



TPOAM

Technical, Professional and Officeworkers Association of Michigan

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August 31, 2016

To All Houghton County Medical Care Facility Employees:

Thank you for your vote of confidence and welcome to the Technical, Professional and Officeworkers Association of Michigan (TPOAM)! As you are probably aware, elections for your new executive board have been conducted and their names and contact information are posted in this letter.

Your executive board and TPOAM Business Agent will participate in your first official bargaining session with the Administration on Wednesday, September the 7th. This meeting will be geared towards introductions and an open conversation in respect to how our new relationship will grow and progress into the future. We will also be discussing how certain policies have been enforced in relation to the terms of the collective bargaining agreement. Input from members on negotiating items is of the utmost importance to TPOAM and your executive board. Following this initial meeting there will be a general membership meeting to address any contractual issues you feel are important to you and your respective Departments. Bargaining surveys will be made available to all in advance of the next general membership meeting and should be forwarded to any member of your Executive Board.

It is in everyone's best interest to come together as a unit no matter who we supported as the exclusive bargaining agent. All members start with a clean slate and an invitation to be part of our new dynamic team, even if they have previously opted out of the union.

However, in order to participate at any level, all members must pay their fair share. If not, you will not be allowed to fill out a bargaining unit survey, vote on contract ratification, attend union meetings and events, or run for any office. **We have included a dues authorization form that needs to be filled out and given to any of your executive board members before September 30th.** Any employee that opts out of the union after that date and wants to sign up later will be subject to a \$500.00 dollar administrative/user fee and all dues in the arrears. So...let's all get on board and work together to improve our contract and working conditions. As promised, dues for full-timers will be \$31.40 per month and \$19.25 per month for part-timers.

Communication to members will be disseminated through the use of the union bulletin board, Facebook, e-mail, our website, www.tpoam.net, and mail. Any additional suggestions from the members are welcome. Thank you for your support.

Enclosure

Ed Jacques