

SPRING 2023

Michigan **AFSCME** **NEWS**

**INTRODUCING
MEMBER SPOTLIGHTS**

Meet Steve
Page 3

Legislative Update
Page 6

Holiday Giving
Page 12

DMC Contract Victory
Page 15



A MESSAGE FROM AFSCME COUNCIL 25 PRESIDENT LAWRENCE A. ROEHRIG

As we collectively move forward from the COVID-19 pandemic, we are all left to pick up the pieces of life before everything changed. For many of us this is acclimating back to the life we lived before the entire world stood still. At AFSCME Council 25, it meant digging up old goals and seeing what was accomplished and the work that got put on hold while we fought to ensure the safety of our members and staff. Recently the AFSCME International reinstated the AFSCME Strong campaign. This time, the campaign was designed to make our union bolder, stronger, and ready to build up the voices of our members. They named it AFSCME Stronger and Michigan Council 25 followed suit.

We gathered our team of experts to figure out how we could continue to grow, prosper, and represent our members in the years to come. We developed a strong plan that will help us continue to overcome the pandemic and be stronger and smarter because of it. We are looking forward to watching our great union grow throughout the state of Michigan.

We are also energized by the trifecta of labor-focused Democrats we have within the State. We are starting to see the benefits in all of our hard work. On Tuesday, March 7, 2023, Governor Gretchen Whitmer signed legislation to repeal the pension tax on retirement income. This was one of the many priorities the Michigan AFL-CIO, AFSCME Council 25 and many other affiliated unions set for this cycle. These priorities also include Restoring Worker Freedoms by repealing Right to Work, reinstating prevailing wage, reinstating PAC checkoff, reinstating payroll deduction for school employee dues and other issues related to the fundamental ability to collectively bargain. We will continue to fight for these priorities and make sure that politicians remember their promises to the labor movement. We are proud of our success with Right to Work, Prevailing Wage, and Repealing the Retirement Tax. It is truly a great time to be a dues paying union member!

As we celebrate our victories, we would be remiss if we did not acknowledge the loss of one of our own. In March we lost a member from Van Buren County Road Commission while he was on the job. My deepest condolences go out to his family, loved ones, co-workers and the entire Van Buren County Road Commission. This is another painful reminder of the fragility of life, and how important it is to ensure our members get home safe every day. Please join us in a prayer for all of those grieving this loss.

As we continue to build momentum in the following months, please take the time to acknowledge and support your family, friends, and co-workers. We know nothing can be done alone. We must work together collectively to make real change. Together our voices will be heard in the workplace, and in government because we are AFSCME STRONG. Our fight is far from over, but we will continue to lift each other up and show how AFSCME NEVER QUILTS.

In Solidarity,



Lawrence A. Roehrig
President
Michigan AFSCME Council 25



Lawrence A. Roehrig
President, AFSCME Council 25



Steve Stedronsky

MEMBER SPOTLIGHT



AFSCME Council 25 is excited to present the Meet our Members Series. This series is an inside glance at what makes us AFSCME Strong: our members. We will be sharing stories of what makes our members proud to stand with AFSCME, advice they may have for prospective members, and their stories of how they Never Quit and made a difference in their workplaces.

On March 1, 2023, Steve Stedronsky was excited to join in on the Union Meeting and Leadership Election at Local 1804.2 at Benzie County Medical Care Facility, also named The Maples in Frankfort, Michigan. Steve and several other members shared the desire to continue to build this Local.

“We have more power with a union. It is not you against the employer, it’s a group. Your voice is heard more,” said Stedronsky.

Stedronsky has been at The Maples, a skilled nursing facility, for over ten years and works in the maintenance department. He described his role as multifaceted including building maintenance, groundskeeping, minor electric and plumbing, cement work and transports.

If it is broke, he is going to do his best to fix it. He had always prided himself in going above and beyond for the residents at The Maples. He said that before the pandemic, most of his co-workers did as well. Since the pandemic it has seemed harder to get the job done. He believes that rebuilding a strong union will help fix this issue.

“When I started you were lucky to get a job here (at the Maples),” said Stedronsky “Now like many places, we have a high turnover. We all want this to be a place that people want to work.”

When Stedronsky was asked about any advice he may have for potential members, he mentioned words like strength and power. “A union gives us leverage and strength in our workplace. It helps us get benefits and higher pay, which could easily be overlooked.”

Steve Stedronsky is a strong member of his team, but he knows that with a union, he is even stronger.

WELCOME ALLEGAN COUNTY ROAD COMMISSION



Members of the newly formed Local, Allegan County Road Commission

AFSCME Council 25 is pleased to welcome our newest Local, Allegan County Road Commission to our Union. After much hard work and dedication from the workers at the Road Commission and the Staff at AFSCME Council 25, we are proud to call them part of the Michigan AFSCME family.

One of the spokespeople for the new unit said, “AFSCME Representation means security, sisterhood/ brotherhood and unity.” He continued, “The struggle wasn’t easy for many, but we held on and persevered to get this result.” They truly showed that they are **AFSCME Strong**.

Welcome to the Union, Allegan County Road Commission Employees!

MICHIGAN AFSCME NEWS

Michigan AFSCME News is a quarterly publication by Michigan Council 25 of the American Federation of State, County and Municipal Employees, AFL-CIO. Send any correspondence to: sam@miafscme.org or AFSCME Council 25, Attn: Sam Roth, 1034 N. Washington, Lansing, MI 48906.

If you have a story or feature that you would like in AFSCME Council 25 News, please email Sam Roth, Communication and Social Media Director at sam@miafscme.org.

Stay up to date with all information about AFSCME Council 25 by following us on social media.



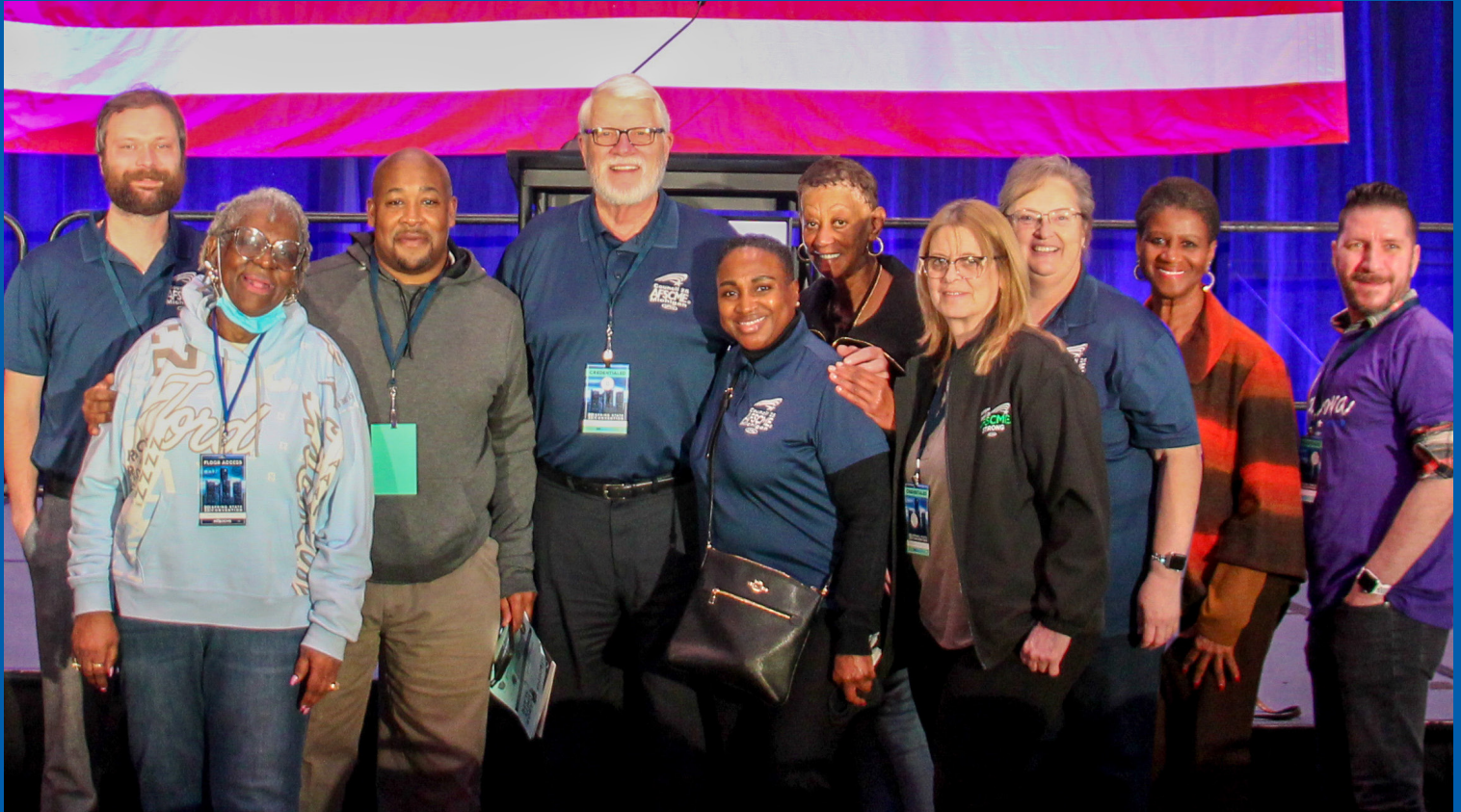
@MichiganAFSCME



facebook.com/MIAFSCME

AFSCME Council 25

MICHIGAN DEMOCRATIC CONVENTION



TOP (left to right): Steve Rzeppa, Kim Currie Smith, Rick Blocker, Lawrence A. Roehrig, Felicia Hicks, Lorna Davison, Jeanette DiFlorio, Nora Grambau, Gloria Harsten-Spann and Tim Ciechorski. BOTTOM LEFT: Senator Debbie Stabenow. BOTTOM MIDDLE: Lawrence A. Roehrig, Valerie Kindle and Ray Curry. BOTTOM RIGHT: Secretary of State Jocelyn Benson.

Our team was proud to represent AFSCME Council 25 at the Michigan Democratic Convention where they heard from leaders at every level of government, from Senate and Congress to local offices, all of whom talked about the importance of organized labor and economic justice in pursuit of our legislative agenda.

During the convention the Labor Caucus endorsed candidates that were all elected at the convention by overwhelming margins. Chair Lavora Barnes was elected to serve her third term as Chair of the Michigan Democratic Party alongside new First Vice Chair Jason Morgan and new Second Vice Chair Erika Geiss. The Labor Caucus supported “Labor Unity slates” which swept elections for Delegate and Alternate to the State Central Committee in every Congressional District with AFSCME having representation in 8 out of 13 districts. The party also formally adopted a resolution by the AFL-CIO to make the repeal of Right to Work part of our platform.

We Make Michigan Happen

LEGISLATIVE

New Leadership in the Michigan House and Senate

To start the new term, Joe Tate of Detroit was elected Speaker of the House while Winnie Brinks of Grand Rapids was elected Senate Majority Leader. Speaker Tate is the son of a Detroit firefighter and teacher who was also a former union member (NFLPA) before his time in the legislature. Senator Brinks was a nonprofit leader and community activist who won her first State House campaign as a write-in. Both are very committed to our issues and have been fantastic about communicating with labor on priorities and shared values.



Joe Tate
Speaker of the House



Winnie Brinks
Senate Majority Leader

Committee Updates

Later in January, committee rosters were set (with input from labor) and have begun initial meetings. Much to our pleasure, both the House and Senate have re-created specific Labor Committees where much of the legislation affecting us will be sent. These committees are chaired by great friends of ours, Rep. Jim Haadsma and Sen. John Cherry. We will be closely monitoring this committee along with Local Government, Health Policy, Education, and Appropriations Committees and Subcommittees as necessary, amongst others.

Priorities

We have been working arm-in-arm with other unions affiliated with the Michigan AFL-CIO on legislative programming and have agreed upon our initial set of priorities that include repealing the retirement tax, repealing Right to Work, reinstating prevailing wage, reinstating payroll deductions for school employee union dues, reinstating PAC checkoff, and any other issues related to the fundamental ability to collectively bargain. Once we have accomplished this set of priorities, we will continue with more forward-thinking and proactive initiatives that can solidify these gains for working people for a long time to come.

Six bills were introduced in each chamber to establish priorities for the new legislature, and they featured many of the issues important to us including the repeal of the retirement tax, repeal of Right to Work, expansion of the Elliot Larsen Civil Rights Act, reinstating prevailing wage, repealing the State's 1931 abortion ban, and expanding the EITC. The legislature has been working through these priorities at a rapid pace!

Retirement Tax Repeal

Governor Whitmer officially signed HB 4001, the bill which repeals the retirement tax and expands the EITC. Unfortunately, it did not get the two-thirds majority needed in the Senate for immediate effect. That means that the retirement tax repeal, EITC expansion, etc. will not go into effect until next tax year rather than the current year. This also means that the income tax rollback will be triggered and rather than seeing the \$180 inflation relief checks that were proposed, the state's income tax will now likely be rolled back from 4.25% to 4.05% pending final revenue estimates.



Governor Whitmer hosts press conference to discuss repealing the retirement tax.

UPDATE



LEFT: Senator John Cherry & Lawrence A. Roehrig. CENTER (left to right): John Michalec, Nora Grambau, Lawrence A. Roehrig, Steve Rzeppa, Roxane Woodward-Leighty. RIGHT (left to right): Steve Rzeppa, Roxane Woodward-Leighty, Robyn C. Price, and Lawrence A. Roehrig.

“Right to Work” Repeal and Prevailing Wage Reinstatement

The state legislature has passed both the Right to Work repeal and prevailing wage reinstatement. These all came on a party line vote with all Democrats in support and all Republicans in opposition. Each of these bills included substitute language with an appropriation that would prevent a referendum and allow us to educate members and potential members on their rights under the law. These bills were sent to the Governor’s desk and signed. It is important to note that these Bills will only benefit our Private Sector Locals. Public Sector Locals still fall under the U.S. Supreme Court’s Janus Decision. There are no mandatory dues nor any mandatory fees that Public Sector non-members can be required to pay.

Elliot Larsen Expansion and 1931 Abortion Ban Repeal

The expansion of the Elliot Larsen Civil Rights Act to include protections based on sexual orientation and gender identity have passed both chambers and were signed by the Governor with some nominal bipartisan support. This passage was more than 40 years in the making. The repeal of the state’s 1931 abortion ban has also cleared both chambers though this is more of a formality after the passage of Proposal 3 last November.

Repeal of PA 54

The House Labor Committee met to take initial testimony and hold hearings on House Bill 4044. This bill repeals PA 54 of 2011 which mandated that all benefit cost increases after contract expirations must be passed on in totality to the employee, along with prohibiting any scheduled wage or step increases after a CBA has expired. The hearing was overwhelmingly positive with a strong labor presence and only taken opposition thus far from school administrator groups. It will be heard in committee again with the expectation it will be discharged with positive recommendation.

Additional Legislation Signed

With it so early in the term there has not been a lot of consequential legislation passed completely, but of great importance to our Civil Service employees was the legislative waiver passed through both the House and Senate that allowed for contractually negotiated wage increases to take effect before the next fiscal year—a big win for us. It is also important to note that we have a new labor friendly appointee on the Commission, based on our recommendation, with Gail Wilson.

LEGISLATIVE UPDATE CONTINUED

Additional Legislation Signed Continued

Governor Whitmer signed a \$1.1 billion budget supplemental, which was also the earliest new law of a term since 1947. The spending plan includes \$146.3 million to close the books for fiscal year 2021-22, plus \$946.2 million in new spending for the current fiscal year.

The bill contains funds for several projects in fiscal year 2022-23, including \$200 million to transform a paper mill in Wells Township near Escanaba. The mill expansion and new machine is expected to result in a \$1.06 billion investment in the Upper Peninsula. The supplemental also contains \$150 million for affordable housing and housing gap financing, \$150 million for a deposit into the Strategic Outreach and Attraction Reserve fund, \$100 million for community revitalization and placemaking grants, \$75 million for blight elimination and \$75 million for small business smart zones.

Also, bills advancing Michigan's Presidential Primary to the fourth Tuesday in February rather than the second Tuesday in March were passed and signed by the Governor. Beginning in 2024, Michigan will now be the fifth primary state in the nation, giving added focus to our issues and state's electorate on the biggest stage.

Other Bills Introduced Thus Far (Dues Deduction in Schools, PAC Checkoff, and more!)

An additional slew of pro-worker legislation was introduced as well, tackling almost all of the key priorities we have laid out for the legislative term. No hearings have been scheduled at this time, but they are expected to be addressed in some fashion rather quickly.

These bills include but are not limited to:

- **HB 4230 (Wilson)** Removes prohibition against deduction from a public employee's wages for certain political purposes.
- **HB 4231 (Hill)** Repeals fair and open competition in governmental construction act.
- **HB 4232 (Carter, B.)** Prohibits an employer from offering or granting status as permanent replacement employee to certain individuals who work for the employer during a labor dispute.
- **HB 4233 (Churches)** Removes prohibition against labor organizations' assistance in collecting dues from public school employee.
- **HB 4234 (Tsernoglou)** Allows automatic payroll deductions for PAC contributions.
- **HB 4235 (Farhat)** Provides credit for the payment of qualified union dues paid to a labor organization.
- **HB 4236 (Mentzer)** Prohibits the public employer from discriminating against the public employee based on public employee's refusal to participate in certain meetings or communications sponsored by a public employer.
- **HB 4237 (Andrews)** Repeals local government labor regulatory limitation act, 2015 PA 105.
- **SB 140 (McMorrow)** Requires employers to disclose family leave policies to employees and potential employees.
- **SB 142 (McMorrow)** Requires written job descriptions for employers with more than 5 employees.
- **SB 143 (McMorrow)** Prohibits employers from obtaining noncompete agreements unless certain conditions are met.
- **SB 169 (Cherry)** Requires public employers to provide public employee contact information to bargaining representatives.
- **SB 170 (McCann)** Repeals fair and open competition in governmental construction act.
- **SB 171 (McCann)** Repeals local government labor regulatory limitation act.
- **SB 172 (Irwin)** Allows automatic payroll deductions for PAC contributions.

State Budget

On February 8th, Governor Whitmer rolled out her FY 2024 budget. Highlights include but are not limited to:

- Rolling back the retirement tax, saving half a million households \$1,000 a year.
- Expanding the Working Families Tax Credit (formerly known as the Earned Income Tax Credit, or EITC), providing 700,000 homes nearly \$3,200 combined tax refunds.
- Taking the first step toward providing pre-K for all of Michigan's 4-year-olds, putting children on the path to a brighter future and saving families an average of \$10,000 a year.
- A 5 percent increase in K-12 per pupil funding;
- A 4 percent across-the-board increase in operational funding for the state's 15 public universities;
- A 4 percent increase to the state's 28 community colleges distributed through the funding formula;
- A 10 percent increase in statutory revenue sharing to the state's cities, villages, townships, and counties. Additionally, there would be the equivalent of a 7 percent increase to fund local public safety in cities, villages, townships, and counties; constitutional revenue sharing, set automatically based on sales tax receipts under the Constitution, would rise by \$61.9 million over the original 2022-23 fiscal year enacted appropriation for \$1.1 billion in total constitutional revenue sharing.
- \$280.5 million for water infrastructure projects (\$30.5 million General Fund);
- \$225.8 million General Fund for lead service line replacement plus \$100 million General Fund to assure the quality and safety of Michigan drinking water;
- \$210.1 million to raise wages by \$1.50 per hour for direct care workers;
- A \$120.7 million increase in Medicaid reimbursement rates;
- A \$30 million General Fund increase in base funding to local public health departments;
- \$900 million into a rainy-day fund for schools; and
- \$500 million for school infrastructure.

YOUR ADVOCACY NEEDED

The Michigan AFL-CIO and affiliated unions like AFSCME have created and circulated flyers to worksites and local unions, which many of you may have already seen, urging members to contact their legislators about the repeal of the pension tax and Right to Work. In addition to the flyers, we have also created postcards to circulate that also urge the repeal of Right to Work. These postcards are designed to be mailed back to the State Fed office and hand delivered by the lobby core.

As we did during the 2018 Lame Duck fight, and many others unfortunately, we will be beginning Member Lobby Days as a joint effort between all union affiliates to bring members to the Capitol to talk to their legislators and voice support for our issues. These have been hugely effective in the past, in addition to being fun, and I would encourage all of you to participate as time allows. Please keep an eye out for more information on how to take part in these Member Lobby Days

If you are interested in getting any flyers or postcards for your local or region or would like more information about how to get involved in Member Lobby Days, please contact me at srzeppa@miafscme.org!

ARBITRATION VICTORIES

Arbitrator: Mark J. Glazer; Union Advocate: Hilary M. Lauver, Staff Attorney

The Grievant was an Equipment Operator with six years seniority who was responsible for snow plowing. The City required all snow to be plowed from curb to curb. To aid in this, the City had several ordinances that required residents to keep obstructions, including vehicles and garbage cans, off the street.

One day in early January, which happened to also be garbage day, the Grievant was plowing a particularly narrow street that had several garbage cans remaining in the road. Instead of plowing around the garbage cans, the Grievant hit several with the plow. At least three residents called the city to complain.

When initially confronted, the Grievant admitted to hitting some cans but said he had been instructed it was okay to bump cans out of the way. He said he did not launch any into the air nor that there was trash spilled everywhere. The Employer claimed that during the meeting, the Grievant cursed stating he did not care about hitting the cans. Ultimately, the Employer felt that the Grievant had intentionally hit the garbage cans resulting in destruction of private property, that his actions showed a deliberate neglect of assigned duties, that he failed to provide courteous service to customers and that he was untruthful during the investigation. The Grievant was discharged.

During the arbitration, the Union argued plow drivers had been instructed they could hit cans so long as they were not turned into projectiles, and that other drivers had hit objects, including garbage cans, without being disciplined, leading to lax enforcement. The Union also argued the discipline was too severe for an employee with a relatively positive work record. The testimony at the hearing indicated the Grievant's job performance had never been an issue until recently when he had a few interpersonal issues. Testimony also showed that he was a good plow driver, and that he had previously trained other employees on how to plow.

The Arbitrator found the Grievant had hit cans and that in some instances, trash had been strewn across the street, and this conduct represented a failure to serve the residents of the City in a manner which is courteous, helpful, honest and patient. The Arbitrator found it credible that drivers had been instructed to avoid garbage cans, but if they had to make contact, to slow down and bump them out of the way, thus, the Grievant's conduct in hitting the cans at excessive speeds also represented willful neglect in the performance of his duties. However, the Arbitrator also found there was no evidence that cans had been launched into the air or that any

property damage resulted; further, the charge of falsification was not proven.

In the end, the decision came down to whether the penalty issued was proportionate to the conduct. On that issue, the Arbitrator found this was the only known occasion in which the Grievant, who had been a successful driver for years, had acted in such a bizarre manner and that his long successful tenure would not support discharge for this one-time event in which no one was injured and no property was damaged. Given this, the Arbitrator ordered the Grievant conditionally reinstated, subject to a few requirements, if desired by the Employer. The Arbitrator did not award back pay or benefits in light of the seriousness of the conduct.

Arbitrator: Kathryn A. VanDagens; Union Advocate: Hilary M. Lauver, Staff Attorney

This grievance involved a dispute about payout of unused vacation time. The Grievant began employment as a bus driver with a public school district ("the District") in September of 1992. For the next 29 years, she served in various capacities and, by the time of her retirement in August of 2021, held the position of Head Custodian.

Per the contract, employees accrued vacation days the amount of which depended upon the individual employee's length of employment. The contract provided that all accrued vacation days had to be taken by June 30 of each year (each school year runs from July 1 to June 30) and would not carry over from year to year; instead, unused vacation days would be lost. The contract also provided that employees who ceased employment (i.e., laid off, quit with proper notice, or retired) would be paid for any accrued but unused vacation time.

After investigating the issue, the Union was able to prove the following. First, that the Grievant was hired in September of 1992 and, during that first school year, was ineligible to use any vacation time. Instead, on July 1 of the following school year, the District awarded a pro-rated amount of vacation in her bank based on the months she had worked in the previous school year. This system of accruing vacation in one school year to be banked for use in the next school year continued through the entirety of the Grievant's career. Next, the Union was able to demonstrate, through documentation and testimony, that multiple other employees had been treated in accordance with the past practice of accruing vacation days in one school year for use in the following school year, and that those employees had either used such days in their retirement year or been paid for unused days upon ceasing employment.

The Arbitrator found the plain language of the agreement favored the Union's interpretation, as an "accrual" is commonly the accumulation of something over time, which is due, but not yet paid. This made sense with the vacation accrual/use scheme argued by the Union, in which employees accrued vacation time on a monthly basis, to be used later, but not in the scheme argued by the District, whereby employees were credited with the maximum number of vacation days on the first day of each school year, to be deducted over time. This was especially so where there was no provision for returning hours banked on July 1 should an employee leave before the maximum number of months is worked; instead, the contract required that the departing employee be paid for the vacation time accrued since the last vacation period. Further, to the extent there was any silence or ambiguity in the contract language, the parties' conduct over a period of time was consistent with the Union's interpretation. The Arbitrator granted the grievance and ordered the Grievant be paid 20 days of vacation.

It is notable that, in this case, the District offered to pay the Grievant the 20 days of vacation so long as the parties agreed she would be the last employee eligible for such a payout. The Union (including the Grievant, who had served as a local union representative for 25 of her 29 years of employment) viewed the offer as little short of a bribe and rejected it, as it would deprive others in the bargaining unit of the benefit in the future.

Arbitrator: Earlene R. Baggett-Hayes;
Union Advocate: Hilary M. Lauver, Staff Attorney

This grievance involved a discharge. The Grievant was an Office Assistant with 24 years of seniority. One day the Grievant was given an assignment to create labels for file folders that she failed to perform, in part because she believed the person issuing the assignment was not her immediate supervisor. The following day the Grievant met with her immediate supervisor as well as the supervisor who gave the assignment, but this meeting ended without resolution.

The next day the Grievant was called into a meeting with both supervisors and her local union representative. According to the Employer, during this meeting the Grievant made various inappropriate statements and accusations. After the meeting the Grievant was issued and served a 3-day suspension for insubordination for refusal to follow a direct order, refusal or failure to accept instruction or direction, and undue delay in performing assignments.

Upon her return to work from the 3-day suspension, the Grievant was issued a notice of suspension pending discharge due to her behavior at the meetings, which the Employer alleged violated rules prohibiting violence in the workplace. The Employer indicated the Grievant had created a hostile

work environment and threatened the supervisors by using profanity, name-calling, and gesturing aggressively during the meetings.

The Union argued the Grievant had not threatened anyone, and thus her conduct did not create a hostile work environment or violate rules regarding violence in the workplace. The Union further argued the purpose of discipline was to be corrective, not punitive, and given that the Grievant had returned from the 3-day suspension and had almost immediately been issued the notice of suspension, pending discharge, had no opportunity to correct her behavior.

The Arbitrator found that the Grievant was required to complete the assignment of creating labels as directed, and that Employer had just cause to issue the 3-day suspension, which is the first step of corrective discipline for such insubordination. Turning to the more serious infractions which led to discharge, the Arbitrator found the Employer's witnesses were credible and consistent in their description of the Grievant's conduct at the meetings. However, the Arbitrator found the Grievant's conduct, while inappropriate and deserving of discipline, did not amount to threats of violence. The Arbitrator agreed with the Union that there was no evidence the Grievant performed any threatening acts or made statements to warn or give the impression she might commit an act of violence toward anyone. It was notable there was no evidence anyone fled the room or called security. This said, the Arbitrator found the Grievant's conduct violated rules prohibiting the use of profanity and abusive language, stating, "[a]busive language includes shouting, cursing, making disparaging remarks, name-calling, belittling, making obscene remarks, and communicating offensive statements. The Grievant's comments covered virtually all of these. The Grievant's tirade does not excuse her behavior."

The Arbitrator then turned to the severity of the penalty and considered the common tenet of just cause that discipline is to be corrective, not punitive, and that for lesser infractions an employee should typically be permitted to correct their behavior. Here, the Grievant had no opportunity to correct her behavior because, as soon as she returned from the 3-day suspension, she was immediately placed on the suspension, pending discharge. Further, the Arbitrator noted an employee's length of service and work record must be considered as potentially mitigating factors. Here, there was no evidence the Grievant had previously violated work rules prohibiting abusive language, and there was no evidence the Employer considered her 24 years of seniority against the events of two days which led to the suspension and discharge. With these factors in mind, the Arbitrator reduced the discharge to a 10-day suspension, and the Grievant was awarded 90-days back pay.



AFSCME PARTNERS WITH UNITED WAY AND OTHER LOCAL UNIONS FOR HOLIDAY DRIVE

The United Way of Genesee County along with the Flint AFL-CIO, AFSCME Council 25, IBEW 948 and the National Association of Letter Carriers Branch 246 handed out food boxes, personal care items, gift cards and Christmas gifts to those in need on December 20, 2022. Over 100 families were gifted a food box to help ensure that they could have a great holiday meal this Christmas.

A special thank you to Bombas socks and Dr. C. Patrick Grey for their in-kind donations.

TOP: Board Members and Staff of AFSCME Council 25, National Association of Letter Carriers Members and the United Way worked to fill communities cars with items for the holiday season.



AFSCME LOCAL 1055 TOYS 4 TOTS DRIVE

For the last three years, AFSCME Local 1055 has hosted a Toys for Tots campaign. Since its inception, it has continually grown, and this year has been the best year yet. Members were able to fill a box truck with toys and give monetary donations to help local families have a great Christmas. Local 1055 wanted to extend their sincere gratitude to Melissa Revoir for spearheading the group, as well as AFSCME Local 1590 and Local 894 for their support. Together, our members showed the community what AFSCME Strong means.



AFSCME Local 1055, Local 1590 worked together to collect toys for their annual Toys for Tots campaign.



RIGHT (left to right): Lawrence A. Roehrig & Henry Lykes. TOP LEFT (left to right): Representative from the Office of Council President Mary Sheffield, Henry Lykes and a Representative from the Office of State Representative Dylan Wegela. MIDDLE LEFT (left to right): Representative Rashida Tlaib and Henry Lykes. BOTTOM LEFT (left to right): Dennis Nauss, Nora Grambau, Richard Johnson and Bruce A. Miller. BOTTOM MIDDLE (left to right): Angie Zecman, Gerard Zecman, Dr. James Sockolosky and Honor Shoemaker. BOTTOM RIGHT (left to right): Kathie Sherrill, Lawrence A. Roehrig, Kayce Reed.

HENRY LYKES RETIREMENT DINNER

It was an honor to celebrate Henry Lykes at his retirement celebration on January 28, 2023. For over fifty years, Henry Lykes has shown dedication to union, political, and community activism. Lykes has a history of serving others and is a Vietnam Veteran who spent two years as a Sergeant in the United States Marine Corp until 1974. He then continued into public service for Wayne County. He served there for 33 years and served as President of AFSCME Local 1659 until his retirement in 2001. After that, Lykes built on his union service by becoming the founding President of AFSCME Wayne County Retiree Sub-Chapter 38 in October 2004. He served in that capacity until October 2017. He then became President of the newly formed AFSCME Retiree Michigan Chapter 255 until November 2022.

Lykes also served as the Executive Vice President of MiARA from their founding convention on March 30, 2012, until August 2022. Throughout his career he has always been an active delegate on the County, State, and International levels. AFSCME Council 25 honors Henry Lykes for his trailblazing efforts as a founding officer, dedication to building membership, and his commitment to ensure the well-being of his fellow retirees.

LETTER FROM SECRETARY-TREASURER: ROBYN C. PRICE.

AFSCME Council 25 Members,

Being a union member ensures that you have a voice at the table and comes with an array of benefits. But how can you guarantee that this voice and the benefits you receive benefit you and your family the most? The best way to ensure your Local Union has a strong voice is to become actively involved by attending meetings, electing strong leadership, or becoming a leader or Volunteer Member Organizer (VMO). The strongest Local Unions are the ones that have full member participation and involved leadership.

How do you get started? The first step to learning more about your Union is to talk to the elected leaders. These individuals will be able to tell you about the variety of ways you can get involved and when all of the upcoming meetings are. They can also direct you to where your constitution and contract are located so you can see the rules and guidelines that your Union should be following.

AFSCME Council 25 also sends out regular training opportunities to learn a variety of aspects about being in a Union and serving in leadership roles. Many of these trainings are free opportunities to build your Union knowledge.

Another opportunity for those who would like to continue to build the Union is as a Volunteer Member Organizer (VMO). These individuals help beyond the Local level to sign up new members, help organize new Locals and assist during contract campaigns. VMO's are the grass-roots helpers who have a strong commitment to the Union and want to continue to watch it grow. If you are interested in being a VMO, please talk to your Local's Staff Representative for more information.

There are so many ways to get involved with your Union. Whether you are a new Union Member, or a Seasoned Member, you can make a huge difference in your Local. Thank you to all members who have went above and beyond and showed what AFSCME Strong really means.

We are proud to have such a strong Union in Michigan!

In solidarity,



**Robyn C. Price
Secretary-Treasurer
AFSCME Council 25**



DMC CONTRACT VICTORY

AFSCME AND SEIU members at Locals 140, 181, and 3695 Crothall are pleased to have reached an agreement after 15 long months of negotiations.

This contract will continue to set the standard for Environmental Services workers throughout Detroit. The biggest wins were retro-active larger wage increases and more affordable health insurance.

Congratulations to these Locals! Your perseverance and hard work showed the true definition of AFSCME Strong.



OUR THOUGHTS AND PRAYERS TO VAN BUREN COUNTY ROAD COMMISSION

Our deepest condolences to the family, friends and co-workers of the AFSCME member and Van Buren County Road Commission employee, Rene Rangel, 58, of Dowagiac who lost his life while on the job. Our hearts ache for all of the individuals who witnessed this event and for those who are mourning the loss of their loved one.

We stand with you in solidarity and mourn the loss of our brother.





AFSCME Council 25
1034 N. Washington
Lansing, MI 48906



COUNCIL 25 LEADERSHIP TEAM

PRESIDENT: Lawrence A. Roehrig
SECRETARY-TREASURER: Robyn C. Price

EXECUTIVE BOARD MEMBERS

David Brandt Region 9	Eddie Herron Region 3	Sam Muma Region 6
Tracy Carlton Region 6	Keith Hunter Region 2	Lois Murray Region 3
Jason Crispell Region 4	Milando Hunter Region 6	Cindy Spurlock Region 2
Mark Curie Region 8	Rob Kortman Region 10	Christopher Wayne Region 5
Donald DeRoche Region 11	William McGlynn Region 3	Tony Williams Region 4
Sarah Derwin Region 11	Phyllis McMillon Region 1	Faith Wormsbacher Region 6
	Dennis Moore Region 7	Janae Wouldfolk Region 1

