



# TPOAM

## Technical, Professional and Officeworkers Association of Michigan

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### PLEASE POST

To All Members of the Houghton County  
Medical Care Facility Association:

I write in response to the final results of your representation election. We are honored to have the opportunity to represent your interests as we move forward. For those that supported the TPOAM, we thank you and assure you that we will strive to maintain the confidence you have expressed in us. For those that voted for the status quo, I assure you that we will do all we can to earn your trust and belief in what we are committed to doing which is to improve your overall work environment. This letter, along with other information, can be reviewed at [Tpoam.net](http://Tpoam.net), click Houghton County.

Most critical at this point is to elect Executive Officers. The terms Chapter Chair and so on will no longer apply as you are now able to create your own structure and, ultimately, your own by-laws which will set forth the rules and ways you will function internally. Some examples are how Executive Officers are selected, what their responsibilities are, rules regarding contract ratification, voting on all association issues, so on. With the assistance of the TPOAM, we will work through those by-laws which always include language allowing for amendments. This will be a work in progress but work that needs to be done in a consistent way over the coming weeks and months. The officers elected at this meeting will remain in place for a period of 12 months minimum or for as long as it takes to reach agreement on a successor (amended/updated) contract if beyond 12 months. Beyond this point, your by-laws will dictate the rules pertaining to elections and duration of those in office.

We have scheduled a full membership meeting for Tuesday, August 16 at 5 PM at the Ramada Inn. At that time, I will take nominations for Association President followed by a private vote by written ballot. Only those present will be able to cast a vote. As we move forward we can address how future elections are administered as dictated by your by-laws. It is recognized that we will need to find a practice that affords everyone the opportunity to cast a vote in consideration of his/her schedule and so on. I assure you we will find a way to make it all work, but as I said it is critical that we get these positions filled immediately. With a unit your size and the number of issues pending, we have to maintain a government that can work with me immediately. Once we get the Executive Board in place we can begin the work of drafting your by-laws.

I will coordinate the election for President. Only those present may nominate and cast a vote. Following his/her selection, the President will coordinate nominations and voting for the additional positions one at a time. Only those present may cast a vote. At this point the TPOAM will consider all members as members in good standing meaning all members may fully participate in the meeting. If you anticipate that you will exercise your right to step away from dues deduction you need to be aware that in doing so you will not be entitled to attend Union meetings, hold any Executive Board Positions, vote on any issues or provide input in collective bargaining matters. There are other matters that apply to right to work employees but that additional information will be made available by separate letter to those that chose to withdraw their deduction. I only point all this out now as if you are or anticipate withdrawing from dues deduction you may not hold a Board seat. If you are currently a right to work employee and expect to continue that status you may not cast a vote at this meeting but may attend this meeting given the fact it is our first following the election. You may very well want to change your status and join your fellow employees afterward.

Once the President is elected, the President will manage the balance of elections for the following positions which will also serve as your local union's negotiating committee:

Vice President  
Secretary/Treasurer  
Grievance Officer  
Member at Large  
Member at Large  
Member at Large

I cannot emphasize enough that we have much ground to cover and it starts with getting your leadership in place. I have already been advised that the Employer's legal representative (Steve Girard) will be contacting me with available dates to begin the bargaining process. Any of the associated TPOAM administrative paperwork that needs to be completed will be managed by the main office.

Finally, I take very seriously the confidence you have placed in me and the TPOAM and I am very much looking forward to representing your interests.

Sincerely,

TECHNICAL, PROFESSIONAL AND  
OFFICEWORKERS ASSOCIATION  
OF MICHIGAN



Emil S. Kezerle, Jr.  
Business Agent

ESK/jlh