide background papers and testimony on the unique Michigan classified state civil service, the organization of the Executive Branch of state government and the employee relations history of the service."

History of The Civil Service Commission Not Good

The history of the Civil Service Commission is a history of them withholding information, of outright lies, manipulation, mistreatment of employees and interference in union matters; as well as disobeying court orders. Perhaps the most obvious dishonesty was demonstrated when the Civil Service staff attempted to keep W.E.U. from an important Civil Service meeting by having a secretary telephone the Union attorney, telling him that the W.E.U. agenda item was not going to be discussed by the Commission, when in fact it was discussed. There is absolutely no reason to believe that the Civil Service Commission will act any differently now. There is no reason to believe they will appoint a fair and impartial advisory employment relations committee. Further, with Civil Service providing for "all its needs," [which means control of information] the Committee couldn't be impartial if they tried. These are the reasons why the Union has obtained a court order temporarily stopping the Civil Service Commission from appointing the advisory committee. We intend to force them to really permit employees to have a voice, not merely make it look like we have a voice.

What Does This Mean?

When the Civil Service talks about "the problems of proliferation of employee organizations" they are in fact talking about the International Union of Civil Rights and Social Service Employees, the Welfare Employees Union and the Civil Rights Employees Union. The problems they are talking about is how are they going to keep us from growing, expanding, and increasing the representation we provide employees, as collective bargaining comes closer. Their second problem is how can they move to set up a system to force employees into employee organizations over which they (the state) have considerable influence and control. If you have an employee organization or union which is controlled or heavily influenced by the state, how can that organization fight for the right of employees to have a voice in setting their wages, hours of employment and working conditions? The Civil Service could set up collective bargaining, but as long as they influence the employee organization or union, employees would have no real voice.

If they (the Civil Service Commission) be successful in this venture, employees will be hard put to find a truly representative defense in such matters as the firing of Marie Cole or Joe Schneiders lay-off. Who would prevent the state apparatus from running rough shod over the employees as they have done in the past, as they do in the present as much as they can, and as they would like to do in the future with no interference whatsoever.



welfare employees union

TWO SEASONED WORKERS FIRED—UNION CALLS FIRING UNJUSTIFIED—BITTER FIGHT LOOMS

The Department of Social Services has taken what can only be described as a truly diabolical action. The DSS Personnel Office has ordered the firing of Catheryn Durden and Heze Earl, effective this Friday, October 29, 1971. Both Catheryn and Earl have been working as PWW 07/09s since 1968. And why are they being fired after all these years? Because the Civil Service claims that they failed an oral examination that was supposed to show if they are qualified for the job. We fail to see how the exam, or such questions put to Catheryn such as "what does your father do", relate to anyone's ability to do the job, particularly after three years of experience. Sidney Singer, State Personnel Director, Department of Civil Service, has refused to intervene and permit them to stay on the job until their appeal is heard.

WHAT IS REALLY GOING ON

At the nub of all this is the question of whether or not minority group men and women; in this instance a black man and a black woman; are to be treated fairly and are to be permitted by the Michigan Civil Service Commission to earn a living. We all know that the Civil Service Commission, under pressure, has admitted publicly that they have used discriminatory employment practices. They have also said publicly that they are going to do better. We are now faced with the question of whether we should believe their words or their actions. How can they expect us to believe that they are interested in equal employment practices, while suddenly ordering that two workers who have worked three years for the WCDSS be fired because they are not qualified for the job; a conclusion reached on the basis of their having failed a subjective oral examination? Logic says this makes no sense at all. They can not even justify their actions on the rationale that it isn't fair to the people who have passed the examination and who are waiting for a job, because, according to a management spokesman, they have no intention of hiring anyone from the PWW 07/09 register even if they fire Catheryn and Earl.

The very audacity of the administration to summarily fire two seasoned employees and not even offer them 06 positions. What does this tell us? It tells us that these two employees are not wanted on any basis whatsoever. Now, the fact is, by eliminating Earl and Catheryn, we strongly believe their positions will be filled by 06 appointments. The starting 06 hourly rate is \$3.76. The maximum 09 rate is \$5.55 per hour. Right away, we see a substantial saving for the management apparatus. The above is not to suggest that offering Catheryn and Earl 06 positions is acceptable, but the failure to do so does indicate how indecent and despicable the act of dismissal is. Doesn't this kind of action leave the reader a little sick?

UNION CALLS FOR EMPLOYEES TO SUPPORT CATHERYN AND EARL

The Union has started the appeal process for both Catheryn and Earl. However, we feel that because of the rank injustice involved in the treatment of our two fellow employees, that the work force must be notified and be prepared to take steps to show our displeasure with such goings on, and to do all in our power to force the Civil Service to back down. If you find it difficult to become disturbed and irate over what is happening to Catheryn and Earl, just put yourself in their shoes. What would you want your fellow employees to do; stand by and say, that is too bad about so and so getting the ax, but we can't do anything about it, so we may as well go on our coffee break and make our plans for our weekend activity. After all, we still have a job. Of course not. You would want support and you would need support. Catheryn and Earl want and need your support.

Come to the very important W.E.U. General Membership meeting on Wednesday, November 3rd. Contribute your ideas and to show your real interest in supporting Catheryn and Earl and yourselves!!!!

IMPORTANT NOTICE

Attention non WEU members
Your support is needed too.
We need you at the meeting.

W.E.U

GENERAL MEMBERSHIP MEETING
Wednesday, November 3, 1971
5:30 P.M.

2631 Woodward, Room 218, Detroit

AGENDA A call to support Catheryn and Earl
Consider action on the WEU petition on working
Conditions and workloads.

weu bulletin

My Lansing Visit

By John Davis
Eligibility Examiner 06
3-13-73

Lewis Cass Building

Before I left Detroit for Lansing I decided that I was going to make my trip worthwhile. I arrived in Lansing approximately 12:00 noon. I had made two appointments prior to my departure.

However, when I got to the Lewis Cass Building, I did not talk with the gentleman with whom I had made my appointment. Instead, I talked with Mr. Sidney Singer, who is the State Personnel Director. I talked with him from about 12:24 to 1:40 p.m.

We discussed pay of State Employees, and benefits. I inquired as to who decides what state employees should receive in terms of pay, and Mr. Singer replied that the commission compared other similar type jobs with the state jobs, and comes up with a percentage of other similar type jobs and arrive at a figure on what to pay state employees. Mr. Singer could not give me much information on the benefits we are getting. He told me that the Civil Service Commission goes through similar type processes. Before we adjourned, he suggested that I should present this to the Union, or the Employees Organization.

The Commerce Building

When I arrived at the Department of Social Services office, I requested to speak with Mr. Bernard Houston; who is the State Director of the Department of Social Services, who was busy. However, I talked with Mr. John L. Smith who is Mr. Houston's assistant. I had made prior arrangements to see Mr. Smith. Present were Mr. Torino, Mr. John L. Smith and yours truly. We commenced at about 2:15 pm.

During our meeting we discussed job classification, money, and how the department of Social Services is run or controlled. I cited an example of 06's and 09's duties are similar yet the pay is different in quantity. The 09's makes about \$2,000.00 more annually than 06's. Mr. Torino stated that the Bachelor's degree qualifies them, and I told them that the degree was irrelevant because I can perform the job, and I don't have an degree. Finally, they agreed that the requirements are artificial, and they intend to take this to the commission. Mr. Torino tells me that one is not judged on the amount of work he does but on his competence. The Civil Service Commission decided the pay. (I refer you to second paragraph for explanation). Mr. John L. Smith told me that the Department of Social Services is controlled by the State, legislature, H.E.W. the public and Civil Service Commission. State Employees are controlled by the Civil Service Commission.

I also asked them who decides the work loads, or the amount of work we should do. Mr. Torino told me that this was a local problem. We adjourned at 3:28 pm. They told me that they appreciate me expressing my feelings on the problems of the Department of Social Services.

State Capital

When I entered the State Capitol, I requested to speak with Governor Miliken. A woman told me that he was busy. She ask what was the nature of my business, and I told her that I wanted to speak inreference to the government affairs and state jobs.

After a waiting period I spoke with a gentlemen who is an assistant to the governor.

We discussed the legislature, poverty, federal government and the Commission. I asked him who controlled the Civil Service Commission. The gentleman told me that the governor has the power to hire, or appoint who he wants on the commission, but he does not have the power to terminate. The commission is appointed for eight years. Afterwards the Governor re-appoints, or hires someone else.

I ask how many people represents the legislature. He replied 144. Afterwards, I expressed my grievance of Welfare program. I told them that there is not enough money appropriated for welfare recipient to live decently. I told him that a loaf of bread cost one sum for everyone.

I told him if the Government had a better welfare program this would curtail or manage the dope pushers, hustler, pimps, and cut down on crime. After I expressed

senchantment, we adjourn.

This concluded my visit to Lansing.

I conclude that the Department of Social Service, Gov., C.S.C. control the people, and they do this because we allow this to happen. The Gov. and the Nixon Administration, are suppose to be servicing the people, or adminstering to the needs of the people.

As state employees, state citizens, and citizens of the U.S.A. we have to get together and solicit, and find out what is happening. I cannot do it alone.

* * * * *

ACTIONS SPEAK LOUDER THAN WORDS-----JUSTICE-----EQUALITY-----EQUAL OPPORTUNITY??

Civil Service Commission Refuses to Endorse Dr. King's Birthday As A Holiday

The Michigan Civil Service Commission refused, at its May 29th meeting, to support legislation that would make January 15, Dr. Martin Luther King's Birthday, a legal holiday in the state of Michigan.

Representative Jackie Vaughn, one of the authors of the legislation (House Bill No. 4002), had requested the Civil Service Commission endorsement. State Personnel Director, Sidney Singer, told the Commission not to act on the request. His stated reason was that the Commission has numerous requests from state employees and the Unions to make Dr. King's birthday a holiday for state employees, and that endorsement might imply a committment!

The Welfare Employees Union urged the Commission to endorse making January 15 a state legal holiday. It was pointed out to the Commission that Dr. King's birthday is a day of special importance, not only to people of color, but to all people who are dedicated to social and economic justice. It is a day for all of us to reflect and rededicate ourselves to justice.

In judging the meaning of Sidney Singer's statements and the Commission's refusal to act, we are not unmindful of their sorry record with regard to equal opportunity among state employees. Racism and sexism remain blatant in state employment. We wonder just what it is that Sidney Singer and the Commission are committed to? The signs point to anything but a committment to social and economic justice.

The National Organization of Women Confronts The Civil Service Commission Over Sex Discrimination

The Lansing Chapter of the National Organization of Women (NOW) appeared before the Michigan Civil Service Commission at its May 28th meeting regarding a report it had previously sent to the Commission. The NOW representatives hoped to begin dialogue with the Commission to began resolving the problem of serious sex discrimination in the state service.

The only response from the Commission was from Commissioner Robertson, (female) whose response can be summed up in one word--Defensive. The other members of the Commission (male) were apparently stunned into silence. They had nothing to say. So what is the Commission going to do? Well, Ms. Robertson spoke of all those programs we've started! Sidney Singer suggested that the Civil Service Staff would be happy to talk about these programs with a committee from NOW. Those should be some interesting talks. Has anyone seen any women in the key leadership positions in Civil Service lately?

* * * * *

Welfare Employees Union
4425 Second
Detroit, Michigan 48201
832-7726
June 1, 1973



VIEWpoint

VOLUME I, NUMBER 1

PUBLICATION OF THE WELFARE EMPLOYEES UNION

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WELFARE: *why and how*

The following article is being reprinted from the June '73 issue of news and views, newsletter of the Metropolitan Detroit Welfare Reform Coalition. It is the first in a series which will examine some of the rationale, mechanisms and structures which operate as controls over the lives of persons receiving public assistance. This article offers a brief historical analysis of public welfare as presented by Frances Piven and Richard Cloward in their book Regulating the Poor.

The present American welfare system developed out of the total economic collapse of the 1930's — the Great Depression. Included within the original Social Security Act of 1935 were provisions for categorical money assistance programs covering the aged, blind people and orphaned children (now called dependent children). Later, disabled people were added as a category. This legislation provided matching federal funds to states who provided assistance to these categories of people.

Relief programs for people who did not fit these categories were left to state and county governments. This resulted in the creation of direct relief programs — the so-called General Assistance programs — funded, administered and controlled by the states and counties.

Since the original 1935 Social Security Act, the federal government has been the major financial force and single most powerful influence on the development, operation, direction and control of our public relief system.

Besides providing aid, Piven and Cloward assert that our relief system has at least two other compelling imperatives. First, it is designed to regulate the laboring poor by reinforcing work norms making the receipt of public assistance much more unattractive than the receipt of wages from almost any work. Second, the U.S. relief apparatus is designed to expand and absorb large numbers of discontented, unemployed people in unstable times, and to contract in more stable periods, at once creating, maintaining and disciplining a surplus labor pool.

From the beginning of our contemporary relief system, the work ethic has been reinforced in a number of ways. During the same period in which the categorical assistance programs were created for the aged, the blind and dependent children, the Works Progress Administration was also created. At the federal level, the WPA replaced direct relief, or General Assistance, for persons (mainly able-bodied unemployed persons), who did not fall into the categories.

Work and employment of any kind, has always been held up as more desirable than public assistance. Also, public assistance grants have always been pegged lower than minimum subsistence levels.

A clear relationship also exists between recipients' grant levels and workers' wages. Raising public assistance grants is a serious threat to the wage system. Conversely, freezing workers' wages likely insures little significant change in public assistance grant levels. In other words, the minimum wage has to be higher than the welfare grant level so that working is more attractive than receiving public assistance.

The past history of regulating America's poor through the public welfare system, and the present continuing and deepening economic crisis paints a grim picture for poor people in Michigan and elsewhere in this country.



"You Must Learn to Pull Yourself Up by Your Bootstraps."

FARM WORKERS URGE:

Please don't shop at A&P

The United Farm Workers have initiated a boycott of all A&P stores until that powerful corporation stops buying scab lettuce and grapes. A&P is fully aware of the exploitation and strike breaking activities of non-union growers. They know that the men, women, and children who harvest the food that we all eat have:

- a life expectancy of 49 years,
- an average annual income of \$2,700 for a family of four,
- an accident rate on the job 300% higher than the national average.

In Boston A&P has agreed not to buy lettuce or grapes unless they bear the Aztec Eagle label of the United Farm Workers. All attempts to meet with A&P in Detroit have proven futile, so farm workers are forced to picket their stores until A&P realizes that people come before profit.

Many organizations are supporting the farm workers in their struggle for justice and dignity: UAW, AFL-CIO, Archdiocese of Detroit, NAACP, Coretta King, and many others. You can help farm workers by not shopping at A&P. You can further help by joining the picket lines at the following A&P stores from 12 noon to 4 pm on Saturdays:

Highland Park - behind Sears Puritan - between Linwood & Livernois
Oak Park - 9 Mile at Coolidge 5858 W. Vernor

SAY NO TO WEO [WHERE EXPLOITATION ORIGINATES] - JOIN THE PICKET LINES ON SATURDAY

For more information call the United Farm Workers - 825-4811/965-9757

WASHINGTON STATE EMPLOYEES WIN UNION SHOP

On June 1, Washington became the first state in the nation with a statute providing a union shop for state employees. In a major legislative breakthrough for public employees, the new law was the result of 15 years of effort by the Service Employees International Union in that state.

The law requires an affirmative vote of a majority of all employees in a bargaining unit in order to implement the union shop. It also amends both state civil service law and the higher education personnel law. It will apply to all non-faculty, non-administrative employees of institutions of higher education as well as all other employees within certified bargaining units in state service.

-excerpted from Service Employee Vol. 32, No. 16

economic justice?

- * Wholesale prices are increasing at an annual rate of 21.2%.
- * Consumer prices have increased at an annual rate of 8.8% for the first quarter of 1973.
- * After tax profits for corporations for the first quarter of 1973 were up 24%.
- * Top corporate executives have received a 13.5% increase in salaries.
- * Wages for 50,000,000 American workers increased 5.4% during 1972 (less than the Nixon Pay Board's 5.5% ceiling).
- * Michigan state employees can expect a 3.8% annual raise on July 1.

w eu bulletin

October 20, 1973

Administration's Bad Faith Games Angers W.E.U. Leadership

A meeting by representatives of W.E.U. was requested, arranged and confirmed with Clement Sutton, Deputy Director of W.C.D.S.S.; to be held in his office at 9:00 a.m. on Thursday, October 18, 1973. The meeting was to concern the following important subjects:

The first issue we had planned to discuss with Mr. Sutton was regarding a reprimand against Delores Landfair, who is a CT-04 at the Northwest Office and also a W.E.U. steward. Another clerical worker, Debra Jackson had filed a grievance against some unwarranted comments put in her six month rating by her supervisor, Mary Kasten. Delores, who is also supervised by Mrs. Kasten, represented Debra in her grievance at the second step hearing at 649 Temple on October 3rd. As per usual procedure Delores, Debra, Mrs. Kasten met with Douglas Bramble from personnel at this hearing. The following day, Delores received a reprimand from Mrs. Kasten for allegedly not receiving permission to represent Debra at the hearing. This is a direct reprisal against her for being a steward and for helping Debra in her grievance. Reprisal against an employee for following the grievance procedure is a blatant violation of the Civil Service Commission's Employee Relations Policy.

The second issue we had planned to discuss with Mr. Sutton was the Union's concern about "the administration's and particularly personnel's bad faith, misleading and bordering on dishonest responses to employees concerns, questions and grievances." One specific item was the student aide issue. Leonardo Thomas, W.C.D.S.S. Personnel Director had told a number of student aides (who had just been terminated) and W.E.U. representatives that the student aides would be reinstated and that they would be sent telegrams to report to work the following Monday. Telegrams were not sent. A number of student aides were not reinstated.

When the relatively small contingent of W.E.U. representatives arrived at Mr. Sutton's office, Sutton was not present. Leonardo Thomas, who is known as the Personnel Director, busied himself scurrying around making copies of the letters requesting the meeting with Sutton. Finally, at approximately 9:15 a.m. Thomas ensconced himself in Sutton's chair. Immediately, the W.E.U. contingent raised the question: where was Sutton? Thomas stated that he was going to conduct the meeting for Sutton. The hue and cry culminated in the W.E.U. representatives walking out of Sutton's office. [It must be noted that no excuse was given for Sutton's absence. It must be further noted that there was no attempt by Sutton to postpone said meeting and Thomas did not suggest such.]

It was indeed brazen nerve and colossal audacity for Thomas [who is without a doubt the chief lackey in W.C.D.S.S.] to hold a meeting or attempt to hold a meeting with the W.E.U. representatives in which his flagrant bad faith (which included outright lying) was to be one of the subjects of discussion and was one of the main reasons the meeting was called with Sutton in the first place---To put it another way, the accused was going to hear the charges and make the recommendations and decisions regarding the same.

While the W.E.U. representatives were discussing this latest outrage, an employee named Miller, who said he was from Personnel, came to us and stated that Sutton was ready to meet with us. This took place at 10:00 a.m., one hour later than the scheduled meeting with Sutton. Later the same morning, quite by accident, Sutton saw Jim Bish, W.E.U. organizer and stated his apologies for his failure to hold the meeting as he promised. However, this was coupled with his questioning whether the W.E.U. representatives had administrative leave for the time they were absent from their work stations. We perceive this as the time worn carrot-stick approach. That stratagem aside, Sutton's prior performance in this area is far from commendable. On another occasion, during the Kercheval job action, Sutton stated publicly that employees had a legitimate complaint while proceeding behind the scene to take a punitive approach toward the protesting employees.---Later, Richard Gibson, W.E.U. President called Sutton and told him that the entire W.E.U. Executive Board will be in his office this coming Tuesday October 23, 1973 at 10:00 a.m. and you better believe we will be there.

If that which is related above is the way the State Management Apparatus is going to operate, there is nothing for a concerned and dedicated Union, in the interest of the employees and its membership, to do but marshall its forces in strength in order to deal with this most recent flagrant insult. It is incumbent upon us to deal with this situation in a manner that even this 19th Century Administration cannot fail to understand.

Nixon Repression Reaches University of Detroit

The University of Detroit was traditionally a conservative, white middle class institution. However, due to the changing population trends its main campus is situated in the middle of the Black Community (located at Livernois and McNichols).

Around 1967 (a period in which Detroit experienced the worst civil disturbance in the nation's history) the U. of D. appeared to open its doors to the community. The college applied for, and received, several large federal grants to implement urban related programs, with an emphasis on attracting minority students. At the time, many in the community felt this was a humanitarian move on the part of a church oriented institution. The fact that the University of Detroit was in deep financial trouble at the time was "played down" as a matter of circumstance.

U. of D. Actions Questionable!

However the University is now financially solvent, and recent developments at the college have uncovered some behavioral patterns which are reflective of the broader climate of repression in the city, and the nation as a whole. We perceive actions on the part of the University as not being conducive to the eradication of many of the pathological problems existing in the Black Community. Some of their actions have resulted in the following allegations:

- (1) Demolition of the urban extension program which served as a channel for getting more Black and minority students into U. of D. at a cost within their economic means (\$15 per credit hour).
- (2) The systematic elimination of Black Staff and the practice of cultural genocide.
- (3) The University could provide better services to the community at large by allocating the use of the Law School, Engineering and Architectural School, and the Dental School to be more functional in the community.
- (4) The University has constructed a fence, which physically incarcerates itself from the Black community and increases polarization (e.g. facilities such as the library, gymnasium and athletic fields are not at the disposal of the community.)
- (5) Refusal to allow Angela Davis to fulfill a previously approved speaking engagement.
- (6) Dissolution of viable committees for the recruitment of minorities, and the harrassment of Black Graduate Students by changing interpretations of catalogue.
- (7) The irony of the situation which finds Father Malcolm Carron S.J., the President of U. of D., (with all its above stated repressive measures) is also the chairman of the Board of Trustees of "New Detroit" (the committee which was formed to alleviate repression and harrassment and bring harmony to Detroit).

DSS Employees Hurt

Before saying to yourself that the above stated situation doesn't affect you; ask yourself several questions:

- (1) Have you considered taking additional classes for job advancement?
- (2) Do you want your children to have a chance at a college education at a price you can afford?

(over)

THIS IS YOUR LIFE
UNIVERSITY OF DETROIT

COLORED

- (3) Do you feel that tax supported colleges and universities should service the community in which they exist?
- (4) Do you feel that institutions should open their facilities (e.g. library, gymnasium, athletic fields, etc.) after regular school hours, instead of locking, or denying the community out?
- (5) Do you feel that U. of D. should walk away "smelling clean," after "Prostituting" the Black Community (e.g. getting federal money under the facade of implementing programs for the benefit of minorities whereas in reality they were looking out for their own self interest).

Employees Involvement Important!

Wake up employees of D.S.S.! Enlighten yourself to the problems of the community in which you live and work. Repression and harrassment must be defeated in its embryo stage wherever it arises. The University of Detroit is part of our community, and the people affected by the drastic cuts in programs are from our community. Many of the problems we are experiencing at D.S.S. could be more easily alleviated if the community was informed, concerned and worked with us. But in return we must be informed, concerned and willing to work with the community. Remember, in these times of rapidly disappearing progress, if you've not part of the solution, you are part of the problem!

Concerned WCDSS employees should contact Jerome Rutland 222-2920 or leave a message for him at the W.E.U. office (832-7726).

* * * * *

Welfare Employees Union
Bulletin
March 30, 1973

THE AFFECTS OF THE RIOT HAVE WORN OFF

THE STAKES ARE HIGH FOR ALL

Welfare Employees Union members feel that all employees have got to understand what is at stake in the present crisis so that employees must find it difficult in their hearts and minds to hang back:

First, it must be clearly stated that all line employees benefit in one way or another by the actions of the Welfare Employees Union.

In W.E.U.s' discussion with Sutton on Tuesday, October 23, 1973, arranged after the aborted meeting scheduled for October 18, 1973, in which Sutton chose to stand us up, Sutton stated in substance in no uncertain terms that it was the Administrations prerogative to dictate to the Welfare Employees Union exactly how many W.E.U. members may be present at a meeting in which he participates. To elaborate, he means that the Administration has the exclusive or special right to tell W.E.U. how many representatives we can have at any given meeting, and in affect if we don't like it, we can lump it.

WHAT EVER THE COST..WE CANNOT GIVE IN TO WHAT IS WRONG!

W.E.U. representatives suggested that such could be the subject of a special meeting where the number of participants could be negotiated. This did not appeal to Sutton at all. He stuck to his hard line. What does the above mean? We think it means that W.E.U. is being required to assume a subservient role in its negotiations with management. We think it means that despite the rightness of our cause as proven by our unswerving dedication to employees' rights, we are being told to capitulate, to give up. This we cannot do, regardless of the cost.

IT IS SAID THAT STANDING FOR RIGHT AND JUSTICE IS RADICAL!

It is being said that W.E.U. is a radical Union!

This statement is intended to strike fear into employees' hearts, to let them know that the Administration does not approve of radicals.

W.E.U. asks:

- (1) What is radical about a Union that manages during the course of one week (week of October 21st)
 - to gain reinstatement of three (3) employees who were summarily dismissed by the Administration for its own nefarious purposes.
- (2) Is it radical to tell employees the truth about events that are swirling about them, affecting their lives?
 - We think not.
- (3) Is our steadfast refusal to make deals with the Administration regarding employees that we know are injurious to their well being a radical stance?
 - We think not.
- (4) Is it wrong to fight for decency, justice and fairplay?
 - We think not.

Employees should think hard and long before they decide to stand idly by and let a dedicated few do their battling for them. We ask you to frankly examine, in your hearts and minds, the following questions:

- *What the existence of the Welfare Employees Union means to you personally?
- **What benefits indirectly have you received?
- ***Doesn't it give your heart a lift to know that W.E.U. is here, ready to fight for your rights.
- ****It can be said with honesty that even our apparent line adversaries benefit from our existence.

Again and again, W.E.U. has taken up the fight for people who belong to no organization.

Again and again, the Union has taken up the fight for employees who belong to rival organizations, and in some cases where their own Organization has told them that they could not be helped.

Even employees, who for their own practical economic reasons see fit not to join W.E.U. delight in its existence because they know W.E.U. does what is right fair and just.

IF THE ABOVE IS RADICAL...SO BE IT!!

W.E.U. does not gain its strength from a few dedicated people who appear to carry it. Its true strength comes up from the depths of its membership who support W.E.U. because they believe in the ideals for which W.E.U. stands. They believe that people are human beings and not animals to be manipulated by a paternalistic master.