

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 16 OF 16

FOLDER 26

WELFARE EMPLOYEES UNION



welfare employees union NEWS

4425 Second, Detroit, Michigan 48201

vol 2 no 1

DON'T GET SICK

The Department of Social Services through its representative in the Wayne County Personnel Office, Mr. Fred Jones, has started an extremely repressive policy regarding sick leave. Some examples of WCDSS repression in this policy area are:

Ms. Deborah Jackson of the SSI support section became ill in October of 1975. WCDSS personnel office fired her because she had not complied with their new sick leave policy. The problem with that was that none of the staff was in receipt of this new policy until 10-30-75. The change in procedure was written in September of '75. In effect this imposed an 'ex post-facto' law on employees. We are handling Ms. Jackson's grievance.

Ms. Irene Williams has been seriously ill since 3-75. She has been on sick leave since that time. In October of this year WCDSS personnel informed her that she had one of four options: 1. Report to work the next Monday 2. Resign 3. Sign a "waive rights" leave of absence or 4. Be terminated. Ms. Williams' doctor had released her to return to work on 11-30-75. The personnel office was aware of this as Ms. Williams had fulfilled all reporting obligations to them. Instead of extending her sick leave for one month, she was terminated in October. We are handling this grievance also.

Ms. Judith Guccione was a new APW06 hired in August 1975. She was ordered by her doctor into the hospital for emergency surgery in October 1975 and would need two months to convalesce. Personnel was informed of this when she requested sick leave. Their response was to give her the same options as above, and to terminate her when she was unable to accept these responses. We are now handling this grievance.

WCDSS Personnel continues to show the most heartless and ruthless policy regarding employee illnesses. The administration appears to care

not at all for people and their problems. They continue to treat employees as warm bodies or numbers. If you get sick, watch out, you'll probably lose your job. If you have a problem in this area, see your WEU representative.

Extra: One of the employees has been rehired. Details to follow.

PAY HIKE ?

On December 16, the CSC ordered the 1976 pay package for state employees to include a 5% across-the-board pay raise and a modified COLA plan; no increase in fringe benefits was even discussed. This plan is a far cry from the "bare bones" plan recommended by WEU, which called for a 50¢ or 10% increase and an increase in COLA - what we got was an insult. It comes as no surprise that the 5% across-the-board raise will mean little to those employees in the lower classifications, as 5% of nothing has always equaled zero. The modified COLA plan will, at its maximum, provide half the protection of our current plan. The COLA package in use now calls for 4 quarterly payments with hourly maximums of 9¢, 18¢, 27¢ and 36¢. The 1976 COLA puts a cap of 15¢ on all quarters, which means a loss of 3¢, 12¢, and 21¢ per hour for each employee. Further, the CSC voted to make this plan effective at the beginning of the fiscal year, either July 1 or October 1, 1976 if the legislature votes to extend the fiscal year. We will receive a "fifth" quarter extension of our present COLA to cover July, August and September 1976, if the fiscal year is changed.

Several special adjustments (i.e., raises) were given to several classifications, including (surprise!) the State Police who received an additional 3%. In an incredible statement that is sure to infuriate state employees, CSC Chairperson Ruth Robertson termed the increase "a responsible action taken after reviewing Compensation Board reports, staff surveys, public pay hearing testimony, economic projections, and current economic and fiscal conditions within the state." A responsible action? Really, Ms. Robertson, state employees can read the cost-of-living indices and inflation rates. They know where this latest pay raise leaves them - in a financial hole!

DID YOU KNOW...

... that union elections are coming up in February, 1976? Start thinking about becoming involved and running for steward at your district.



Confidentiality?

Are you living under the delusion that you have an unlisted phone number? If Personnel has your telephone number in their files, then this assumption is a mistake. If you have faith that Personnel will only use or release your number in an emergency, be forewarned.

I thought I had an unlisted number. I recently, however, received a call at my home from a store clerk who was trying to track down a customer who owed a delinquent bill. The individual they were looking for had stated that they were employed by Social Services. I inquired as to how the store had obtained my name and number, and I was told that Personnel was the source. Although my name was only similar, Personnel had given him my number in the hope that I would be the person they were seeking.

Rather, I was the victim of Personnel's lack of respect for my rights to privacy. Two weeks passed, and the same clerk contacted my supervisor at work. Needless to say, although I was not the person being blood-hounded, I was embarrassed to even be caught up in this situation. Perhaps the Personnel department could run more effectively if it got out of the bill-collecting business and took care of its own.

Name withheld for fear of reprisal from Personnel - however, they can always pick a name randomly and assume that it's correct.)

EDITORIAL

Apathy. It seems to permeate DSS. Everywhere you go, complaints are heard about working conditions, low pay, etc. But when people are offered a concrete program to change things, they suddenly become silent and look the other way. Specifically, we refer to joining a union. Unions are the only proven method employees have for changing bad working conditions. Too often, when we ask people to join WEU we hear some of the following excuses:

1. \$2.00 every pay period is too much money. (How much more money could you get in return for a union-negotiated pay package?)

2. I'll wait until I get into trouble and then I'll call on a union. (If people don't start joining a union it might not survive, and there liable to be no one there when you need it.)

3. I'll wait until there's only one union instead of three. (Pick the best one and join it. It will soon become the only union, and then the State can't play "divide and conquer.")

4. I'm a professional, and belonging to a union isn't very professional. (Do you really feel the agency considers you a professional? Or treats you like one?)

These are poor excuses for letting your co-workers assume the burden of fighting for better conditions while you sit back and reap the benefits. The recent victory of the abuse unit on behalf of all employees took the skills, efforts and sacrifices of many. WEU was able to offer this unit substantial help. WEU has 1000 members, and it is effective. Think what we could do with two or three thousand. The choice is yours: WEU and the promise of change, or apathy.

Are You Still Listening?

Good. As your warm holiday spirit begins to shiver in the long midwinter stretch, remember the nearness of Spring, and your newsletter staff. Call and tell us what's happening - send a cartoon - stealthily drop a "Did You Know?" item on your steward's desk - write a detailed analysis of the power structure of American bureaucracy - please send a cartoon. Lyndon, are you still out there? Whatever happened to the Highland Park office, anyway? Despite all rumors, it is not true that we accept articles from only Pulitzer Prize winning journalists.

STAFF

Juanita Gittings
Art Kaufman
Rick Kuszmar
Pat Quayle
Dee Valvanis

to the membership

Tom McGraw
Organizer

I was recently asked by a new member what was really meant by the statement the WEU is "democratically controlled." Does it mean that the policies and programs of the Union always reflect the feelings and desires of all of the membership? Is it not possible that a small group of individuals could take over control of the Union and use it to their own advantages, ignoring the desires and goals of the majority? With over 1000 members, how can the leadership effectively interpret the will of the membership?

All of these were very good questions, and cut to the heart of the question as to what constitutes democracy. No one can give a precise definition of the term "democracy" for inherent in its meaning is the right of individuals to disagree as to its definition. Democracy probably is best defined as a philosophical and political set of principles that guarantee that every member of a group has the same and equal opportunity as every other member of the group to participate in the group's decision making process. Democracy guarantees that every idea has an equal opportunity for expression and debate and that every person desiring to participate in that debate has the right to be heard and the right to attempt to influence others. Democracy guarantees that each member has an equal access to information relevant to questions that must be resolved through the democratic process. Democracy insures that the will and desire of the majority of those participating in the process will be carried out, and that those within the minority have the right to change, amend, and/or modify those positions with which they disagree through the same process.

Given that definition, the Welfare Employees Union is a democratically controlled structure. Every dues paying member of the Union has an equal voice and equal vote and equal opportunity to participate in the decision making processes of the Union. The elected Executive Board (Officers and Stewards) are accountable to the membership and the membership has the right to overrule any decision of the Executive Board. The Welfare Employees Union urges every member to participate actively and share in the democratic processes it has institutionalized through its Constitution.

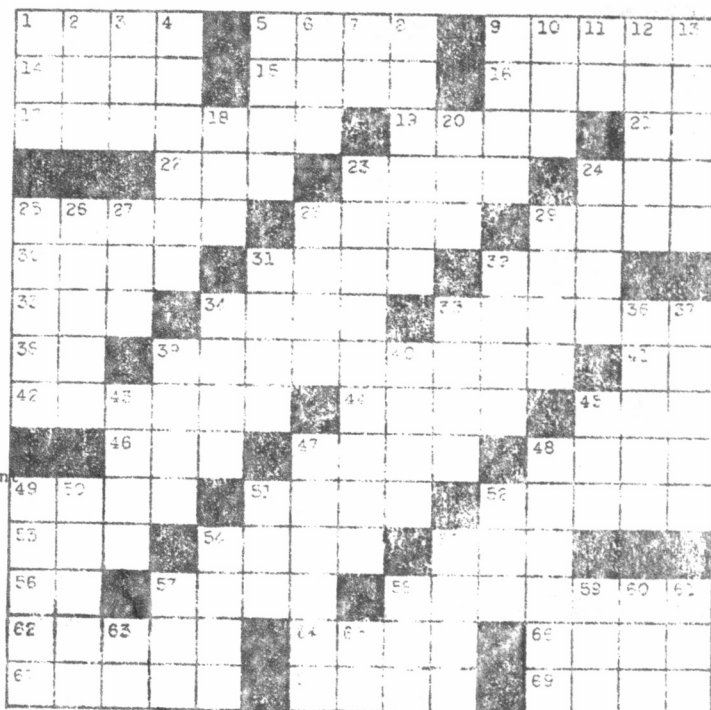
ACROSS

- 1.place of exile
- 5.Polynesian staple
- 9.leather strip
- 14.unit of film
- 15.culture medium (writing light)
- 17.WCDSS morning greeting
- 19.famous "indifferent" administrator
- 21.DSS-14 program
- 22.unexplored (abbr)
- 23.poet Teasdale
- 24.sum up
- 25.become skilled in
- 28.---- boy! (slang)
- 29.otherwise
- 30.Great Lake
- 31.business letter phrase
- 32.ceremonial phrase
- 33.and not
- 34.part of "A.D."
- 35.irritates
- 38.adult program (obs - abbr)
- 39.family of worms (var)
- 41.sound of pain
- 42.St. Lawrence -----
- 44.young males
- 45.theatre owners' group (abbr)
- 46.consume
- 47.fixes (as an election)
- 48.prophet
- 49.extremely
- 51.owner of the "Hole"
- 52.weather disturbance
- 53.and so on
- 54.---- ho (slang)
- 55.paddle
- 56.Greek letter
- 57.defeats
- 58.newsletter item
- 62.mammalian characteristic
- 64.Edda (eg.)
- 66.Ghenphis

- 67.Korean city
- 68.fathers
- 69.direction

DOWN

- 1.make mistake
- 2.shelter
- 3.cot
- 4.attraction
- 5.military vehicle
- 6.period of time
- 7.Egyptian god
- 8.elaborate
- 9.Scarlett's home
- 10.clients' alternative to Medicaid (abbr)
- 11.women's doctor (abbr)
- 12.what agency often fails to provide for
- 13.rank
- 18.hostel
- 20.proposed constitutional amendment
- 23.walking leisurely
- 24.lily plant
- 25.Ms. Horne's namesakes
- 26.run down
- 27.atmosphere
- 28.---- Baxter
- 29.rim
- 31.silly person: "n-----"
- 32.Ms. Balin's namesakes
- 34.study of body structure (abbr)
- 35.calculates
- 36.turning part (var)
- 37.group of bugs
- 39.not in
- 40.Othello's nemesis
- 43.recent CSC proposal (abbr)
- 45.prefix meaning "new"
- 47.washed
- 48.collective action by employees to alter working conditions
- 49.goddess of love
- 50.musical piece
- 51."Saturday night special"
- 52.took a load off the feet
- 54.young female
- 55.sea mammals
- 57.your friend at WCDSS
- 58.assistance
- 59.tea
- 60.--- Vegas
- 61.whole (abbr)
- 63.carry out
- 65.category assistance (abbr)



DON'T FORGET TO VOTE!

**WEDNESDAY
FEBRUARY 18**

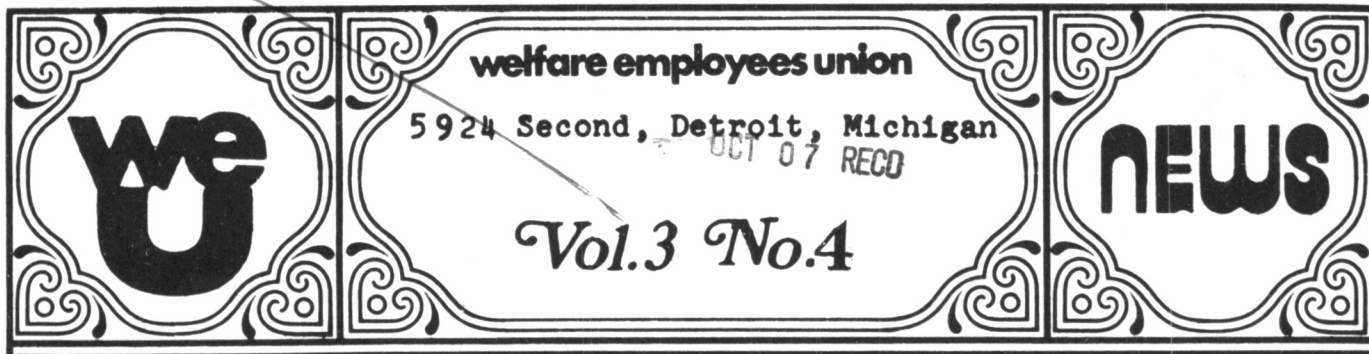
IF you haven't yet received your WEU elections mail-out (which included a new optical service co-op card and your membership card), it's probably because the WEU office doesn't have your current address. Just in case, turn this in to your steward or at the office.

NAME _____

ADDRESS _____

CITY _____





AP ANGRY

A meeting of angry AP workers was held in the Highlander Inn on the evening of September 16 at which time a strike vote was adopted. The meeting had been called by United AP Workers to discuss possible job actions which could be taken in response to the administration's unsatisfactory reply to their demands. Earlier in the month about 400 workers had met with Dr. John Dempsey and presented him with a list of sorely needed reforms. Dr. Dempsey proceeded to run down the list and give his reasons why he couldn't do anything about them, referring workers to the legislature for redress of grievances (Mr. Dempsey being just another buck-passer). The leadership at that meeting decided to give Mr. Dempsey a little time to re-evaluate his position. He didn't, and this meeting was the direct result.

The most urgent demand was for a halt to the soon to be implemented Client Reporting System which will provide for masses of new paperwork each month and will result in thousands of clients being cut off ADC through no fault of their own. AP workers are already overburdened with paperwork (60 case average in 1971 to 200 cases today). This new system will strain them beyond endurance.

Other demands which were rejected included reduced caseloads, less cases coming to individual workers from intake, more protected time, increased clerical support, overtime, Xerox machines (not Saxon), more interviewing space, and upgrading. All of these changes would result in better service to clients, which was the main theme of this meeting.

RESPONDING TO STAFFER

The Liaison Committee was created by the Executive Board at its July meeting. The committee consists of Jim Bish, Doris Brintley and Ellen Devine. Its purpose is to work with the President, David Shinn, in contacts with unions which might be helpful to WEU in the upcoming Staffer struggle.

The Liaison Committee, officers and interested members, have met with a number of organizations in attempts to strengthen WEU's power base for the Staffer elections. Groups with whom WEU has already met are: Organization of Classified State Employees (a new organization affiliated with the Michigan Education Association) as well as Service Employees International Union (SEIU). The UAW and AFSCME International have also been contacted by letter and follow up meetings are planned.

Various strategy moves have been discussed including affiliation and coalition. At the end of its exploration of alternatives the Liaison Committee will make a report and recommendation to the Executive Board.

Interested members can find out times of Liaison Committee meetings by contacting committee members, union organizers or officers.

The strike vote taken this date was advisory, indicating a possible future action unless the grievances are addressed. As one worker commented to the group, "It's a hell of a thing when you can't get any aspirin at work, but ten people can offer you a valium."

EDITORIAL

To strike or not to strike? That is the question that is on the minds of a lot of DSS employees these days as questions arise regarding speedup, transfers and layoffs. Just about everybody understands the necessity right now of a united workforce. WEU has done a good job in making the workforce aware of STAFER and its consequences. We all understand the necessity of concerted action to achieve collective bargaining.

So what is the hangup? Why don't we declare our intentions of walking out tomorrow and get this agony over with? After all, it is no secret that WEU knows that collective bargaining has to be won thru militant action.

The question is simply one of organization. Can a militant work action be sustained at this point? Are we really able to create the will and power to effectuate that will to win a strike? For a strike is simply that: Win or Lose. There is no draw.

DSS employees over the next several weeks will be making important decisions regarding their organizations. There is the possibility of a merger between two very strong and militant unions into a new organization which will carry the banner of collective bargaining. We have been split apart by many ideological disputes. But the concrete reality of STAFER is causing a reassessment of those ideas.

Because this is happening, the State Management Apparatus is also thinking through its position. They would love nothing more than a strike to crush at this time. It would posture them into a position to make unions look weak, stupid and irresponsible. We have already heard of Dempsey's plans to fire 50 strikers the first week and 20 per week thereafter. We know that as a union we cannot fall into that management trick bag.

So we urge, knowing the situation, knowing the difficulties AP,

DID YOU KNOW..

...that the Supreme Court of the United States ruled that states cannot fire civil service employees without first giving them a chance to oppose their dismissal at an administrative hearing.

...that MSEA has only had one arbitration in twenty-five years of "service" to its members.

...that the new Warren-Connors office is already way over its projected case limit.

...that state employees failing to use seat belts in state vehicles will be subject to 'progressive disciplinary action'. Watch that mini-cam over your right shoulder!

...that contrary to R.B. Shelton's congratulatory memo of 8/18/77, on-line food stamp registration did not go as smoothly as depicted due to poor planning.

...that the Dempsey-R.B. Shelton TV show is a spin-off from "Laugh-In".

...that under the new Wayne County transfer policy adopted effective 8-1-77 there is no guarantee of retaining your position regardless of your situation, employment preference or any other consideration. In other words you can be transferred at any time and for any reason management wants to give.

...that the matadors in Spain are organizing a union. We may ask them to open a branch in Lansing.

...that one in twenty natural deaths is triggered by constipation.



clerical, data processing workers are facing to take a long look down a very difficult road. We are going to beat this thing. As a union we will support you in your decisions. But at this point, we urge your patience, your strength and your participation in the democratic processes of the union so that the ultimate goal of collective bargaining is not lost in a precipitous work action in which we all lose.

to the membership

Tom McGraw
Organizer

A few months back, the Executive Board of the Welfare Employees Union voted its support for the Texas Farmworkers Union and their struggle to gain for American farmworkers the right to organize and collectively bargain with growers their wages, hours and conditions of employment. WEU is often asked why it lends its support to other unions and organizations when it has enough problems of its own in dealing with the State of Michigan. Well, the answer to that is simple: all working people share the same common condition. The only thing that working people truly "own" is their labor, and in order to achieve dignity and justice they must unite around that condition and help one another achieve their goals.

Farmworkers share a very similar relationship to Michigan classified employees. In both instances there are no federal laws to protect them from their bosses. The National Labor Relations Act guarantees most American workers the right to unionization and collective bargaining. However, public employees and farmworkers are exempt from the provisions of that act. For public employees in Michigan who are not state classified employees, the Michigan legislature has enacted legislation to protect them where federal legislation does not apply. However, the Constitution forbids the legislature from enacting for state classified employees similar legislation. Farmworkers in Michigan work under intolerable conditions on many of the state's corporate farms, and there is a similar lack of Michigan statute to protect them.

One of the principle demands of the Texas Farmworkers Union is the repeal of Section 14B of the Taft-Hartley Act which provides the so-called "right to work" protection for corporations. This provision allows each individual state the right to determine whether or not it will allow agency or closed shop provisions to be negotiated in contracts with the enforcement of the law. Without the ability to negotiate such provisions, unions have been thwarted in their goals to organize, for the incentive to join a union is lost if all workers get the same benefits with or without union membership. All of the Southern states, where the bulk of farmworkers work, and many Western states are "right to work" states. Consequently, wages, hours and conditions of employment are intolerable. As a result of these "right to work" laws, many corporations have left states like Michigan in pursuit of cheap labor in the South, leaving large segments of the Michigan workforce unemployed.

In order to dramatize their demand for repeal of Section 14B, the Texas Farmworkers Union staged a march through the Southern states to Washington D.C. to present their demands to President Carter. It is important that all working people join in the demands of the Texas Farmworkers Union to repeal this legislation. Letters and telegrams of support should be sent to your representatives and Senators in Washington as well as to the White House. Support yourself by supporting the Texas Farmworkers Union. Demand the repeal of Section 14B Now!

to the membership

DISTRICT NEWS

Bill Hunt

The philosophy that "We are our brother's keeper" should be very important to employees.

There is only one way to stop DSS from oppressing its workers through unjust layoffs and transfers, unreasonable work loads, and all of the oppressive conditions of state employment-conditions created to keep workers divided. The answer is...UNITY.

History has shown us that when worker's unite, oppressive working conditions are eliminated. The key to unity is being concerned about your co-worker. When you express concern for others, they will in turn express concern for you.

History has also shown that when management is allowed to oppress one worker, eventually it will oppress all workers. Worker unity is the answer to oppression.

In the past few weeks, WEU has set up several building committees. In doing so I have had the pleasure of talking to hundreds of DSS workers. I found a deep concern for each other's problems both on and off the job. I found that the unity that binds workers together is alive in DSS. I am proud to be a part of an organization that encourages and supports unity among workers. This can only lead in the end to better wages, benefits and working conditions for all. I believe that together we will overcome. Be concerned-sign up a new member today.

The following services are offered to members of the Welfare Employees Union:

- 1) Consumer Buying Service
- 2) Co-Op Optical Service
- 3) Free Legal Clinic
- 4) Consumer Assistance with off-the-job problems
- 5) Day Care Service during union meetings

For further information on any of these programs, contact Bill Hunt at 871-7741.

ROMULUS DISTRICT OPENS---or THEY TOOK AWAY OUR WINDOWS BUT GAVE US BATHROOM STALL DOORS

Another M.A.T. office opened 8/29/77. The new office is located on VanBorn Rd. in the middle of a bean field. The office design is Herman Miller Rat Maze. The stripes in the wall paper make people dizzy. Phone lines are inadequate. The V.D.T. was installed ten days after the office opened. M.A.T. is to be commended however, for improving the privacy in the bathroom.

SCHAEFFER DISTRICT

An irate client held another ADC recipient hostage at knifepoint in the Schaeffer District Office. The woman was angered at being unable to get her \$142.00 bi-weekly ADC check. Luckily the incident ended without injury.

CHILDREN AND YOUTH SERVICES DISTRICT

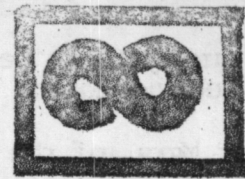
The CYS picnic was held on August 19, 1977. Approximately 50 people attended to participate in games and refreshments. Everybody had a good time, but the best part was the 3 o'clock starting time.



"What do you expect for 9 billion dollars?"

People who filed applications for District Manager 14 positions and have not heard from Wayne County Personnel, please contact Ellen Devine.

WAYNE COUNTY WELFARE RIGHTS ORGANIZATION



Vol. 1 No. 2

MAY-JUNE, 1978

THE DSS IS MORE CONCERNED WITH CREATING MORE PAPER WORK, THAN IN GUARANTEEING EVERY NEEDY PERSON IN THIS STATE THEIR RIGHTS TO APPLY AND RECEIVE PUBLIC ASSISTANCE.

Since the publication of our last Wayne County Newsletter, the Citizens For Welfare Reform and Wayne Co. WRO have met with R.B. Shelton (Director of Wayne Co. Dept. of Social Services) and his so-called "efficient" Heads of various Dept., twice. The first meeting came about after a request by R. B. Shelton, himself, because we were embarrassing them with our demonstrations held at the KERCHEVAL, Harper/Gratiot and Temple Welfare Centers around our demands: (1) CASES BE OPEN IN 30 DAYS, ACCORDING TO FEDERAL REGULATION, (2) INVESTIGATE THE DIRECTOR'S (THAT IS, DR. DEMPSEY, HEAD OF THE STATE DEPT. OF SOCIAL SERVICES AND THE LEADING CRUSADER AGAINST FRAUD) USE OF FUNDS-- ALLOCATED FOR THE POOR -- FOR PERSONAL TRAVEL, (3) STAFF INCREASE TO ALLOW OVERWORKED CASE WORKERS TO HANDLE SOME CASES--NOT JUST PAPER, (4) BILINGUAL WORKERS--IN-TAKE, ASSISTANCE PAYMENT, SERVICES AND FOOD STAMPS WORKERS, AND (5) BILINGUAL FORMS, ESPECIALLY LATINO.

The Dept. of Social Services main concern throughout both meetings were to tell us how much better organized their getting with the decentralization of their "MAT" offices. Further, to give us more excuses for their inefficiency

The Citizens for Welfare Reform and Wayne Co. WRO gave the Wayne Co. Dept. of Social Services 30 days to meet our demands in the first meeting. The next meeting came about in 35 days at which time we got answers to our demands: (1) Cases open in 30 days, according to Federal Regulation. The Dept. answered that they are working on a special management plan to bring the Dept. in compliance with Federal and State regulations by July 31, 1978. Their April Report tabulations reflected an error rate on the part of the Dept. of Social Services of 35.9% as far as opening recipients cases. (2) Investigate the Director (Dempsey) use of funds allocated for the poor, for travel. R. B. Shelton and Co. had nothing to say about this demand. (3) Staff increased to allow overworked case workers to handle some cases. R.B. Shelton and Company stated that according to the State Standards for Staffing for Wayne Co. DSS, we have more workers than the State Standard for Wayne Co. (4) Bilingual workers-In-Take, A.P., Services and Food Stamps workers. Shelton and Co. stated that two years ago the Dept. of SS did a survey among their employees for foreign languages and other communication (e.g. sign language). As a result

of the survey there were 42 different languages (Including sign language) identified within the Dept. of Social Services. Further, they notified the

District Mgrs. of the results, where they could draw from the various resources. And, (5) Bilingual forms especially Latino. The answer from the State Dept. of Social Services was NO application to be printed Bilingual. But, they are printing a guide booklet in Spanish for Spanish-speaking people to read that will tell them how to fill out the Dept. of Social Services english application.

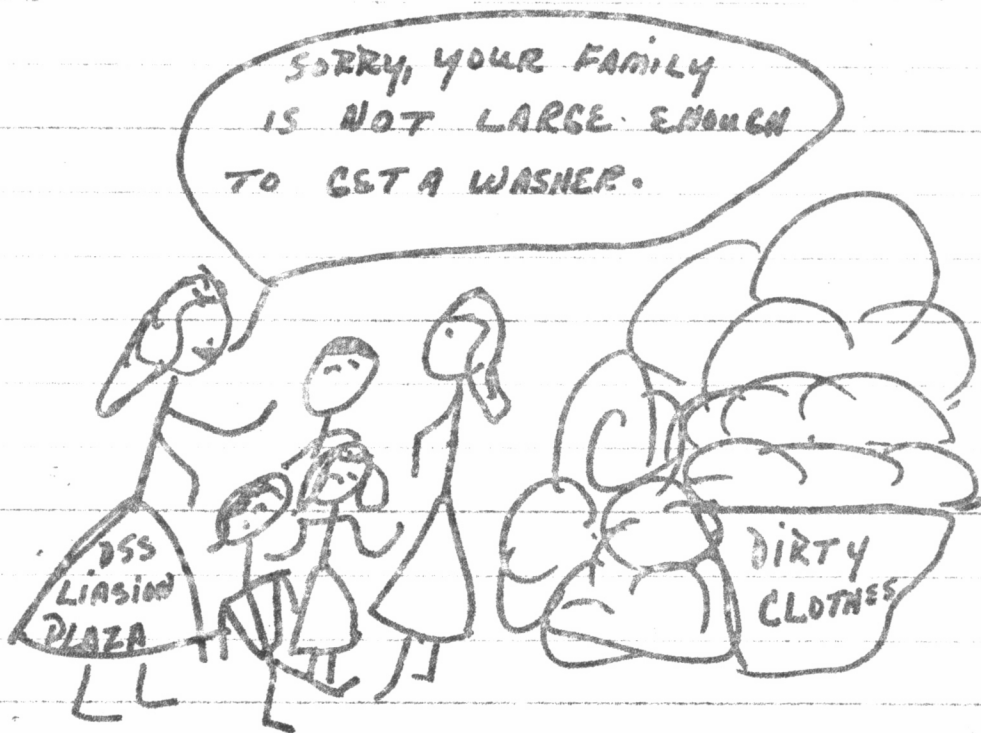
Well as far as our demands, you can see that the Dept. of Social Services is not interested in servicing people, but they are interested in creating more paper work for the recipients and their workers.

The attitude of the Dept. of Social Services toward National Minorities rights is an outright "racist" attack on us by not printing Multi-Languages forms. Those "anti-intellectual nuts" have really shown their intelligence level of having a very low "IQ", a six years old child could see that you are creating and extra costly problems by printing a guide booklet for Spanish-speaking people to tell them how to fill out a very complicated Dept. of Social Services Application in English. What about people who speak Spanish, but can't read it? Furthermore, if they read the guide booklet in Spanish and fill out their application if Spanish, what worker is going to translate? The Dept. of Social Services claimed that they are not going to print the forms in Spanish, but they sent out their recent "Bulletin" on Medical Assistance stating that the screening "Authorization Cards" for Health for July, 1978 will be in English and Spanish.

R.B. Shelton and Company claimed they are working on a special management plan to bring the Dept. in compliance with Federal and State regulations for opening cases; well what are they going to do about all the cases that were pending in February, 1978 that are not opening? From their own "Assistance Payment Statistics Monthly Report" for February, 1978, it was stated: AFDC, 4,817 new applications filled for Feb, 1978 and 1,816 pending over 61 days or more; Food Stamps, 17,256 new applications filled for Feb, 1978 and 8,918 pending over 61 days or over; G.A., 22,019 new applications, with 10,254 pending over 61 days or more. From our experiences these pending cases can go as long as 9 months or more.

The Dept. of Social Services claimed that Wayne Co. Dept. already have over the amount of the State Standards for employees. The State Standards for Wayne Co. must be the same as they have for Keweenaw County were there is population of 2,264 as compared to Wayne Co population of 2,670,368. Within the Wayne Co. Dept. of Social Services right now, workers have case loads of 300 at the new "MAT" offices. Plus they have workers with case loads of mainly spanish-speaking people and the worker can't speak a work of spanish. But

EASTSIDE WRO.....	925-5300 (Ext. 19)
ECORSE WRO.....	928-8048
HERMAN GARDEN AREA WRO.....	964-3427
HIGHLAND PARK WRO.....	964-3427
INKSTER WRO.....	274-2851
LATINO WRO.....	237-0510
PARKSIDE WRO.....	964-3427
ROMULUS.....	326-9300 (Ext. 394)
TAYLOR WRO.....	326-9300 (Ext. 394)
TRUMBULL WRO.....	831-2691
WESTLAND WRO.....	326-9300 (Ext. 394)
WESTSIDE MOTHERS.....	883-0933
WAYNE CO. WRO.....	964-3427



NOT TRUE ^{each person can get up to} \$50.00 towards a washer

INFORMATION AND ANNOUNCEMENTS

JUNE 30, 1978 - MICHIGAN WELFARE RIGHTS ORGANIZATION ANNUAL RALLY IN LANSING.

THE MICHIGAN WELFARE RIGHTS ORGANIZATION will be holding it's ANNUAL RALLY IN LANSING ON JUNE 30, 1978. THIS IS THE TIME OF YEAR when all the WELFARE RIGHTS ORGANIZATIONS and support groups across Michigan come together to make our DEMANDS known the Legislators in Lansing. Every Public Assistances Recipients and friends should be in Lansing, June 30, 1978 for our Rally. BUSES-----will be leaving the various Welfare Rights Offices for Lansing at 9:A.M. Call the WRO in your area, or call 964-3530 for more information. Buses are free. We will leave Lansing at 3:P.M. for Detroit,

The courts just ruled Wednesday, June 28, 1978 in favor of BAKKE. If you don't know by now, this is a attack on AFFIRMATIVE ACTION for national minorities and women. We have to take a stand by joining the Coalition to Over-Turn the Bakke Decision. Call 496-1330

Public Assistance Recipients must understand that through the Affirmative Action Program, we have been able to go to certain schools and get jobs.

THE NAZIS PARTY is still on the move. For future actions against the Nazis call the LABOR-COMMUNITY-INTERFAITH COUNCIL AGAINST THE NAZIS, 10550 Dix Ave, Dearborn, Michigan 48120, 842-5350/849-3866. LETS TAKE A STAND

The WAYNE CO. WRO will like to thank the Detroit Chapter of the COALITION OF BLACK TRADE UNIONIST for sending one of our members to their National Convention this passed May.

NOTICE

PEOPLE WHO GET FOOD STAMPS SHOULD GET ON WITH THEIR WELFARE RIGHTS ORGANIZATION IF YOU MISSED YOUR FOOD STAMPS AT ANY TIME. BECAUSE WHEN THE NEW FEDERAL PROGRAM FOR FOOD STAMPS GOES INTO EFFECTED, YOU WILL NOT BEABLE TO GO BACK NO MORE THAN 1 YEAR FOR YOUR RETROACTIVE FOOD STAMPS. IF YOU DIDN'T RECIEVED FOOD STAMPS FIVE YEARS AGO WHEN YOU APPLIED, THEN THE DEPT. OF SOCIAL SERVICES STILL OWES YOU THOSE STAMPS. CALL YOUR WRO NOW FOR MORE INFORMATION.

the Dept. of Social Services claimed they did a survey, and came up with 42 different languages. These 42 languages must be only on paper filed in a dead file.

The U.S. government is always pushing the "Myths" of how much the people on welfare is costing us. Further, how much they are fighting for "Human Rights", well they are violating our rights, by not printing form Bilingual, opening cases in 30 days and hiring more workers. They need to tell the true story about the budget of welfare and where the money goes, that is in administrative cost and paper work.

Now is the time for the Workers at the Dept. of Social Services and the Public Assistance recipients to join together with Wayne Co. WRO and The Citizens For Welfare Reform and fight for more workers and lower case loads and less paper work. The DSS workers must join their unions where they can be better united, because you can't fight by yourself and Public Asst. recipients must join Welfare Rights and people concern with the rights of the poor must join with Citizens for Welfare Reform, where all of us can come together as organizations under a Coalition to work together and not against one another for FREEDOM, JUSTICE AND EQUALITY FOR US ALL.

WE WILL WIN

THE REAL ENERGY CRISIS

RISING UTILITY RATES

There is an energy crisis in Michigan. It's a crisis of high utility bills and fixed incomes. It's a crisis that shuts off the heat in the dead of winter. It's a crisis that seems to get worse each year.

Nobody knows that crisis better than the more than 1 million senior citizens of Michigan. During the last five years seniors and others on fixed incomes have watched utility rates more than double. For many low income consumers, this rapid price increase has meant giving up necessities like food, clothing and medical care in order to avoid shut-off.

And if the utilities have their way, things will only get worse. Despit the fact they made over \$330 million in profit last year, Michigan's three major energy utilities are now asking for over \$400 million in rate increases.

Clearly the utility crisis threatens the standard of living of senior citizens, welfare recipients and working families across the state. Yet our political leaders in Lansing say there is nothing they can do. They tell us higher utility rates are something we must learn to live with.

The Michigan Coalition on Utilities and Energy thinks it's time to stop the rate hike rip-off. We have urged the Governor and the Legislature to enact several key reforms that can ease the burden of the utility crisis:

1. A ban on utility shut-offs that threaten the health and safety of Michigan citizens.
2. The adoption of Lifeline rates that guarantee essential utility service to all consumers at a low fixed charge.
3. The investigation of public ownership of utilities as a non-profit alternative to monopoly control.

These three issues are part of MCUE's program for utility and energy reform--reform that puts the public interest before utility profits. To bring that reform about we need you. If you'd like to join MCUE or learn about our activities, contact our office at the address and phone number below:

MICHIGAN COALITION ON UTILITIES AND ENERGY
305 Michigan Avenue - 5th Floor
Detroit, Michigan 48226 (313-964-3530)

PUBLIC SERVICES COMMISSION

by Renee O'Neal (TRUMBULL WRO)

The Public Services Commissioners held a Public Hearing in Lansing, Michigan in April, 1978 on the high cost of energy bills. I attended the Public Hearing with the Michigan Coalition on Utilities and Energy.

One of the Michigan Coalition on Utilities and Energy requests was--there be NO "Shut-Offs" for the winter months of our utilities. As I set and listen to the various statements, I began to get the impression from the Public Services Commissioners that low-income people have no voice in the decisions making on the price of utilities, other than to pay our utilities bills. The Public Services Commissioners didn't care whether or not if we live or die. The conference room that we met in, cost enough to pay everyone at the meeting utilities bills.

We must take a STAND against the high cost of energy and join in with coalitions like the Michigan Coalition on Utilities and Energy that are taking a STAND.

We Must Get ACTION Now...

THIS IS A MATTER OF SURVIVAL FOR MANY !!

Thousands of welfare recipients, working poor and senior citizens on fixed incomes face utility shut-offs or have already been shut-off. Incomes or allowances can not possibly match the real cost of heating and electricity bills.

MUST WE HEAR ABOUT SOMEONE FREEZING TO DEATH ON THE EVENING NEWS BEFORE THERE IS ACTION FROM THE STATE?

The oil companies are admitting to enormous profits. Prices have soared in the last few years. Yet, there has been no adjustment in the grant from Social Services, or the Social Security check, or the meager pay checks of workers living in poverty. No person should have to choose between food and heat in 1977 in the wealthiest of all countries. Yet this is a very real choice faced by thousands in Michigan.

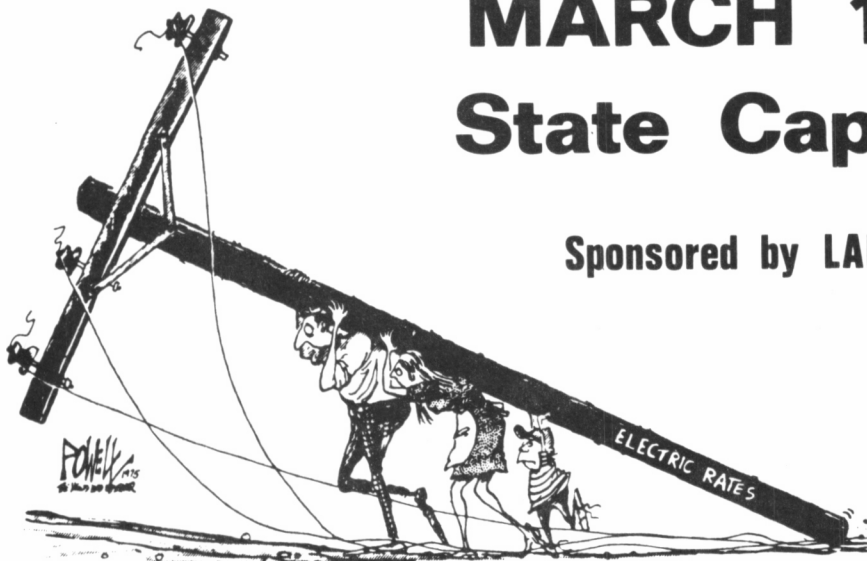
JOIN US TO DEMAND:

NO UTILITY SHUT-OFFS BEFORE JUNE 1
TURN ON THOSE SHUT-OFF
ALLOWANCE TO EQUAL REAL COST

MARCH 14 at NOON
State Capitol, Lansing

Sponsored by LANSING WELFARE RIGHTS ORG.

For information or rides call:





2/76
Vol. 1 No. 2

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

UAW in WCDSS

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

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

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

cont p. 2

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

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

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

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

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

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

BUILD A STRONG UNION

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

AP's Attacked

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

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

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

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



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

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



WE WON'T SWALLOW IT!

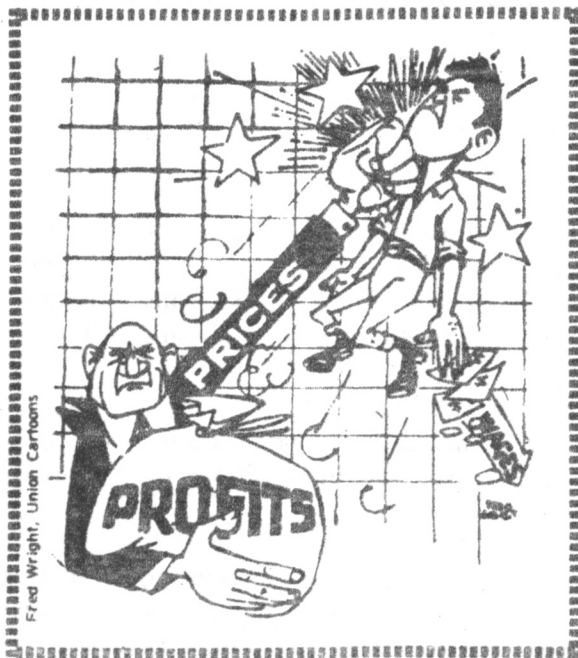
Who we are

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

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

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

All comments should be sent to In Focus, c/o Communist Labor Party of USNA, P.O. Box 783, Linwood Station, Detroit, Mich.
48206



EQUAL RIGHTS CONGRESS

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

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

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

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

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

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



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

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

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

Front Desk

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

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

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

cont pg 9

Lean el

**TRIBUNO
POPULAR**

P.O. Box 72306 Watts Sta.

Los Angeles, California

Read the

**WESTERN
WORKER**

P.O. Box 72306 Watts Sta.

Los Angeles, California

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

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

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

ANGOLA

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

cont. pg 10

READ THE PEOPLES TRIBUNE, THE POLITICAL PAPER OF THE
COMMUNIST LABOR PARTY

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

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

We have just finished being dragged into a war against the Vietnamese people; fighting them so they could not have freedom and socialism. We cannot allow ourselves to fight again against the honest and just wishes and dreams of an oppressed people. We cannot allow the answer to unemployment be the finding of jobs in the army to oppress people around the world. YES INDEED Angola affects us greatly. Our money going to support fake CIA front groups, Our money and weapons going to suppress a just cause and the possibility of us being sent to die once again for the Rockefellers and the Fords. We will not stand for it. We demand

NO OVERT OR COVERT AID TO THE FAKE CIA FRONTS OF UNITA AND FLNA---SUPPORT THE JUST STRUGGLES OF THE ANGOLAN PEOPLE---RECOGNIZE THE LEGITIMATE GOVERNMENT OF ANGOLA---RECOGNIZE THE MPLA

EVERYONE AIN'T SITTIN'!

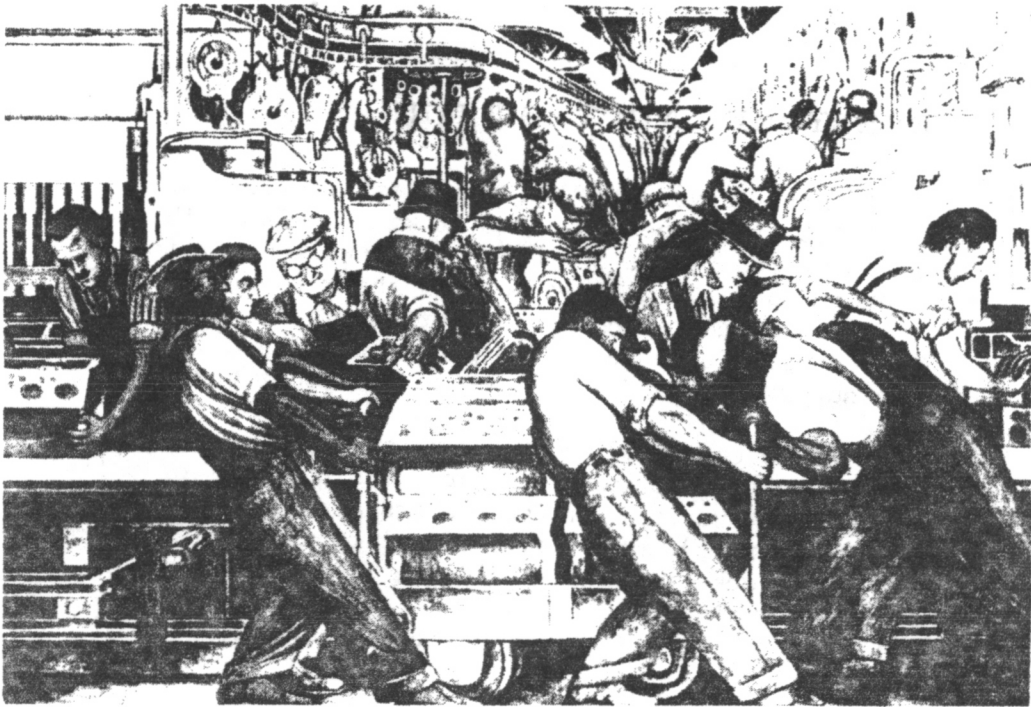
Well, not everyone in WCDSS is sitting still while the administration does whatever it wants. Feb. 4th the night shift at the 8 mile computer center walked off the job when personnel failed to deliver their pay checks. Taking the position of no pay no work, everyone, including the supervisors went home.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

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

DSSorderly Wayne



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



WORKERS AND OPPRESSED PEOPLE

OF THE WORLD — UNITE!

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

BOX 3774, CHICAGO, ILLINOIS, 60654

BOX 783, LINWOOD STATION, DETROIT, MICH. 48206