

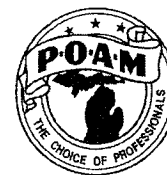
Wayne County Deputy Sheriffs' Association



Member-Police Officers Association of Michigan

27056 Joy Road Redford, MI 48239

Phone: (313) 937-9000 Fax: (313) 937-9165



Michael Royal
President

Jeffrey Linderman
1st Vice President

Gregory J. Hattaway
2nd Vice President

Gary Zarb
Treasurer

FREQUENTLY ASKED QUESTIONS ABOUT THE WAYNE COUNTY DEPUTY SHERIFFS ASSOCIATION

Why do we need a separate association if POAM already represents us?

Answer: Every union needs a local association made up of employees to assist in the day-to-day operations by acting as stewards, serving on committees, assuming executive board responsibilities, etc.

How does the Association benefit its members?

Answer: Association members will have input and vote on by-laws that govern the association. That includes, but is not limited to, the election of its officers, removal of board members and stewards, the amount of association dues and how they are to be spent, all details surrounding membership meetings and rules of order, duties inherent to each specific executive board position, the process for political endorsements, operational guidelines for its grievance committee, the establishment of human rights, bargaining, and other committees, and having a process in place to allow members to amend any rule or procedure.

Does the local associations' authority ever trump POAM's power?

Answer: No. Although POAM has taken and followed through on its policy of "hands off" on its local union's politics, William Birdseye, Kenneth Grabowski and Dave LaMontaine have complete oversight of the WCDSA and will not allow any abuse of the process of negotiating and enforcing the collective bargaining agreement.

What will WCDSA dues be used for?

Answer: Dues will be used for paying the local union's executive board members and stewards, as well as paying miscellaneous expenses associated with WCDSA. Many employees have also stated that they would like to see the WCDSA form a benevolent committee that would authorize limited funds to assist local charities, police officers' families in need, purchase retirement badges, etc.

How much will the monthly WCDSA assessment be?

Answer: That will be determined by association members at a special meeting after the WCDSA by-laws have been voted on by the membership. Reasonable expectations are that the amount will be between \$5.00 and \$7.00 per pay period.

What is the process in adopting association by-laws?

Answer: Opportunities to assist in the drafting of by-laws has been given to every member and some of your colleagues have volunteered much of their free time to draft them over the course of nearly a dozen special meetings. Proposed by-laws have been agreed upon and a draft is available for all employees to view and eventually vote on.

Do I have to be a member of the WCDSA to vote on by-laws, executive board positions, monthly assessments and other important topics?

Answer: Yes. All employees need to fill out a dues authorization form and they will be issued a WCDSA identification card, member decals for their vehicles, and the privilege of having a say in all facets of the WCDSA and how it is run.