



TPOAM

Technical, Professional and Officeworkers Association of Michigan

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To All Houghton County Medical Care Facility Employees:

The Technical, Professional and Officeworkers Association of Michigan (TPOAM) would like to inform you and your fellow employees of the services provided by TPOAM, should you choose to affiliate with our organization.

You should be interested to know that the "Independent Nurses Association" of RN's and LPN's at the HCMCF wasted no time in joining TPOAM. They never even considered joining AFSCME! Why?

TPOAM is a full service labor organization formed to service the needs of all public employees. TPOAM provides all labor related services, from negotiations, grievance processing, arbitration and legal representation. During negotiations or employer meetings, TPOAM encourages your local representatives be present and participate. Your right to local input is of paramount concern and benefit to TPOAM; and is your right.

To assist you in this endeavor, we will train your appointed representatives on the entire negotiation, mediation and arbitration process. This will be accomplished by attending TPOAM-sponsored seminars, as well as sitting side-by-side with your business agent at the bargaining table. Your assigned Business Agent, Emil Kezerle has been serving collective bargaining units in Michigan's Upper Peninsula for over 15 years from his office in Crystal Falls. A complete list of his groups as well as other relevant data is available on our website, www.tpoam.net.

TPOAM employs four full-time attorneys at our headquarters in Redford that can answer any legal questions on the spot. While other labor organizations have committees to analyze the cost vs. the benefit on a particular grievance, our lawyers, as full-time employees, are available to service every reasonable request from our membership.

TPOAM has the most comprehensive criminal/civil protection plan available. This optional and innovative program will provide you with an experienced attorney and cover all of the attorney expenses arising from any criminal charge, whether on duty or off, work related or not. In addition, if you are sued civilly, as a result of actions taken in the performance of your duties, TPOAM will provide "of counsel" legal assistance to make sure your employer represents and defends you properly. The controlling details of this plan are available upon request. No other union offers such a comprehensive plan.

TPOAM's Business Manager is also Michigan's leading 312, mediation and fact finding advocate. William Birdseye is the state's foremost expert on presentation of such cases on behalf of labor organizations. In addition, he has in excess of thirty years' experience in grievance arbitrations, contract negotiations and contract administration matters.

Staffed by two experienced professionals, TPOAM's research team responds each week to a variety of requests for information. Business agents working with local bargaining committees need to know what wages and benefits are available to other employees in the area. When pensions are being negotiated, actuarial costs for new benefits are decisive in gaining improvements. Health care issues, Social Security questions, work practice surveys and cost-of-living analysis are only a few of the areas addressed by John Barr and Kevin Loftis, Research Analysts.

Our members have access to our 24 hour on-call service. This service handles calls from members when they are involved in any activity where they feel their rights should be protected by a union representative. This protection is 24 hours a day, 365 days a year. This service is provided for all members at no extra cost.

There are no special assessments or fees for any service; TPOAM members pay monthly dues and not a penny more. Any, by the way, you will discover that our dues are a significant value over what you may currently be paying. All members can be covered by our life insurance at a nominal cost with no medical questions asked.

Legislation concerning public employees is closely monitored by TPOAM and our lobbyists in Lansing. TPOAM keeps a watchful eye on all issues concerning our membership, while remaining staunchly independent and not affiliating with either political party.

You will be pleased to know that TPOAM is affiliated with the Police Officers Association of Michigan and service over 500 bargaining units throughout the State of Michigan, with membership exceeding 13,000. Of those groups, over 100 of them are TPOAM members who receive the **exact same level of service and expertise as their police counterparts** from our necessary staff of business agents, lawyers and research support personnel.

On behalf of the most prestigious and influential public employee union in the state, we invite you to affiliate with TPOAM for all of your labor needs. Your membership in TPOAM is welcome and we are positive that our organization will exceed all of your expectations; to your utmost satisfaction. If I can be of any further assistance to you, do not hesitate to call me at the number listed above.

Sincerely,

TECHNICAL, PROFESSIONAL AND
OFFICEWORKERS ASSOCIATION
OF MICHIGAN



Ed Jacques, Director
Member Service

EEJ/dme

P.S. More info at www.tpoam.net