

The Forum

In training class I had the chance
To learn of Mr. Client.
The answers to the questions were:
It's all within the budget

On the job I heerd the cry
of II46!
And 49's and I7's
Prefixed by DSS.

They tell me a yearly review
Is due every six months.
That makes a work day sixteen hours
With some Time Out for lunch.

The name of the game I play is
ELIGIBILITY,
A tic-tac-toe of C's and O's
On my activity sheet.

Two hundred times a week I hear:
"I didn't get my check."
"I'm out of food." "The gas is off."
"My landlord wants the rent."

"There's nothing I can do today,
You must wait five days, sir."
"The hell with that, I want to speak
To your supervisor."

Too bad I missed my calling
In PWV 09 days.
In General Assistance now
G.A. means Go Away.



COMEDY!

FEDS MAY ELIMINATE POVERTY-- WITH THE STROKE OF A PEN

(CPS) A federal interagency committee is quietly examining the possibility of doing away with government use of the word "poverty," the *New York Times* reported on April 7.

"'Poverty' is a value-laden, highly-politicized word, and that's not the kind of word we like. We like 'income distribution' or 'mean' or 'median' or some other word devoid of emotional complications," a source close to the committee said. (The Census Bureau has already replaced the word "poverty" with "low-income level" in its reports.)

The committee also hopes to eliminate some of the nation's 25.6 million official "poor people" by including food stamps, medicare, and other non-cash items in government income statistics. It won't work, according to statistics expert Mollie Orshansky of the Department of Health, Education, and Welfare. Richer people have as much or more non-cash income as poorer people, so relative income levels wouldn't change.

The Administration commissioned similar "anti-poverty" studies in 1970 and 1971, the *Times* reported, after "census figures from 1970 indicated that the number of poor people in the country had begun to climb again after a decade of gradual decrease."



"BY BEING UNEMPLOYED WE ARE SAVING OURSELVES FROM A RUINOUS INFLATION"

3 MILLION ELDERLY POOR

(CPS) More than 3 million elderly Americans still live below the government-defined economic "poverty line," according to a new study by the Social Security Administration.

Even though Social Security payments have risen by 52% since 1969, about one out of every six persons over 65 has an income below the poverty index.

An additional 2 million people would be in the poverty category if they did not live with families whose incomes are over the poverty level.

Social security constitutes the major economic support for many of the elderly. The monthly check provides 90% of the income for 32% of the single retired workers and 14% of retired couples.



Grievances:

In order to keep our readers informed about what the Welfare Employees Union is doing for you, we will periodically report on a number of grievances that are pending or recently resolved.

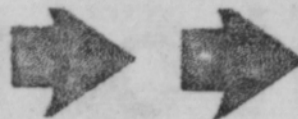
One such sample is the following list:

Jane Kruger et al. An arbitration decision is expected within thirty days. The issue is the fact that the department claims that the transportation of clients is a condition of employment and that they, therefore, have the right to order employees to transport clients in their personal automobiles. The Union contends that the transportation of clients is not a condition of employment and that the department cannot order a worker to use his or her own car for such transportation. Any worker so ordered is urged to contact a union representative. This grievance has already resulted in the State of Michigan making available a number of State owned cars for the use of Service Workers.

Marian Hunter grievance. We are waiting for an arbitration date to be set. This case involves a former PWW 09. The Wayne County Dept. of Social Services refused to reinstate her in any capacity. They would not even reinstate her as an EE 06. She was hired by the Washtenaw Dept. of Social Services because they were willing to reinstate her. She then transferred to Wayne County and was belatedly promoted back to her original classification as PWW 09. The issue in this case is that Marian Hunter should have been payed as a PWW 09 all along. We are seeking back pay at the PWW 09 level. A number of similar grievances have been deferred pending the outcome of this case.

doc?

cont.



What we are talking about is the first ingredient that has got to go into our remedy, SOLIDARITY. Without it, very little can be done to cure our administration and stop work speed-up. We must build solidarity to end work speed-ups, or we are all going to have start seeing a real doctor.

MEET & CONFER ? ?

In the absence of a contract specifying job descriptions, workload standards, grievance mechanisms and the like; workers are left by the administration with a system known as "meet and confer". Everytime the administration abuses an employee or group of employees it is suggested that we meet and confer with the administration. This assumes that the administration is not aware of our problems, that their interests are the same as ours, and that they will respond to our problems when presented with the facts.

The problem with this approach is that none of these assumptions is correct. They do not respond to our problems when presented with the facts. The Wayne County Board of Social services recently adopted resolutions on optimum caseload size calling for a reduction of caseload size throughout the agency. Realizing and acknowledging the problem they proceeded instead to increase caseload size. At a recent meeting with Mr. Thomas, the head of the personnel dept., we recieved some more examples. Commenting on the lack of a uniform transfer and seniority system, Mr. Thomas stated that if the company he used to work for were run the way the W.C.D.S.S. is run they would have been flooded with lawsuits. MS. Cooley from the personnel dept. seemed amazed that employees would even consider that the administration would deal with them honestly. She said "you didn't expect them to tell you the truth did you." Not expecting them to tell you the truth is the reason the Krunch is here. The Welfare Employees Union will attempt to tell you the truth as we see it. Meet and confer is only effective when we set down with the administration and confer with them on the basis of our strength as organized and unified employees.

KERCHEVAL KRUNCH



KRUNCH NEEDS

HELP



The Krunch is your paper and needs your help! If you want to write or draw, work on selection of materials - or learn how - and aid in lay-out, please speak to a Kercheval WEU steward. We need your help to make the Krunch into our paper!

EMPLOYEES WIN MAJOR VICTORY



As a result of the Work-In and Blue Flu at Kercheval, and the other activities by Employees at other District offices, we have won a major victory. The Freeze set in Lansing on vacant positions has been removed. This means that for Wayne County, we will immediately be greeting 128 new employees to fill those positions now vacant. That is the word we got from Mr. Masternak, the Personnel officer in Lansing.

This victory stems from our activity and unity, and represents what we as employees can do if we work together, and stand up to the Administration's threats and divisiveness.

The victory is, however, only the first in the many we must win. Speed-up, heavy workloads, no collective bargaining, bad or unsafe working conditions all must be fought. We have won the first battle. We will win others.

The Krunch and WEU stand behind the employees in our just struggle. We Need Each Other.

HOW COME THESE WORKERS ARE WORKING SO FAST?!

WHY, SO THEY CAN STEP UP PRODUCTION AND RAISE THE COMPANY'S PROFITS!?



OH YEAH! SO YOU CAN HIRE MORE PEOPLE AND RAISE EVERYBODY'S PAY!

NO! I SAID PROFITS! WE'VE FROZEN THEIR WAGES AND WE'RE LAYING OFF WORKERS!!



BUT THEN HOW CAN THEY AFFORD TO BUY THINGS?!

OH, IF IT COMES TO THAT WE'LL JUST START MAKING BOMBS, AND THE GOVERNMENT WILL BUY THEM!!



"Management and labor must cooperate. I'll give orders and you cooperate by obeying them!"



"Yes, we treat all our employees equally here. . . . Everyone is overworked."

EQUAL OPPORTUNITY ?

WEU has sent representatives to attend the Equal Employment Opportunity Advisory Council, which meets the 2nd Tuesday of every month. Here are some of the tid bits resulting from the EEOAC's meetings:

- * 70% of state cases are in Wayne County.
- * There are only 8 Black male P.W.W. 09's (or S.S.W. 09) under 30 years of age in the state.
- * Approximately 723 people in D.S.S. are provisional employees.
- * 34 typists in Wayne County were hired provisionally and have not been able to pass the test; one has been working for 5 years.
- * 146 people passed the last P.W.W. 10 exam in Wayne County. Breakdown: 79% of whites who took this exam passed whereas only 31% of minorities passed. For the 11 exam, 71% of whites passed, and 29% of Blacks passed.
- * The Wayne County area as a whole scored lower on the exam.

At the July 10th meeting, the EEOAC was requested to take a stand on Sick Pay for women on maternity leave.

- * 65% of D.S.S. employees are women.
- * State Civil Service has ignored this: A woman cannot use sick leave or L.T.D. for pregnancy (even though she's paying for it. At present she can only use annual leave that has been accumulated.) - See the article on Page Two for a discussion of the city's response to Pregnancy-Sick Pay Benefits.



DON'T BUY

FARAH SLACKS!

Building Comm. ❄

MEETING ❄

11:45 Wed. July 25

There will be discussion of the building picnic, work and sanitary conditions, the showing of the slide show on our Work-In and Blue Flu, and Mrs. Balicki has been invited to attend for questions. Come!

Only WE can change the conditions under which we work!



Pregnancy : The ABC's

Despite year-old federal guidelines requiring employers to treat pregnancy like any other temporary disability, it still doesn't pay to be pregnant in Detroit.

Among most of the city's large employers of women, full compliance with the controversial guidelines issued by the Equal Opportunity Commission last March is still more the exception than the rule.

Most employers balk at extending sick-pay policies to include maternity leaves and this aspect of the EEOC's view of pregnancy has become one of the most controversial personnel issues in the country.

The EEOC says a woman on maternity leave should get the same amount she would get if she had, say, a broken leg. (If company policy allows two weeks of sick pay, that's all she would get.)

The cost of compliance is what seems to disturb most of the large employers, said Delbert Hunt, head of the EEOC in Detroit.

Hunt noted that smaller or medium-sized employers usually tend to go along with the guidelines, while the larger companies will make only limited compliance.

"You're talking about substantial sums of money for the large employers of women," said Hunt.

Among city governmental agencies and health agencies, however, there has been total compliance with the guidelines.

Hunt also noted that the commission is currently investigating a number of complaints against companies on the maternity benefits issue and may take some to court.

"Maternity issue complaints have been coming in fairly frequently since the guidelines came out," said EEOC investigator Zena Zumeta. "We can investigate each complaint and if we find probably discrimination, we'll take it to court."

The EEOC, charged with administering Title VII of the Civil Rights Act of 1964, interprets that law to mean that employers cannot refuse to hire a woman because she is pregnant; cannot make a woman leave work at some arbitrary cut-off date such as the sixth or seventh month of pregnancy, and that a woman who takes leave for childbirth must be reinstated in her job or given a comparable job at the same pay without loss of seniority.

Many of Detroit's employers have gone along with these interpretations and have changed their policies accordingly.

However, the EEOC also believes that under the law a woman medically disabled by childbirth is entitled to whatever health insurance, sick pay or disability pay is provided for illnesses or other medical procedures.

Pregnancy (cont'd)

This interpretation has many employers in the city digging in their heels and holding on until court tests on the issue are resolved.

"The guidelines are just that - guidelines. They are not law until they are tested in court," said Edward Hodges, assistant vice president for Michigan Bell Telephone, which employs about 16,000 women in the state. "If test cases turn out to confirm them, we will comply."

The test case the firms are eyeing is a suit in which the AFL-CIO International Union of Electrical, Radio and Machine Workers is seeking sick pay benefits for pregnant women employed by the General Electric Co. in Richmond, Va.

The case, which will have nationwide reverberations, comes to trial July 24.

Hodges said that Michigan Bell does not extend sick pay and disability benefits to pregnant women because "prevailing medical opinion does not consider a normal pregnancy a sickness."

He said, too, that extending the benefits - four weeks full pay and 48 weeks at half-pay - would cost the company "a considerable amount." He noted that presently more than 1,200 women employees in the company are on maternity leave.

Michigan Bell will, however, allow a woman employee to stay on the job for as long as she and her doctor agree she can do her job (a policy that has been in effect for about a year), and will return her to the same job or a comparable job when she returns to work.

Detroit Edison, which employs 1,100 women in the city, follows a similar policy, according to employe relations manager Jane Kay.

Ms. Kay said that a pregnant employe can work as long as she is medically able. However, during her seventh month of pregnancy she must bring formal notification from her doctor that she is fit to work.

"She is not entitled to sick pay when she leaves," said Ms. Kay. "We don't equate pregnancy with illness. There are the voluntary versus the involuntary aspects of it to be considered."

Pregnancy

Ms. Kay said that officials at Edison think it is premature to make any decisions about sick pay. They, too, are waiting for court tests.

"We have an obligation to be concerned about the cost of doing business," she added. "We look to what has to be done rather than to what would be very, very nice to do."

At Edison, employes accumulate a certain number of paid sick days for each year they work. If the guidelines were followed there, pregnant women could use those sick days when they left work.

The National Bank of Detroit, which employs 4,000 women, used to have a policy of requesting pregnant employes to leave at their sixth month. That policy was changed about the time that the guidelines came out, according to a spokesman for the bank, but not specifically because of the guidelines.

"There had been a trend in the direction of allowing women to stay as long as they were medically able," he said. "Now it's up to her and her doctor."

Sick pay is not paid to pregnant employes on leave there, either. "We've not accepted the idea that a healthy pregnancy is illness," he said. He added that with approximately 150 women taking maternity leaves a year, the cost would be high.

The J. L. Hudson Co. which employs 6,100 women in the city, pays sick pay for up to 10 weeks to employes with less than 10 years with the company and 26 weeks for those with more than 10 years. But not to pregnant employees.

"That's where the economics become severe" said Donald Brown, senior vice president for personnel. Brown suggested, too, that if sick pay were paid, many of their pregnant employees who now stay at work as long as they are medically able would leave sooner and stay away for as long as they got paid.

"If they were being paid for not being here, why stay? The present trend for women to work longer would reverse itself."

The United Auto Workers Union has a suit pending against the Big Three which charges discrimination because while each company has extended sick and accident benefits for medical disability up to 52 weeks, pregnant women don't share in those benefits.

Instead, the women are given six weeks sick pay, then they are on their own.

The suit, in federal court, seeks to have pregnancy treated under the same disability rules that apply to illness.

Another suit has been filed in federal court against the Detroit School Board by a woman who said she was taken off her job at her seventh month of pregnancy. She says she was allowed to stay at work and get paid, but she was not allowed to teach.

Pregnancy

She also alleges that when she reapplied for a job after childbirth, she was told that there was no position for her.

The Detroit Federation of Teachers has filed an EEOC complaint against the school board because presently teachers are not allowed to use their accumulated paid sick-leave when they go on maternity leave.

"We are presently engaged in deliberations with various unions and organizations representing teachers in an attempt to develop policies in compliance with the guidelines," said Fred Martin, assistant to the superintendent in the office of personnel.

Martin said that the board had operated on a policy of requiring teachers to leave at their seventh month, but have now moved to permit teachers to work as long as they and their doctors feel it is safe.

Martin said that the policy change was a long time coming (and still is not an official written agreement with the teacher's union) because "schools are different from other operations - we're not talking about a secretary or a telephone operator sitting down most of the day."

"The woman is in a class with 35 bubbly students" he said. "A teacher into the later stages of pregnancy change create some anxiety working around children."

He said, however, that he expects the school board eventually would comply with all of the federal guidelines, including the one requiring sick pay.

The issue of mandatory maternity leave is now before the U. S. Supreme Court. Last month, the court agreed to decide two cases involving teachers. In one, brought by teachers in Cleveland, Ohio, the U. S. Court of Appeals for the Sixth Circuit banned forced early leave policies. The Cleveland teachers were required to leave in their fourth month.

In the other, brought by teachers in Chesterfield County, Va., where teachers are required to leave in their fifth month of pregnancy, the appeals court for the fourth circuit said mandatory leave requirements were permissible. A decision on the rulings is expected some time next year.

cont. pg. 8

The Forum

Feiffer

I DO NOT SAY WATERGATE WAS NOT ILLEGAL. IT WAS!

BUT I SAY IT IS A BODY BLOW TO THE WHOLE AMERICAN SYSTEM TO SAY IT WAS CRIMINAL.

FIRST OF ALL THE PERPETRATORS HELD RESPECTED AND SENSITIVE JOBS IN THE HIGHEST BRANCH OF GOVERNMENT.

NOW I KNOW SOME PEOPLE WOULD CALL THAT CRIMINAL. I DON'T.

NEXT, THEY ARE WHITE, COME FROM GOOD HOMES AND HELD IMPRESSIVE TRACK RECORDS IN PRIVATE ENTERPRISE.

NOW I KNOW SOME PEOPLE WOULD CALL THAT CRIMINAL. I DON'T.

NEXT, THEIR ACTS WERE NOT DIRECTED AT PERSONAL GAIN OR MOB VIOLENCE. NOT AT ALL!

THEIR ACTS, OVER ZEALOUS PERHAPS, WERE DIRECTED AT PERPETUATING FOUR MORE YEARS OF PEACE, WITH HONOR AND LAW WITH ORDER.

NOW I KNOW SOME PEOPLE WOULD CALL THAT CRIMINAL. I DON'T.

NO, WATERGATE WAS NOT CRIMINAL. DANIEL ELLSBERG, DR. SPOCK, CHICAGO IN '68 WERE CRIMINAL.

WATERGATE WAS SELF-DEFENSE.

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WE PLEDGE ALLEGIANCE TO THE FLAG AND TO THE CORPORATIONS FOR WHICH IT STANDS.....



Average Citizen Feels He Has Little Influence

BY LOUIS HARRIS

A substantial 69 percent of the American people agree with the statement that "large corporations have a great deal of influence" in Washington these days, standing in dramatic contrast to only seven percent who say "the average citizen" has comparable access to the capital's decisionmakers.

Extensive probing by Harris interviewers reveals that the average citizen is quite convinced that corporations, financial institutions, and organized labor exert influence in Washington far outweighing that of consumerists, women's rights organizations, or environmentalists.

Another striking finding is that 31 percent of the public agree with the statement that "organized crime has a great deal of influence in Washington."

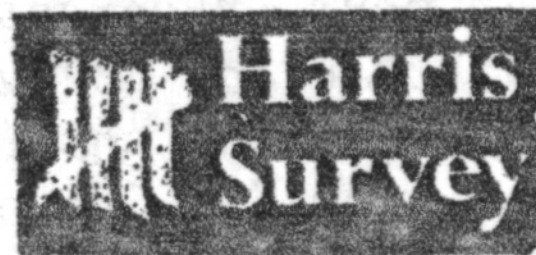
THE INFLUENCE chart in the nation's capital is not what people feel it should be, nor do those with the most influence enjoy the highest levels of public confidence.

For example, no more than 27 percent of the public express a "great deal of confidence" in the way large corporations are being handled, although 69 percent perceive them as enjoying a "great deal of influence" in Washington.

By contrast, 60 percent express high confidence in consumer advocate Ralph Nader, although no more than 24 percent feel he has major influence in Washington.

Women's rights groups are greatly respected by 56 percent of the public, but no more than seven percent feel they have "a great deal of influence" at the federal level.

Farmers are viewed with high regard by 61 percent of the people, but only 20 percent see them as exerting important influence in Washington.



which people believe stem in large measure from business raising prices, and unions making demands for wage increases.

The fact that 61 percent of the public believe that criminal elements have penetrated the federal government shows the extent of public feeling on the "wrong" kind of pressures in the capital.

Previous studies have shown that 78 percent believe there is indeed a Mafia in this country, and six in 10 apparently now believe that important politicians are at least partially controlled or influenced by the mob.

BEHIND these results lies a sense that money is one of the real roots of the trouble in Washington today. The groups which are believed more likely to have access to large sums of money are those such as big business or organized labor, in contrast to women's rights groups, environmentalists, or "the average citizen."

PROBABLY THE most significant result of the entire survey is the low degree of influence which the public feels the "average citizen" has in Washington today.

When 62 percent feel they have "hardly any" or "almost no" influence in the running of their government, then disenchantment is at a worrisome level. Clearly, the American people no longer believe the democratic system is expressing the interests and wishes of the general public.

Pregnancy

Among city governmental agencies and health agencies, compliance with the guidelines has been total.

The Michigan Nurses Association, which negotiates labor contracts with hospitals, health departments, schools of nursing and nursing homes, has, since the guidelines came out, carried out a plan of changing all the contracts to comply.

"We ran into very little employer resistance," said labor negotiator Don Power. "They were on the whole, quite good about it."

Pregnant nurses are able to leave work when they and their doctors feel it's time and whatever sick pay policies are applied to other medical disabilities will also apply to pregnancy.

At the police department, pregnant police officers are allowed to work for as long as they can do full duty. Previously they had been allowed to work only until the third month of pregnancy.

Police officers on maternity leave are also allowed to use up to their accumulated sick time.

The policy changes came after the guidelines were issued as a result of a general order from the police commissioner.

Women city employees also benefit under the new guidelines. Previously they were required to leave work for six months - three months before delivery and three months after. They were not allowed to use their accumulated sick leave with pay.

Since last September, however, the city has been in complete compliance.

"Perhaps we were hasty," said Joe Nowakowski, administrative personnel examiner for the city. "We certainly were ahead of most people in adjusting our policy. But this involved an effort of the top city management, from the may on down. We felt we should become more flexible and consider the facts."

By Charlotte Robinson

Free Press Staff Writer

BOYCOTT!

No Scab Lettuce! 8

Help Stop Illegal Policies!

The Krunch understands that there are new policies originating within Kercheval which are not either in the AP manual or common practice throughout the Department.

Some of these are required verification of birth of baby, phone and written confirmation as to attendance in school, refusing to accept rent receipts. There are many more. The Krunch is planning a major group grievance filed against the new policies, which cause much new work for us and increased hardship on the client. These new policies either run counter with manual items, or are not in keeping with their intent.

If you know of any policies in Kercheval either not in the manual or not common within the Department, please write them down and bring them to a WEU steward.



I WANT



I WANT



I WANT TO THANK



I WANT TO THANK



I WANT TO THANK THE PRESIDENT AND COMMANDER IN CHIEF



I WANT TO THANK THE PRESIDENT AND COMMANDER IN CHIEF



I WANT TO THANK THE PRESIDENT AND COMMANDER IN CHIEF AND HIS POLICY OF PEACE



I WANT TO THANK THE PRESIDENT AND COMMANDER IN CHIEF AND HIS POLICY OF PEACE



WITH HONOR.



WITH HONOR.



THANK YOU GENTLEMEN. THAT CONCLUDES THIS MORNING'S P.O.W. DEBRIEFING.

