



Jan/Feb 2011
VOLUME 21, ISSUE 1

MSEA NEWS

AN IMPORTANT MESSAGE FROM YOUR UNION

'Right to Work' Won't Create the Jobs We Need



Corporate-backed politicians claim that "right to work" for less rules will help create jobs. In reality, these laws are another attempt by Big Business to force workers like us to give up the hard-earned wages and benefits we fought for at the bargaining table. "Right to work" for less:

■ **Won't Create Jobs.** We're told this bill will create much-needed jobs, but that's just what they told us about NAFTA, trade with China and deregulating Wall Street, too. It's another corporate lie. "Right to work" for less laws actually lower wages, leaving workers like us with less money to spend and weakening our state's economy.

■ **Lowers Wages for Everyone.** Greedy CEOs love "right to work" for less laws because they drive down workers' wages and benefits. In fact, the average worker in states with these laws makes more than \$5,500 less a year. In this economy, who can afford a \$5,500 pay cut? (Bureau of Labor Statistics, October 2010)

■ **Endangers Worksite Safety and Health.** These laws weaken unions so we can't bargain for safe, healthy working conditions—resulting in more injuries and even deaths at the worksite. (Death on the Job: The Toll of Neglect, AFL-CIO, 2010)

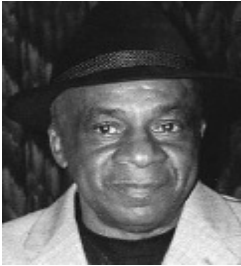
'Right to Work' is

WRONG FOR WORKING FAMILIES

Call or write your legislators today and urge them to oppose it.

For more information, contact your union or visit www.afscme.org.

NEWS NOTES



IN MEMORIAM

Richard Motley, Jr., passed away on December 31, 2010. Mr. Motley is the father of **Donovan Motley (Region VI)**, who is a Special Agent in the Attorney General's office. Our sincere sympathy to Donovan and his family.

ATTENTION

STEWARDS & TRAINING COMMITTEE

It's critical that we have the most current contact information for all Stewards!

Please give your updates ASAP to:

Ray Lawson, H: (269) 469-4722

e-mail: raysservice@att.com or

Chris Little, C: (906) 369-4027

e-mail: littlecm@charter.net

PUBLICATION OF MSEA NEWS

Please note the publication schedule for the *MSEA News*. Printed/mailed issues are February, May, August, October and December (required financial issue includes mailing to fee payers). All other monthly issues will be posted on the MSEA web site only.

MSEA News (ISSN 0747-2587/USPS 594-900) is published in February, May, August, October and December by the Michigan State Employees Association, 6035 Executive Dr., Lansing, MI 48911. Periodicals postage paid at Lansing, MI. POSTMASTER: Send address changes to: MSEA News, 6035 Executive Dr., Lansing, MI 48911.



Geraldine Hoff Doyle holds a copy of the famous poster in 1997.

Lansing State Journal File Photo

Lansing's Geraldine (Hoff) Doyle, "Rosie the Riveter" passed away on December 26, 2010, at the age of 86. She was a 17-year-old factory worker when her picture was taken by a United Press International photographer in a metal-pressing plant near Ann Arbor. Her photo was later used by the U.S. War Production Coordinating Committee in a poster called, "We Can Do It!" The poster was designed to recruit women for the workforce in support

of the war effort. More than 6 million women would eventually enter the workforce during World War II. Nearly half found factory jobs previously reserved for men, turning out bombers, tanks, guns and ammunition.

Doyle married her husband, Leo Doyle, in 1943 at the age of 18. Together they had six children and ran a successful dental practice in Lansing.

The term "Rosie the Riveter" is from a 1942 song honoring women who worked in the factories, but it was later adopted as a nickname for all women assembly workers.

**Michigan State Employees Association
AFSCME Local 5, AFL-CIO
2010 - 2012 State Board of Directors**

Executive Council

President: Ken Moore

Vice President: Donna Spenner

Secretary: Russell G. Waters

Treasurer: Tim Schutt

Alternate

Region Directors

Joseph Roebuck

Patricia Kitchen

Cathy Connolly

Jeffery Hemmelsbach

Paul Buchler

Vacant

Daniel Matthies

Joseph Lake

Kevin Kotzian

Vacant

Region Directors

Christopher Little

Edward Drier

Thomas Kelley

Roberto Mosqueda

John Rodgers

Craig Tuck

Roberta "Birdie" Spalding

Charles Riker

James Zoccoli

Ben Johnson

Region I

Region II

Region III

Region IV

Region V

Region VI

Region VII

Region VIII

Region IX

Region X

MSEA Staff

Administrative Assistant:

Nancy Durner, ext. 110

Computer Operator/Accounting Assistant:

Katherine Washburn, ext. 130

Accounting Assistant:

Mary Groves, ext. 125

Director of Communications:

Karen Murphy, ext. 122

Labor Relations Coordinator:

Clyde K. Manning, ext. 116

Labor Relations Specialist:

Rhonda Westphal, ext. 115

Labor Relations Specialist:

Audrey Johnson, ext. 111

Contact Us

Lansing Area Phone: (517) 394-5900

Toll Free: 1-800-228-5901

Fax: (517) 394-4060

Website: www.msea.org

UNION CHIEF RAISES SECURITY CONCERNS

Gov. Rick Snyder and the executive director of the Capitol Committee may be OK with security at the Capitol, but the head of the Michigan State Employees Association (MSEA) isn't so sure.

MSEA President Ken Moore pointed out that only six licensed police officers and one sergeant make up the capitol security force today. In 1995, that number was 40. The six officers are members of the MSEA employee union.

Private security personnel monitor all of the administrative buildings, including the Romney Building where Snyder keeps his offices. These guards are not armed and do not have enforcement powers, Moore pointed out.

If anything suspicious happens, the private security would need to contact the Lansing Police Department.

"I'm not here to put a panic into people, but let's be real," Moore said. "Let's go back to 9-11. Who thought that we would have to worry about an infiltration of our borders? And I'd hate to see Michigan's Capitol compromised because of a lack of coverage."

The debate over Capitol security is back in the news after last weekend's Arizona shooting spree that left six people dead and U.S. Rep. Gabrielle Giffords in critical condition after being shot in the head.

"I know Gov. Snyder said he was comfortable with the level of security at the Capitol, but with all due respect I don't know if he's been on board long enough to know what he has," Moore said.

It's also worth pointing out that Snyder has a personal security detail assigned to him so he may not get a clear picture of what the security is truly like at the Capitol.

"I walk under the front stairs of the Capitol building and right in the door and wonder, 'Geez. If I can do this, who else can do this?'" Moore added. "This is where Michigan's business is done. It's all done right here."

In her Fiscal Year (FY) 2011 budget proposal, then-Gov. Jennifer Granholm recommended the elimination of all seven Capitol security personnel at a savings of \$518,000, but that proposal was scrapped in the Senate and the jobs were saved.

--from an interview with Gongwer News, 1-11-11

NLRP to sue states trying to outlaw card check

Four states--Utah, South Dakota, South Carolina and Arizona--recently passed statewide constitutional amendments outlawing the practice of majority sign-up, also known as "card check," for workers trying to form unions.

On January 14, the NLRB announced that it will sue these states if they do not concede that their amendments violate the United States Constitution and repeal them. The states have used an often-repeated, anti-worker argument that somehow "secret ballot" elections are the only legitimate way for workers to form unions.

Research from American Rights at Work, shows that the current practice of using a majority of card-signers to form a union is perfectly in keeping with workers' First Amendment rights, so federal law would pre-empt these four states' efforts to restrict workers' rights.

REQUIREMENTS FOR FILING A GRIEVANCE:

Article 8, MSEA Primary Agreement

Article 8 of MSEA's Primary Agreement details requirements for properly filing a Grievance. This is only a summary which is not meant to replace Article 8 in the current MSEA contract. Please refer to the contract for specifics.

Employee

Grievances must be filed within 15 week days from the date the employee knew OR SHOULD HAVE KNOWN of the infraction.

Step One

The employer has 10 days to answer at Step One.

--The employee has 10 days from answer or absent a Step One answer, 10 days from the time the First Step Answer was DUE to appeal to Step Two.

Step Two

The employer has 15 days to Answer at Step Two.

--IF a Step Two meeting is held, such a meeting must take place within 15 days of the Employer's receipt of the appeal to Step Two. The Step Two Answer is then due within 10 days of that meeting.

Grievance to MSEA

The employee must then IMMEDIATELY request, in writing, that the matter be considered by MSEA's Litigation and Arbitration Committee. Only MSEA may appeal a Grievance to arbitration and such MUST be filed within 45 week days from the time the employer's Second Step Answer was received or from the date the employer's Answer WAS DUE.

NOTE: This is the most common time issue. MSEA has to submit appeals to the Lit and Arb Committee which only meets once a month.

Litigation and Arbitration Committee

Given MSEA's Request for Arbitration procedure, MSEA's appeal procedure, and Demand filing deadlines, the employee's written request for consideration by the Lit and Arb Committee MUST be forwarded to the office as soon as possible.

--Arbitration & Litigation requests MUST have a cover letter attached specifying that it's an Arbitration & Litigation request.

--Failure to timely and appropriately submit a Grievance and its supporting documentation may result in the Grievance being considered untimely/improperly filed.

PAY YOUR DUES...RECEIVE MSEA NEWS!

Even though you're retired, you can still be an active member of MSEA. If you want to continue to receive the *MSEA News*, plus have access to the registered users' website, then MSEA has a deal for you! You can become a retiree member for the low bargain price of just \$12 per year.

If there's an asterisk (star) following your name on the address label of this newsletter, it's the last printed issue you'll receive unless your dues are paid. To continue receiving the *MSEA News* without interruption, please send your check for \$12, payable to MSEA, to MSEA Central Office.



ELECTIONS HAVE CONSEQUENCES

by Nick Ciaramitaro, Director of Legislation and Public Policy

ELECTION RESULTS

While many of us were braced for a difficult election, no one anticipated the level of loss that came about. Our members fought the good fight, but our candidates for Governor, Lt. Governor, Secretary of State, Attorney General and the State Supreme Court were all unsuccessful. In addition, we lost two Congressional seats that had previously been held by allies. The new State Legislative majorities are expected to be serious challenges.

We will need to be very vigilant in the next term and I will be calling on all of you to remind Democratic and Republican members alike of the importance of the work our members do for the people of the State of Michigan. Please make sure your e-mail addresses are current as we will be attempting to do more communication via that medium.

Elections have consequences and I expect we will face even more difficulties as many of the newly-elected officials have expressed disturbing views about public employees. We must educate the Governor and Legislators as to the contributions we make and to the sacrifices we have made. I have begun communicating these points with the Governor's office and some legislators, but will need your help to develop relationships with each legislator. We urge all active members to get to know your state senator and state representative regardless of party. It is much harder to attack a neighbor and a constituent that you know by name!

I have been in contact with Governor Snyder's office with information debunking myths that have been advanced concerning public sector wages and benefits. Whenever the State faces fiscal problems, too often our livelihoods are viewed as low-hanging fruit. Another myth that the Governor appears to have accepted is privatization/outsourcing. We will be providing him with information to correct that misperception as well. In addition, we are meeting with new (and returning) legislators to bring them more data on the fallacies surrounding this critical issue. Finally, we continue to bring to their attention the exorbitant cost of state contracts and the lack of return on so many tax expenditures. We have enlisted the aid of our allies in the labor movement and others as well. While we are at a grave disadvantage as a result of the election, we will not concede.

I want to thank everyone who struggled in the last campaign and remind everyone that we will continue the struggle for economic justice for our members. Two years ago we were on cloud nine after major victories. This year--not so much. But two years from now ...

BUDGET UPDATE

Thanks to the stimulus package proposed by President Obama and adopted by the Democratic Congress, we are beginning to

Page 4, MSEA News, Jan/Feb 2011

see signs of an improving economy. Our over-reliance on the auto industry continues, but for now, that manufacturing base seems to be making a comeback. The new Industry leadership has finally recognized that it must address environmental and quality concerns and build cars that people will buy. But the revenues for government from that improvement have a lag time. After all, we pay taxes on last year's economy not next year's. And the collapse of the housing market continues to see major losses in the property tax base. While the public seems willing to recognize the need for new millages, elected officials continue to believe that the public wants cuts and is opposed to any increases in revenues.

For now, the 2010-11 budget is set. However, concerns loom large on issues relating to the 2011-12 budget work that will face the new Governor and the new Legislature starting next month. Analysts project about a \$1.8 billion shortfall in dollars needed to maintain current services. In addition, Governor Snyder has proposed a rewrite of the State's business tax structure that could result in an additional \$1.5 billion shortfall.

LITIGATION ON 3% TAKEN FOR RETIREE HEALTH

MSEA has taken a leading role in a court challenge to last year's retiree health care legislation. The legislation effectively cut all state employees' wages by 3% without guaranteeing any health care benefits for future retirees and without any protection against outsourcing companies vying for bargaining unit jobs, but not required to pay into the retirement system. In an early success, the Michigan Court of Claims issued an injunction requiring that funds collected by the State from state employees be escrowed pending resolution of the dispute.

SCHOOL BUS INSPECTIONS

The State Police budget drastically underfunded the School Bus Inspection program. However, the law still requires that the program continue. We were successful in preventing action on a House proposal to transfer the program to local school districts with little or no guidance and no reporting to the State last term, and a Senate proposal to certify local bus inspectors. Both would have created unfunded mandates to local school districts and implemented a scaled-down program of "spot" inspections at the state level. MSEA is opposing the reduction in protection for school children riding buses. We will be seeking a supplemental appropriation to preserve the program this year.

SCHOOL FOR THE DEAF

We lost our battle with the Granholm administration at the end of session to sell and release the School for the Deaf property. Last minute legislation was quickly pushed through over our opposition. MSEA was successful in negotiating a memorandum of understanding (currently before the State Civil Service Commission) to provide some protection to members who will be affected two years from now. We are working to influence the anticipated lease between the State that the sale is conditioned on to provide maximum protection for MSEA members.

A BETTER MICHIGAN FUTURE

The labor/progressive alliance fighting for A Better Michigan Future (ABMF) is reevaluating its strategy and approach in light of the recent election. ABMF has hired Frank Houston as its new campaign chair and he is working to implement a new strategy designed to find a balanced solution to the State's fiscal woes.

A Better Michigan Future has become the coalition leading the opposition to the "all cuts" approach to budgeting that has been doing so much harm. It continues to argue for real reform designed to meet the needs of the people of the State of Michigan. Instead of the usual slash and burn--particularly of public services and even more particularly of public employees--this coalition of labor unions, public sector employers and human service advocacy groups is developing a campaign to:

--audit tax expenditures--loopholes, credits and abatements --to ensure that they are producing the jobs the private sector promised;

--audit state and local contracts to expose the waste that privatization has caused;

--reform and modernize our tax structure to ensure that we are capturing a fair share of growth when economic growth returns;

--Take action to end Michigan's status as a "donor" state to the federal government because our tax structure depends so heavily on non-deductible revenue sources.

Governor Snyder and many Republicans have expressed support for loophole review and even contract review (while arguing for more privatization!). We have made some progress, but there is much more that needs to be done. Time will tell if the support is real or just rhetoric.



Giving the Democrat's formal response after the State of the State address are (l-r): House Minority Leader Richard Hammel (D-Mt. Morris Twp.) and Senate Minority Leader Gretchen Whitmer (D-East Lansing). Both Hammel and Whitmer said Democrats want to see the tax structure revised, but want to include an analysis of tax expenditures to end those programs that aren't working.

STATE OF THE STATE

Governor Rick Snyder delivered his first State of the State message on January 19 with some good and some not so good proposals. But there did seem to be an overall message of moderation and working together. In light of the very anti-labor bent of the Legislature, attempting to work with the Governor may be our best hope. Major themes from the State of the State address include:

--A two year budget: The Governor is expected to propose two years worth of budget next month, but only the first year will be "binding." The second year's proposal is expected to be for planning purposes. He is expected to release his plan for replacing the Michigan Business Tax (MBT) at the same time. The Governor is urging budget completion by the end of May--a welcome goal--but probably unrealistic.

--The Governor promised messages on several areas over the next few months including:

* Education issues in April

* Health Care in May highlighting wellness issues.

--Snyder promised executive action directing the Michigan Economic Development Corporation to work with regionals and emphasizing gardening (working with existing businesses) over hunting (looking for new businesses).

--Regulatory reform: The Governor intends to work with the Chamber of Commerce to identify areas where the State can reduce regulation of business. He singled out ergonomic protections as one area targeted for elimination. That is somewhat ironic as the Governor has pushed wellness as a way of saving health care dollars, but doesn't seem to understand the savings to workers' compensation that can be generated by health and safety measures in the workplace.

--The Governor called for Legislative action in the following areas:

* Early intervention and clarification of the role of local government and school emergency financial managers.

* Expansion of the scope of economic development efforts to agri-business.

* Tort reform protecting agricultural processors.

* A \$25 million floor for the Pure Michigan program.

* A capital outlay budget based on the recommendations of the Natural Resources Trust Board.

* Building the Detroit River International Crossing (DRIC).

* Repeal of Item Pricing.

--Finally, the Governor urged all Michigan citizens to buy Michigan goods and services. Hopefully, he will see to it that the government leads by example, although he did not indicate his support for the Buy Michigan initiative.



Gov. Rick Snyder delivers his first State of the State address to a joint session of the House and Senate at the Capitol in Lansing on January 19, 2011.

--AP Photo



Mike Migrin
Legislative Liaison

WHAT'S NEXT?

by Mike Migrin, Legislative Liaison

The most frequent question that I've been asked recently is, "What's next?" The truth is that nobody knows except the new administration. I hope they know because nobody else does.

The legislative year began with an unprecedented delivery of the State of the State address only 19 days after the inauguration. The only problem with the address was that it was delivered in record time, but lacked details concerning our future, in the short- or long-term. However, there is a bright spot!

It's rumored that the new governor makes his decisions based on data (Data Driven Decision-Making). For those of us in the trenches doing the work, it will be easy to justify our jobs, but the numerous, bloated management positions that cannot justify their jobs may have a problem. The Governor wants to introduce a Value for Service metric which should make it easy to show how valuable we are to the functioning of the state. The only problem at this point is a lack of details.

There is the possibility of an ideological divide in the Michigan legislature, which means the Governor will need Democratic support to accomplish his vision of Reinventing Michigan. It must have been a bitter pill to swallow for the conservatives in the Republican legislature when the Governor made a deal with the Obama administration. The deal would spread transportation money around the state through federal matching funds derived from the Detroit River International Crossing (DRIC) bridge deal. The House Minority Leader Richard Hammel (D-Mt. Morris Twp.) happens to be a former union pipefitter. Senate Minority Leader Gretchen Whitmer (D-E. Lansing) has been a strong supporter of state workers in the past. They both have pledged cooperation to move Gov. Snyder's agenda forward if it's truly in Michigan's best interests.

The new Republican-controlled legislature has come into session like a freight train running through downtown Lansing, introducing a flurry of bills directly impacting state employees and none of them are good. We must be vigilant because it has become a matter of our survival. A large number of the new legislators came into office vowing to their constituents that they will contain spending by

reducing the pay and benefits of state workers, even if it means cutting jobs.

It is critical at this time that we focus on dispelling the myths that are currently being spread about public employee compensation. Every time I'm in the Senate office building, I see the lobbyist for the Mackinac Center who is running around spreading the apples to oranges comparison myths about public employee compensation. If our new boss is a true business leader, he will use transparency in the governing process and help expose the true areas of savings for our citizens' betterment.

I recently had the opportunity to share an early 4 am meeting with my representative, Paul Opsommer (R-Dewitt). Believe it or not, some of these people really work for their money! Rep. Opsommer is currently chair of the transportation committee, and he thinks that the DRIC bridge issue could divert attention from Michigan's real problems. This was told to me off-the-record because nobody--even committee chairs--has any idea of what's to come. That same morning, I had a brief talk with Michigan Democratic Party Chair Mark Brewer who said that Snyder could possibly be a Milliken-type governor. We may find out on February 17, 2011, when Gov. Snyder gives his budget address.

MICHIGAN ECONOMY STILL FRAGILE

Economists at the semi-annual Consensus Revenue Estimating Conference (CREC) on January 14 at the state Capitol projected Michigan's budget hole to be \$1.8 billion for Fiscal Year 2012. U of M Economist George Fulton predicted that the last quarter of 2010 showed signs of "bottoming out." "From your lips to God's ears," said House Fiscal Agency Director Mitch Bean.



Front row (l-r): Ellen Jeffries, Director, Senate Fiscal Agency; Mitch Bean, Director, House Fiscal Agency; Andy Dillon, State Treasurer; and John Nixon, State Budget Director.



UNITED VOICES

by Ken Moore, MSEA President

I attended the swearing-in ceremony and the reception afterward for Michigan's 48th governor, Republican Rick Snyder, who took the oath of office on New Year's Day. Both MSEA and the Coalition of Unions have been attempting to meet with Gov. Snyder (see pg. 9). A letter from MSEA and another letter from the Coalition were both mailed and hand-delivered to Gov. Snyder. The letters request meetings with Gov. Snyder to discuss contracting, and how to streamline government and save money. So far, we have heard nothing, but the letters have been forwarded to several top administration officials for review. I have attended almost all the Region meetings this fall and winter. I would like to take this opportunity to thank all the MSEA members who are retiring. Their dedicated service to MSEA is very much appreciated and they will be sorely missed. I personally wish them the best of luck and an enjoyable retirement!

UNITED VOICES CAMPAIGN

The LPAR Committee has begun a "United Voices" campaign which will build a networking system of instant communication with state and national lawmakers. The purpose is to educate them and to increase pressure from their constituents when voting on legislation. In addition to the Coalition of Unions, MSEA is working closely with various labor organizations such as the Greater Lansing Labor Council, Michigan State AFL-CIO and national AFSCME to share information and ideas.



LPAR Committee at the State Capitol (l-r): Biff Davis (IX DCH); Rhoda Wallace (IV DOC); Heidi Swajanen (I DOC); Don Gardner (V DNRE); Dan Matthies (VII DMVA); John Quinn (VIII MDOT); Steve Thomas, Chairperson (VI MSP); and Mike Migrin, Legislative Liaison.

3% EMPLOYEE CONTRIBUTION PUT IN ESCROW

On December 8, Ingham County Circuit Court Judge William Collette granted a preliminary injunction filed by attorneys for MSEA, UAW 6000, SEIU Local 517-M and AFSCME Council 25 to put the proceeds of the new 3 percent employee health care contribution into an interest-bearing escrow account pending a final decision. It is similar to a decision about a new 3 percent contribution public school employees are ordered to make under a new state law in order to shore up their retiree health care costs. Judge Collette issued the ruling because he said he had "no confidence" the state legislature would appropriate funds to repay the money if the state eventually lost in the suit. That salary contribution, which totals about \$75 million annually, is part of a controversial retirement incentive passed by legislators this year. The lawsuit contends that the new 3 percent contribution to cover the costs of retiree health care costs runs afoul of state law.

CHECK-OFF DOESN'T VIOLATE MCFA

At the end of December, in a 4-3 decision, the Supreme Court ruled that a public employee check-off program to fund a union political action committee doesn't violate the Michigan Campaign Finance Act (MCFA). The decision, in MEA v. Secretary of State, at least for now, establishes that the Michigan Education Association, and by extension the Michigan Federation of Teachers and other public unions, can establish check-off programs for the political action committees as long as they reimburse the local school or government agency for the costs of collecting and remitting the union funds from members for the PAC.

OSE CONTRACTING RECOMMENDATIONS

On July 28, 2009, Gov. Granholm issued Executive Order 2009-03 which mandated reductions in contractual expenditures and restricted the use of temporary workers. OSE has been reviewing requests for personal service contracts from various state departments over the past 17 months. OSE has developed a number of recommendations which labor unions--including MSEA--and the Civil Service Commission are currently reviewing.

LETTER OF UNDERSTANDING (LOU)

MSEA and the Office of State Employer (OSE) have signed an LOU that "in the event the Michigan Department of Education, School of the Deaf facility is sold as provided by PA 374 of 2010 and, as a result, employees in the Labor and Trades (L&T) and Safety and Regulatory (S&R) units are scheduled to be laid off, such employees may elect to exercise special rights in accordance with this Letter of Understanding to have their names placed on any Departmental Recall Lists(s). Recall shall thereafter be in accordance with Article 12 of the Primary and Secondary Agreements."

Michigan House introduces HB 4054, Right-to-Work, on first day of new legislative session

Members of the Michigan House introduced 85 bills and a half-dozen resolutions on the first day--Thursday, January 13--for submitting legislative proposals for the 2011-12 session. One of the bills is a Right-to-Work bill.

House Bill No. 4054 would allow "right-to-work" zones by local governments or schools. That would prohibit union shop contracts in those areas.

You may remember that during the recent campaign, candidate Rick Snyder was asked about turning Michigan into a Right to Work (RTW) state. Snyder responded that a battle over RTW would divide the state just when he is working to bring everyone together.

So on the first day of the new session, Republicans introduced Right to Work and referred it to a favorable committee where it will most likely find its way to the floor for a vote amid much divisive debate. So much for bringing everyone together.

AN IMPORTANT MESSAGE FROM YOUR UNION

LIKE NAFTA?

Then You'll Love
'RIGHT TO WORK'

FOR LESS

First corporate politicians told us the job-killing trade bill NAFTA would create jobs. Now they're claiming that "right to work" for less rules will create jobs. In reality, "right to work" is another scheme by Big Business to skew the balance of power toward corporations, jeopardizing the benefits and wages we've fought for at the bargaining table. A so-called right to work law:



Won't create jobs. We're told this bill, just like NAFTA, will create much-needed jobs. Wrong. It actually makes it easier for companies to lower wages and cut benefits, leaving workers like us with less money to spend in our state's economy. It won't create jobs—it will boost profits for greedy CEOs.



Lowers wages for everyone. The average worker in a "right to work" state makes \$5,500 less per year. In this economy, who can afford a \$5,500 pay cut? (Bureau of Labor Statistics, October 2010)

Endangers worksite safety and health standards. "Right to work" rules weaken unions so we can't bargain for better working conditions—resulting in more injuries and even deaths at worksites. (Death on the Job: The Toll of Neglect, AFL-CIO, 2010)



AN IMPORTANT MESSAGE FROM YOUR UNION

CAN YOU AFFORD TO LOSE

\$5,500 A YEAR



to the Corporate-Backed
'Right to Work' for Less Law?

For years, management has been squeezing more work out of us for less pay and weaker benefits. Now, corporate-backed anti-worker politicians hold the majority in the state legislature, and they're pushing legislation that threatens working families, our wages and our union contracts. The "right to work" for less bill they're backing:

■ **Lowers Wages for Everyone.** \$5,500 a year—that's how much less the average worker makes in states with these so-called "right to work" laws. In this economy, who can afford a \$5,500 pay cut? (Bureau of Labor Statistics, October 2010)

■ **Is Unfair to Workers Who Play by the Rules.** Our union is required to fight for higher wages, better benefits and workplace rights for everyone on the job. But this bill lets free-riders take all the benefits of our union contract without paying their fair share of the costs. That's not right.

■ **Is Backed by Big Business.** The bill is backed by the same people who were elected with support from powerful special interests attacking workers across the country with initiatives aimed at lowering wages and undermining our ability to negotiate fair contracts.

■ **Endangers worksite safety and health standards.** Laws like this one weaken our unions so we can't bargain for better working conditions—resulting in more injuries and even deaths at work. (Death on the Job: The Toll of Neglect, AFL-CIO, 2010)

WE CAN'T AFFORD 'RIGHT TO WORK' FOR LESS

Call or write your state legislators today and urge them to oppose it.

For more information, contact your union or visit www.aflcio.org.

WORKING FAMILIES CAN'T AFFORD 'RIGHT TO WORK' FOR LESS

Call or write your state legislators today and urge them to oppose it.

For more information, contact your union or visit www.aflcio.org.



Governor Rick Snyder
2011 Michigan
State of the State
Address
January 19, 2011



"It's a wait-and-see. He didn't offer us a lot of specifics. My membership is anxious as to what the future has to offer."

--MSEA President Ken Moore in an interview with the *Lansing State Journal* following Gov. Rick Snyder's State of the State address.

DEAR GOVERNOR SNYDER...
**excerpts from letters sent to Gov. Rick Snyder from the
Coalition of Unions and MSEA**

The Michigan State Employees Coalition of Unions would like to congratulate you on being elected Governor. Collectively, we represent over 45,000 state employees. We are all looking forward to working with you on your plan to reinvent our great state and restructure government. Therefore, we are requesting a meeting with you at your earliest convenience.

State employees have vast collective knowledge and experience in providing quality essential services to Michigan and its citizens. The state workforce can give you ideas and innovation to accomplish your stated goal of reinventing Michigan. State employees are the experts in how state services work and don't work at the "line level." In addition, state workers have the best, most practical information for finding savings and reforms that will make Michigan a place in which we are all proud to live and work.

In the past, you have had an open door policy with employees and we anticipate that this will continue in your new position as Governor. You have stated that the state workforce should be empowered to do their jobs. We completely agree and that is why we are requesting a meeting with you as soon as possible.

Your inauguration will celebrate the "Power of Michigan." We are hoping that all Michiganians--including state workers--can come together to create a safe and prosperous state.

Sincerely,

The Coalition of Unions

AFSCME Council 25, SEIU Local 517M, MCO Local 526M,
Michigan State Employees Association, and UAW Local 6000

CONCEPTS FOR CHANGE

The Michigan State Employees Association (MSEA) has been--and will remain--both aggressive and proactive in solving the state's fiscal budgetary problems through making suggestions such as cutting state contracts by 10 percent and re-establishing oversight by requiring state agencies to provide cost-savings. This was actually achieved through the implementation of Executive Directive 2009-3. MSEA's efforts resulted in significant gains while working with the previous administration to address the state's budgetary problems.

1. While Speaker of the House, Treasurer-elect Andy Dillon created the House Appropriations Subcommittee on Procurement Reform which was tasked with auditing state vendor contracts. MSEA believes it is imperative that this subcommittee continue its work by auditing all state contracts and by providing much-needed oversight.
2. The state needs to strongly consider in-sourcing services once provided by the state. Many of the services which in the past generated revenue, no longer produce much-needed income that the state needs to pay for services. The cost of these contracts continues to climb, requiring constant monitoring which isn't being performed.

(Editor's Note: Additional pages describing contracts that require changes are included with this letter which concludes with a Summary of Concessions.)

MSEA is looking forward to working with you and your team to "Reinvent Michigan." If you have any questions or need additional information, please don't hesitate to contact me. Thank you very much.

*Ken Moore, President
Michigan State Employees Association*

“Tell Them What You Do For Michigan!”



U.S. Senator
Debbie Stabenow

On January 19 at the Hannah Center in East Lansing, U.S. Senator Debbie Stabenow met with about 60 local labor leaders to discuss the threatened repeal of the Affordable Care Act plus a variety of issues affecting unions in Michigan. Sen. Stabenow stressed that Health Care Reform helps Michigan families and that information hasn't been readily available for people to understand it. She said that there are "things being done to bring down costs over the next 10 years, resulting in \$200 billion in savings."

“We are facing many changes in our state and in this new Congress. It's more important than ever for us to work together to address the challenges we face.”

--Debbie Stabenow, United States Senator

Sen. Stabenow also said that the focus in Michigan needs to be on jobs. "We need to reduce the deficit, but not on the backs of middle class people," she said. "You can't cut your way out of debt."

She said that unions created the middle class through decent wages, increased worker safety and retirement plans. "We've allowed the right wing machine to demonize unions," she said. "The benefits of collective bargaining are all about "giving somebody a fair shot."

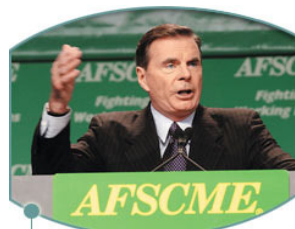
Sen. Stabenow warned that Right to Work "will be a huge fight here" and that "it's going to be hard." She urged labor leaders to "tell the story of your members and what they do for Michigan on a personal level."

For more information about health insurance reform, go to: <http://stabenowsenate.gov/healthcare>.



U.S. Senator Debbie Stabenow discusses issues facing unions in Michigan with a crowd of labor leaders. In a question and answer session, she stressed the importance of telling workers' stories--what their jobs are and what they do for Michigan. (Michigan State AFL-CIO President Mark Gaffney is in the right foreground.)

AFSCME: "Republicans are Siding with the Insurance Industry"

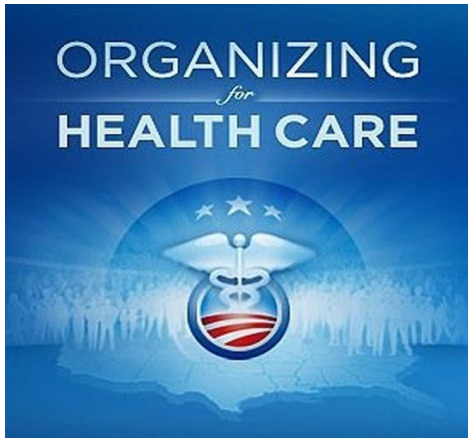


Statement of AFSCME President Gerald W. McEntee on Congressional Republicans' Attempts to Repeal Health Care Reform (the Affordable Care Act):

Washington, DC--"Congress should be working to fix the economy and create jobs, but Republicans instead decided that their first order of business should be taking care of the insurance companies who helped to finance their campaigns last fall.

"If Republicans in the House had their way, young Americans up to the age of 26 would no longer be able to remain on their parents' health insurance policies, seniors would face higher costs for life-saving drugs and children with asthma and diabetes would no longer be protected from losing their insurance coverage. Once again, Republican leaders are siding with the insurance industry and against working families by trying to end these important protections.

"It's time for Congress to get to work on the economy instead of repealing a law that will benefit millions of Americans and keep insurance companies in check."



Health Care Reform Helps Michigan Families

--All health plans **can no longer deny coverage or care to children because of "pre-existing conditions."** Up to 72,000 uninsured children across the country are expected to gain coverage because of this new protection. This protection will apply to everyone when the Insurance Exchanges are in place in 2014.

--All health plans must **allow young adults to stay on their parents' insurance until age 26.** All new plans and health plans that come up for renewal now must cover young adults on their parents' insurance until they reach age 26. Plans also cannot charge more for these young adults than for other dependants covered by the plan. Up to 32,800 young adults in Michigan may benefit from this change. Some plans in Michigan already began to offer this benefit over the summer.

--All health plans **can no longer cancel coverage when a patient reaches a lifetime limit** on coverage. In the past, health insurance plans could impose lifetime spending limits that would automatically cancel a customer's coverage when they reached a certain arbitrary cap. Over 20,000 people lost their insurance coverage this way every year, usually in the middle of a treatment for a serious illness. Now those caps have been eliminated, so individuals can count on the insurance benefits they paid for.

--All health plans **can no longer cancel coverage if a patient gets sick** or if they file too many claims. More than 10,000 people lost their insurance last year because of this practice which is now banned by federal law.

--All new health plans must **provide free preventive care** with no co-pays or deductibles. This only applies when an individual switches insurance policies (it doesn't apply to renewals or plans in which an individual had previously participated).

--All new health plans must **allow consumers to appeal insurance company denials of coverage** and get an independent review of their case. For questions about how to begin an appeal in Michigan, you can check with your health plan or you can contact the Office of Financial and Insurance Regulation at 1-877-999-6442.

--All new health plans must **let you pick your own primary care doctor.** Women will also be allowed to visit their ob-gyn without getting permission from their insurance company first, and all patients will be guaranteed access to emergency care.

NEW BENEFITS HAPPENING RIGHT NOW

--Small businesses can get a tax cut to help them pay for health insurance for their employees.

--Seniors in Medicare can make an appointment for a free annual wellness checkup with their doctor. All of the 1,570,000 Medicare enrollees in Michigan will be eligible for this new benefit.

--Seniors in Medicare will also have access to free preventative care including other important tests and screenings, with no co-pays or deductibles. All of the 1,570,000 Medicare enrollees in Michigan will be eligible for this new benefit.

--All insurance plans will be required to spend at least 80-85 percent of their revenues on medical care.

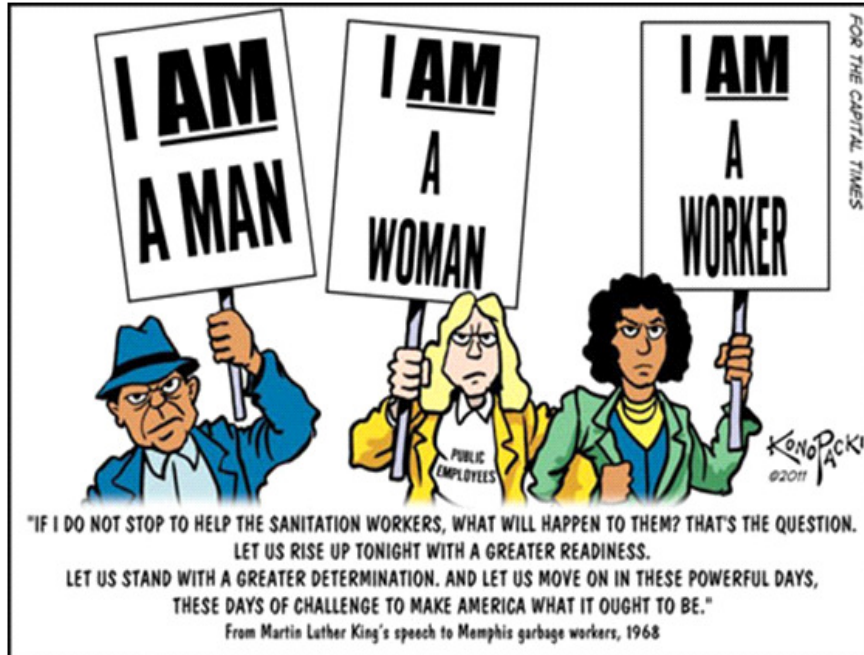
--Any senior who is affected by the so-called Medicare "doughnut hole" will get their brand-name prescriptions for a 50 percent discount while they are affected by the coverage gap to help them pay for their prescription medicines this year. As the law is implemented, the "doughnut hole" will be eliminated over time so there is no gap in coverage.

--People who are uninsured because of a pre-existing condition will be able to get help through a special health plan set up to cover them until the Insurance Exchanges are up and running. Individuals interested in enrolling in this plan can call PHP at 877-459-3113.

--Retiree health plans qualify for a new federal reinsurance program for health plans covering early retirees (ages 55-64) to bring down costs for businesses and lower premiums. In Michigan, 145 companies, communities, unions and other organizations have already been approved to participate in this plan. The program will pay 80 percent of an individual's health costs if those costs are between \$15,000 and \$90,000.

MSEA News
6035 Executive Dr., Suite 204
Lansing, MI 48911

Periodical
Postage Paid at
Lansing, Michigan



courtesy International Labor Communications Association (ILCA)

Dr. Martin Luther King was in Memphis, Tennessee, supporting the Memphis sanitation workers' strike when he was assassinated in 1968. Dr. King understood that public

employee jobs and the civil service rules on hiring and protecting public workers--rules that some states are now considering eliminating or "reforming"--were the path for immigrants and people of color to get past discrimination and get good jobs that were the ticket out of poverty for many of them. They still make up a large percentage of public employees. The attacks on public workers are the business world's attempt to deflect attention away from their bloated bonuses and sweetheart tax deals.

In a recent speech at the National Press Club, AFL-CIO President Richard Trumka slammed the idea that "we cannot afford to be the country that we want to be," and called for a renewed push for jobs, infrastructure spending and an end to the attacks on public employees. He listed his hopes for "a vision for a national future founded on the profound

truth that social justice and material prosperity are not competing values--they are necessary to each other."

Dr. King's commitment to racial and economic justice, and the need to defend public employees, makes it clear that he would have stood up for these workers.