

FREQUENTLY ASKED QUESTIONS BY MDOC MEMBERS
ABOUT SWITCHING UNION AFFILIATION TO POAM

Q: If we switch to POAM, what would happen to our current rate of pay and other benefits and terms and conditions of employment?

A: All wages, benefits and terms and conditions of employment, including past practices, remain in place while POAM and your local negotiating team present the members a contract for a ratification vote.

Q: Is this a decertification election where we become at will employees for 12 months before POAM takes over?

A: Absolutely not! This is a recertification election, where the new union will take over immediately upon expiration of the contract. Your current agreement stays in place.

Q: Is there a "POAM contract" that you try to negotiate into place in all municipalities?

A: No. All groups are their own local association and every contract is customized and exclusive to their members.

Q: With so many law enforcement agencies under the POAM umbrella, will DOC members get the attention they need?

A: POAM got to this size and continue to grow because we provide expert service to every group, big or small. As POAM has grown, we have added the necessary staff of attorneys, research analysts, business agents and other support personnel necessary to continue and improve the level of service to our groups. If POAM prevails in the election, we will certainly be looking at hiring more staff.

Q: Will MDOC members be considered for POAM's executive board and what will be the attitude of other agencies if we join POAM?

A: MDOC members do qualify for the POAM executive board and other law enforcement agencies will be wondering "What took you guys so long?"

Q: Will POAM be able to get all members under the same pension and what about negotiating the employer contribution to our pension?

A: POAM cannot and will not guarantee specific economic improvements to the contract. Your local negotiating committee, through the membership, will determine the financial issues to be negotiated at the bargaining table. POAM will guarantee that we will secure the best possible economic deal for MDOC members.

Q: What are POAM dues, and will there be any special assessments, initiation fees, or arbitration costs to MDOC?

A: POAM dues are .8% of the top base pay specified in your contract. (Example: If top base pay is \$54,000 annually, and you multiply that by .8% and divided by 12 [number of months], MDOC dues will be exactly \$36.00 a month. Union dues never increase unless there is an increase in the pay that we negotiate for you.

Q: Where does POAM stand on binding arbitration for corrections officers?

A: POAM has been championing that cause for over 15 years. Last year, H.B. 6112, which was actually written by POAM General Counsel Frank Guido, passed the House by a wide majority. It subsequently got stuck in the Republican-held Senate over a number of issues, including the inclusion of state corrections officers, campus and airport police

officers. This year's legislation, H.B. 6154 now sits on the House floor.

Q: If there is a major problem at a facility or with its local union board, will POAM provide someone from the main office to assist?

A: Of course. Doesn't your current union do that now??