

WCDSA FAQ

Over the past few weeks I have been asked many questions regarding what exactly POAM will be doing for the membership vs. what the Wayne County Deputy Sheriffs' Association (WCDSA) will do for the membership. This communication is an attempt to answer those questions, if you have any other questions or concerns please feel free to ask.

1. ***Q. What is the main function of POAM?***

A. The POAMs' main function is to enforce the CBA, arbitrate violations of the CBA and negotiate new CBA's.

2. ***Q. What would be the function of the WCDSA?***

A. The WCDSA will run the day to day operations. There will be stewards at each division to stand with the officers for disciplinary matters, run the overtime list and handle any divisional issues. The President and two vice-presidents will be responsible for handling discipline hearings, running the local association, representing the association at political functions, obtaining associate memberships for the association, assisting POAM with CBA negotiations, handling grievances up to step 5 and be a liaison from the association members to POAM.

3. Q. *Why will we have to pay membership fees to the WCDSA?*

A. The WCDSA will have costs to run the association, included in the membership packet will be a proposed budget detailing the costs. The total costs for POAM/WCDSA will be less than the costs for SEIU/502 however the services provided to the members will be far greater than in the past. An example of some of the improvements are:

- A better extended legal plan
- Quicker responses to problems that occur
- A more professional representation
- Faster arbitration timelines
- Immediate access to labor relation attorneys
- Continued training for association representatives

4. Q. *What happens if I do not join the association?*

A. Only the people that join the association will be able to vote for their representatives, attend the general membership meetings and have their voice heard. Association members will have the opportunity to vote on the bylaws that will govern the association. The association is also planning on having a benevolent officer program to assist members that run into difficult times. The association has already started and will continue to foster political relationships that will give our association advantages in many areas such as bargaining and job security.

5. Q. *Do I get union protection if I do not join the association?*

A. Yes, you will have union protection if you do not join the association, you just will not have the right to vote on the officers that represent you.

6. Q. *Will I be able to vote on any contract offers if I do not join the association?*

A. Yes, any member will be allowed to vote on contract offers.

7. Q. *Is there a certain time I can join the association?*

A. You can join the association at any time, however when you join the association you will need to be a member for a minimum of 1 year. Members will not be allowed to join the association just to vote in elections then withdraw their membership.

8. Q. *What kind of assurances will there be to make sure that the association leadership will do their job correctly?*

A. The by-laws that will be brought to the membership for review and approval have many checks and balances in them to assure that the leadership will perform their jobs professionally and correctly. If a leader fails to maintain the required level of professionalism and acts in an improper manner there are steps to remove them from office.

We all know that things were not right with SEUI/502, there were some flaws in the system. The WCDSA with the assistance of the POAM leadership has examined the past issues and has identified the major flaws. There will be no more leaders using credit cards to purchase dinners or personal items that are not a benefit to the members. All expenses will be subject to review by the association members. There will be no more back door deals cut, all memorandums of agreement will be supervised and approved by POAM. The leadership will attend all required meetings, political functions and hearings affecting the membership as well as getting out to the members at the different divisions. All this will be done with less cost to the members than before because we were able to stream line costs, due to the fact that POAM is currently offsetting some expenditures.

If you have any questions please contact your stewards, or union leadership, it is important that all members are able to make an informed decision about their future.

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