

Q: Will the current structure of our local Association change?

A: No. POAM will not interfere with how your group governs itself. We are available to assist in helping draft new by-laws if requested. Your elected executive board maintains their current responsibilities and your negotiating committee determines the issues at the bargaining table, and is encouraged to attend every session. We work for you!

Q: Who does the work of representing us in arbitrations, unfair labor practices, critical incidents, negotiations, important employer meetings, etc.?

A: As part of our arrangement with the Lucas County Deputy Sheriff's Association, POAM's support staff of attorneys and business agents will provide expert representation on all labor related issues.

Q: Are there any special assessments or fees associated with the services POAM provides?

A: No. Members pay monthly dues and not a penny more.

Q: How much are the dues?

A. \$40.00 per month.

Q: How is this special arrangement beneficial to the membership?

A: Because the Lucas County Deputy Sheriff's Association will be the certified representative of the employees, you and your elected executive board make the final decisions on all matters. Because of POAM's vast experience, we will be playing a prominent role in all of their functions. We have no allegiance to your employer and cannot be pressured or threatened into complying with poor management practices, bad contract language, or woeful benefits and compensation.

Q: Will someone from POAM be assigned to our group?

A: You will have two business agents whose work will be exclusive to the Lucas County Deputy Sheriff's Association. Our four full-time attorneys will be available in the event of a critical incident or if legal questions arise at any time. We have a membership specialist and other support personnel that are anxious to assist the LCDSA in any way possible.

Q: Will POAM have legal standing in the state of Ohio?

A: The Lucas County Deputy Sheriff's Association will have legal standing and has every right under Ohio law to hire the POAM to represent their interests in all labor related matters.

Q: Is there protocol established in the case of a critical incident?

A: Yes. One of our business agents and attorneys are on call 24/7/365. A single phone call to our after hour's service initiates the process within minutes.

Q: Sounds Great. How do we verify his information?

A: Feel free to call any executive board member of the 475 collective bargaining units we currently represent. Go to www.poam.net and click on member groups. While you are there click on the Lucas County banner to get more information on this campaign. If you surf the rest of our website, you can view the vast amount of resources that will soon be available to the membership.