



# TPOAM

## Technical, Professional and Officeworkers Association of Michigan

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To All Houghton County Medical Care Facility Employees:

Thank you for signing enough interest cards to petition the Michigan Employment Relations Commission (MERC) to conduct an election on your future union affiliation. We especially appreciate the employees that attended one of our meetings on the subject. Ballots will be mailed to your home by MERC on June 10<sup>th</sup> and must be returned to their office for their official count on June 30<sup>th</sup>. If you do not receive a ballot by June 15<sup>th</sup>, contact me and I will intervene on your behalf and make sure a new one is sent out immediately.

As we predicted, you have probably seen AFSCME more in the last six weeks than you have in the previous six years. Rather than keeping the spotlight on their own track record, AFSCME has chosen to mislead its own members, including their locally elected leaders through the entire process. They are hoping that you don't talk to other public employees in the area, especially the RN's and LPN's in your own facility, who recently jumped on the opportunity to join TPOAM.

Let's talk about the positive things you can expect if TPOAM prevails in the election. We will immediately conduct extensive training for union stewards and executive board members. We will help you establish a negotiating committee and mail a bargaining issue survey to every employee. Business Agent Emil Kezerle from Crystal Falls will immediately request that discussions on last year's wage reopener begin. TPOAM will assist your local association in drafting its own customized constitution and by-laws, allowing your group to govern themselves, with our professional assistance. We will direct our research department to begin compiling internal and external comparables, which will include wages, benefits, pension contribution, etc., to assist in presenting the strongest case in upcoming negotiations and securing the best possible economic deal for employees.

We hope that you have had the opportunity to review the extensive list of AFSCME groups that have recently switched to TPOAM. It was an easy decision for many of those groups, but it was a courageous vote for some of the others. They had been affiliated with AFSCME for decades and really weren't sure how effective a union should be. They had to sift through a lot of misinformation and, in some cases, go against the wishes of their own local leaders who had been systematically brainwashed.

Please go to [www.tpoam.net](http://www.tpoam.net) and view our complete library of information. TPOAM realizes that this may be a tough choice if you don't do the research. But if you do, we are comfortable that you will act as many other frustrated public employees have been doing a lot of lately. And that is ...

**VOTE TPOAM!**