



The Deputy



The Oakland County Deputy Sheriff's Association

October, 2004

Volume 2004 issue X

Steve Grandetti, Secretary

UNITED WE STAND

I want to send a big thank you to all of you who sent your calls, notes, thoughts and prayers my way for the last ten months of my fight with cancer. I can't begin to tell you how much it all meant to me. I returned to work on September 20th and am glad to be back. A special thanks to those of you who joined me in shaving my head as a fundraiser for breast cancer research. We raised over \$3,600.00. It was donated to the Breast Cancer Clinic research at the University of Michigan. If any of you have any questions about my disease, the treatment of it, etc., please feel free to contact me. I was constantly amazed at the number of people who have been touched in one way or the other by breast cancer (and some who were afraid to comment about it).

Thanks from the bottom of
my heart,
Jami Allen
Warrants Division

Notice: The sole purpose of this newsletter is to serve the MEMBERS of the Oakland County Deputy Sheriff Association. All articles submitted are subject to editing for length and content. The views expressed in the editorials are not necessarily those of the O.C.D.S.A



The President Gary McClure

I recently met with the leadership of The Deputy Sheriff's Association of Michigan (DSAM) to discuss their agenda for the future. Deb Percival and Nancy Pierson accompanied me to Sterling Heights where we met with Executive Director Larry Orlowski and President Dan Heythaler. I appreciated them meeting personally with us and sharing DSAM's agenda and vision. I left very encouraged and even more committed to supporting DSAM. They both spoke highly of Nancy Pierson and the great job she is doing as our representative to DSAM.

I want to thank all the members who have called and emailed and spoken to me individually of their support for our efforts. It is very encouraging to all of us who are working so hard on your behalf to have members show appreciation. There is still much that needs to be accomplished and I confident that you will continue to see your executive board working hard on your behalf.

The Waterford Township Police are currently experiencing a serious manpower shortage due to a loss of revenue. They are again seeking a millage that would allow them to staff critical positions and buy much needed equipment. I have been in contact with them and assured them that we stand with them and support the passage of the millage. I would encourage all members who are Waterford residents to support our fellow law enforcement brothers and sisters. Encourage your friends and family members living in Waterford Township to also vote on the millage. Oakland County Deputy Sheriff's Association members have worked alongside Waterford Township officers for over 50 years and we look forward to 50 more years.

I want to advise members that Deb Percival has

taken over as director of The Department of Government Relations (DGR). She agreed to take the reigns from Jim Hubanks so that his talents can be refocused on other projects. The DGR has excelled under the leadership of Jim and I appreciate his dedication and leadership skills. Deb was a natural choice as she has worked side by side with him for the last two years. She is extremely talented and represents our association in a very professional manner. I am certain that the DGR will continue to excel under her leadership.

I want to remind all members that were forced to work on their days off that they may have been improperly denied overtime pay. It is the executive boards opinion that our members should be paid from the time they picked up a patrol car and/or a prep radio until they return the patrol car and/or prep radio. Please check your overtime hours and advise us if you feel you have been denied pay for hours you were forced to be on duty. I am confident that we will be able to show that our contract and federal law supercedes commands opinion on this issue.

Since being elected President almost two years ago, I have spent many days and weeks listening to members talk about being mistreated by persons having authority over them. Many of these employee's have had to deal with situations and comments that I feel strongly are in violation of federal law. It is not easy for me to listen to these members without becoming angry. Oakland County should be an example of tolerance and diversity, not a breeding ground for intolerance and abuse. I understand very clearly the words I am writing and what

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The Deputy



Chief Steward Tim Rowbotham

DISCIPLINARY PROCEDURE: In the Sept 2004 newsletter President Gary McClure mentioned that the County Personnel dept had notified us of their intent to change policy regarding Disciplinary write ups. We notified them that we would oppose that change. The long standing policy was nothing went in your record and you didn't serve the time-off until after the PAB hearing. We have now been notified by the County Personnel dept that they will not implement this change and will stay with the long standing practice. I would like to thank Sheriff Bouchard and Undersheriff McCabe for their support of staying with the long standing practice.

LOCATION BUMP GRIEVANCE #003-006: At the location bump of October 2003 1 or more of our Qualified members were denied their bump rights to the D-1 Parks positions. This was done even though Contract Language clearly allows this bump. We filed a Grievance and it was denied, we then filed for Arbitration. Recently our Attorney L. Rodger Webb and myself were told by County personnel that this will not have to go to Arbitration as they will agree to our position. We are waiting for written confirmation of this decision, and I will advise you when we get it.

CONTRACT NEGOTIATIONS: We have Contract Negotiations scheduled for Oct 15,2004, Oct 21,2004 and Oct 28,2004 and hope to make significant progress on the Goals you have clearly stated are the priorities of the Membership.

LEAVE BANKS: I want to remind All members that you must use your FLT day (Floating Holiday) before the end of the year or you will lose it. I also highly recommend that you use it early in the year so you don't forget about it.. You will get a new one at the start of each new year. I also want to remind you if you haven't used all of your SHL (Sheriff's Holiday Leave) listed on your check as (Bu #10 Hol), you will be paid for them and receive 40 new hrs in your pay in Dec. You also will receive 40 hrs of PLV after the first of the year, please remember you can only accumulate 144 hrs of PLV and then you start giving it back to the County. Also please be familiar with what your Maximum allowable vacation bank is, so you don't lose what you earn by exceeding that amount. To determine your Maximum allowable amount, multiply your current yearly accumulation by 1.5, except that from your date of hire to 4yrs of seniority you can accumulate 144 hrs.

OCSO PISTOL TEAM MATCH: I want to remind All OCSA members that the Pistol team will be having their Annual match which is open to All members. This year the actual match will be held during the 2nd week of February,2005 with the Banquet on that Sunday. This will give members the entire month of January

to shoot the match. Remember you shoot at a discounted price and it Counts as your January Qualification for the OCSO as long as you use your Issued firearm. I encourage All members to shoot in this match, also you can join with others at your work location to shoot as a 4 person team against other work locations. I will be giving you more reminders for the next couple months with more information.

TIM ROWBOTHAM CHIEF STEWARD 248-830-1555

MEMBERSHIP RIGHTS: You should never be ashamed of using your legal or constitutional rights. Two of the most significant are Weingarten and Garrity.

WEINGARTEN: You have a right to have a union representative at any interview with a commanding officer which might involve disciplinary action. You must ask for representation.

GARRITY: These concern potential criminal matters and you should assert: This statement, oral or written, has been required as a condition of my employment and may not be used for any other purpose without my expressed written consent/waiver of any constitutional or other legal rights, which are hereby preserved.



The Deputy



Vice President Jon Peters

CONTRACT NEGOTIATIONS: We met on the 15th and the County introduced two new people to their team, Tom Eaton and Nancy Scarlett. Let me say that Tim Robotham continues to work tirelessly for you and me on this contract. Any questions regarding the contract call Tim, Stacy or me.

FORCED OT/ DAYS OFF/ DRIVE TIME: Command and I agree on one thing on this subject, that is it does not happen very often. That's fine but what has upset many of us and violates our rights is that after they forced many of us on our day's off, ordered us to have all of our equipment and a car at a particular place at a certain time or whatever the particulars of your situation were, they paid us now as a result of an "investigation". Our paychecks were altered, mostly negatively. This is the basis for a grievance we have filed.

DISPATCH/CRIME LAB /ARSON: Anyone interested and or qualified to work in those areas I am collecting names. This has not been requested nor is it sanctioned by the Sheriff's Office I would just like to have the list on hand in case Command ever needs some names. As you know they recently transferred three Deputies from the jail into dispatch. **RANGE APPTS:** Everyone remember to take care of your range appointments, Command has made it clear their position on the subject. I again urge Command to get the range open 24/7/365, we all know what a nightmare it's been to get in there on midnights I will keep better notes on when it is open and for how long in the future.

EQUIPMENT/CLOTHING: Just a reminder to check your uniforms and equipment for appearance and functionality. If you need new things ask for them. This is a result of several members concerns.

WATERFORD TWP.: We support our brothers and sisters in the Waterford Twp. Police Department and they need our help passing the millage. If you or anyone you know lives there we urge the passage of their millage. If you can help or if you have any questions call Deputy Chief Dan McCaw 248 431 0609

IN CLOSING: Okay it has been ten months since I began serving the Oakland County Deputy Sheriff's Association. It is an honor serving you. I will be asking for your vote in December to return me as your Vice President of the road patrol. I am a black and white kind of a guy so the way I see it is if I did my job vote for me if your not sure or have any questions ask me, if I did not then do not vote for me?. I continue to represent the road patrol and all of our interests at the bargaining table. When called upon to represent other members of the association I have. When called upon to represent a road Deputy, Crime lab Deputy, Dispatcher etc. I have. I have had open communications with Command and have given a impassioned plea on our Association behalf each and every time I have dealt with them on an members's behalf.

Thank you Jon Peters. 248 830-1551 OXFORD TWP
DAYS /24/7/365

Vice President Stacey Grandison

I would like to extend my gratitude to all of you that called and emailed in support of last months Deputy. I was overwhelmed with the support of my fellow Deputies when I was at work the day after people received the newsletter. I believe this was the most support this Executive Board has received and it comes at a wonderful time. The E.B. knows that we have the support of the majority of the members and that can only help this Association to prosper. I think we are finally feeling the solidarity this union stands for and it has been a long time coming. We actually have Deputies that are stepping up and are no longer afraid of standing up for what is right. Deputies are agreeing to testify in hearings and will write statements in support of each other regardless of the underlying threat of getting "moved". Obviously the Association still has progress to make, we are not done. I hope you see what I see. I consider the future union hall for our members will be extremely useful in completing the circle of unity. Remember we always have room for more volunteers, if you are interested in getting involved, step up, and let us know.

The months of September and October have been extremely busy for us. Not only have we had several sessions of negotiations but we have had hours of preparations for the upcoming hearings on the multiple Unfair Labor Practice charges filed at MERC. In the month of October we will be meeting for negotiations on the 15th, 21st, and the 28th. Our goal is to have all proposals on the table by the 28th. This negotiating team has been working diligently with the guidance of Tim Rowbotham and L. Rodger Webb to bring forth a promising contract. We began negotiating the contract officially in January 2004. The O.C.D.S.A. has given countless proposals, with a very minimum amount of feedback from the County. I find this method of negotiations appalling. There are several things we are not free to write about regarding our negotiation process, but I will say we are nearing the end of our rope, and plan to be at the end of it by the end of October.

Last month I tried to shed a little light on several safety concerns within the Corrections Division. I pointed out just a few at nearly all the Satellite Facilities. Like I said, the support from our members was terrific, they were so happy to have someone stand up for them. Unfortunately, the Command of the O.C.S.O. did nothing to recognize any of the problems or to remedy them. Not one person made an attempt to question what I wrote or why. I get the impression that nobody wants to know about the safety issues. It is inconceivable to me why somebody has to get severely injured before any action is taken.

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The Deputy



A Message from the Sheriff



Sheriff Bouchard

Dear Oakland County Deputy Sheriffs' Association Members:

In the world of law enforcement, where it is a continuous battle to provide public safety in manners that are both fiscally responsible and as safe as possible, Tasers are a welcome addition. The use of this device has provided law enforcement personnel with an alternative force which, time and again, has proven to be a positive option. That is why it has been a priority for me that the 2002 Taser law be amended to ensure our Corrections Deputies are also afforded this alternative. Senate Bill 1328 addressed the technicality in the original law which allowed law enforcement to use Tasers, but did not accurately address a 'local corrections officer'.

I am pleased to report that the Michigan Legislature also saw the importance of this measure and passed Senate Bill 1328, which includes and clarifies the definition of a 'local corrections officer'. Thanks to this action, our trained Corrections Deputies are now legally allowed to use Tasers in the jail. This is a welcome tool for an environment which is continually confronted with the unexpected. The measure was made official with the Governor's signature on September 22 and was assigned Public Act Number 338'04.

As I have mentioned in the past, as your Sheriff, I take seriously the responsibility of equipping and training you with the most advanced, safest resources available. That is why I personally lobbied the legislature for this important tool for you. The addition of Tasers in the jail will provide for the security of our corrections deputies while also enabling them to carry out our duty of conducting a well-run, controlled facility. I hope you too will find the addition of Tasers to the Corrections Officers Deputy's arsenal to be great news.

Finally, I would also like to thank the Oakland County Deputy Sheriffs' Association for your endorsement in my race for Sheriff. It is an honor and a privilege to serve side-by-side with you as your Sheriff. Each day, since I have been the Sheriff, has been busy and one that concludes with great appreciation for all of your daily work.

I made a promise to you when I first took over as your Sheriff that I would do all I could to improve the working conditions and equipment needed for you to perform your jobs and make the Oakland County Sheriff's Office the best in the nation.

That is why your confidence means a great deal to me and I appreciate your support.

Keep up the super work and stay safe!

Sincerely,

Sheriff Michael J. Bouchard

(The President, continued from page 1)

they mean. I am personally disgusted at what many members have been forced to endure from the leadership of The Oakland County Sheriff's Office and this County. I want to ensure any affected member of the OCDSA that this board is committed to ensuring that your federal rights are not violated. We are in the process of taking all available steps to ensure that this culture of intolerance and abuse is dealt with and eradicated once and for all. Among other things, I will be asking the Sheriff's Office to create a panel consisting of numerous persons who can review all complaints of intolerance and abuse. The process of dealing with this culture of abuse is going to be ugly and uncomfortable as it will require more than a speech and a promise. I am confident that members will support each other as this process moves forward.

The October 19th and 20th MERC Hearings dates have been changed by the Administrative Law Judge. He decided that all parties would be better served if we came down on the 19th and communicated with each other. He believes that many of these issues can be resolved with some communication. I agree totally with him. The majority of these labor charges resulted from the lack of a fair opportunity to communicate and resolve issues. I am hopeful that we will be able to resolve many issues and develop a proper forum to communicate with each other in the future.

Executive Board elections are coming up with nominations right around the corner. This coming election is in my opinion one of the most important that our Association has ever had. I would like to encourage all members to vote. Please take this opportunity to show your support for the current direction of this Association or take the opportunity to show your disagreement with our direction. This is the one time when members should realize that The Oakland County Deputy Sheriff's Association belongs to all its members and they decide it's direction.

I want all members to know that I am strongly endorsing Tim Rowbotham for another term as our Chief Steward. While he has not asked, I feel compelled due to his value to our association. There is no issue more important than our current negotiations and there is no board member who is more involved in the negotiations than Tim. He is clearly invaluable to the success of the current negotiations. He is responsible for most new language and is Rodger Webbs right hand man. Tim's expertise and dedication to these negotiations has earned him my respect and appreciation.

Gary McClure, President O.C.D.S.A



The Deputy



The Treasurer Dave Curtis

Building Committee

Approved at our last E.B. meeting was the forming of a building committee to research the costs, location, design, and operation of a new union hall with a members area. I was appointed by the board to chair this committee and I look forward to working on this project. Anyone interested in participating on this committee should email me at my email address listed below. Wanted is any member 2 months to 30 years seniority, any shift, and any assignment. This is going to be a difficult task with a lot of participation needed.

O.C.D.S.A. Luncheon with Santa

Our Second Annual Lunch with Santa will be held December 04, 2004 from 11 A.M. - 6 P.M. at the Knights of Columbus Hall on 5660 Maybe Road Clarkston in Independence Twp. The luncheon and child/ren's gift is free for members and their immediate families. All extended family members are welcome at the cost of \$10 per child (this covers the cost for the gift from Santa). This event is comparable to our summer picnic. Each child can get their picture taken with Santa when they tell him their Christmas wishes. They can participate in a Christmas craft and enjoy a great lunch catered by Boston Market. There will also be some door prizes given away to few lucky families.

The hours are designed to allow all 3 shifts to participate. Santa, food, gifts, and crafts will be available the whole time! We hope to have a huge turnout this year after receiving such positive feedback from last years luncheon.

Dave Curtis

O.C.D.S.A. Treasurer

248-830-1547

Depdog1@aol.com

It is the responsibility of each and every O.C.D.S.A member to ensure he or she is paying the correct amount for their union dues. If any discrepancy is found please contact Dave Curtis (Treasurer) ASAP. 830-1547
D-1 \$30.70
D-2 \$34.50
Communications agent \$23.65
Communications Supervisor \$25.20

The Secretary Steve Grandetti

The September 26, 2004 General Membership meeting was held at the Association Office, located in Clarkston. All of the elected officers were in attendance. The only motion made was to officially create a building committee, to look into buying property to build a new union hall, or lease a existing building for renovation. This motion was agreed to by all of the Executive Board. There was also discussion on the contract and pending grievances, Unfair Practices and pending complaints ready to be filed.

The October 26, 2004 General Membership Meeting will be held at the Association office, located at 6678 Dixie Hwy. in Clarkston. The meeting will start at 1600 hrs. As of the print of this newsletter there are two agenda items.

1. Elect 3 tellers to have sole authority on the 2005-2006 Executive Board Election.
2. Nominations for the Executive Board positions.

The nominations for all offices must be made at the General Membership meeting, this can be done in person or in writing. If a nomination is made in writing you must include the name of the member and the position that you are nominating him/her for, you must also print and sign your name. This motion must include a second with that members name printed and signed. You may forward this to me at any time or any member can bring it to the nomination meeting. Members must be in good standing with this Association to run for an office or to nominate a member for a position on the 2005-2006 Executive Board.

Members that are nominated will have 10 days to accept or decline, this date will be Friday November 5, 2004 at 1900 Hrs. Any nominee that does not contact me by this time will be considered declined. Ballots will be mailed shortly after this date. Your ballot envelope will include instructions, 1 ballot, a ballot return envelope and a self addressed stamped envelope to return your ballot in. If you do not receive a ballot by Tuesday November 9, 2004 please contact me. All ballots must be post marked by Saturday November 27, 2004. The Election Tellers/Committee will count the votes on Wednesday December 1, 2004 at 1700 Hrs. This will take place at the Association office located at 6678 Dixie Hwy. in Clarkston. Any member may attend to observe.

The Election Tellers will have sole authority in all election decisions i.e. spoiled ballots, unreadable names etc. If you are interested in being a Election Teller please contact me.

Steve Grandetti, OCDSA Secretary

830-1567

velma1215@aol.com



The Deputy



Vice President, Grandison. Continued from page 3

Alt Chief Steward David Bach

F.G.D.F. has had a problem for months regarding T.B. testing of inmates. Apparently for some time the OCJ Clinic was telephoning Deputies at F.G.D.F. to have them check T.B. tests on inmates. The O.C.D.S.A. strongly disagrees with this practice. As of October 8, 2004 the O.C.S.O. had finally issued a memo regarding the reading of T.B. tests. These are not to be read by Deputies any longer.

I received some information about "comp-time" being given in the Main Jail on Midnights. I know "comp-time" is not supposed to exist, but we all know that it does. The information I received was that several Deputies had attended Web LEIN training and were given comp-time in exchange for the overtime pay. The O.C.D.S.A's position on this is as follows: if comp-time is given it must be voluntary, and secondly it must be issued at a time and one-half rate. Of course, the Lieutenant first informed me that comp-time does not exist. I guess everyone was just making this up. So, after several emails back and forth, Major Eader informed me that he was going to see to it that everyone that attended the Web LEIN training was paid in overtime pay. Anyone that attended this training be sure to look at your paycheck and account for your overtime pay. Please let me know if you did not get paid.

I received a few phone calls concerning the winter vacations. Some of the Main Jail Sergeants were under the impression that you must have the vacation time available in your bank at the time your request is submitted. I talked with Major Eader and he advised this was incorrect. You must have the vacation time available at the time of leave, not when it is submitted. I hope all vacation slips are approved accordingly and we do not encounter any problems.

Stacey Grandison, Vice President Corrections

Two years have come and gone since our last OCDSA Executive Board election. All of the current board members are going to run for re-election and I am sure there are more than a few general members who are going to throw their hat in the ring and run for an executive board position. A sign of a strong and able democracy is when its members are interested and involved. I encourage any member who is interested in representing the rights of the OCDSA members to run for a position. Don't forget that there is a lot of work involved, the hours can be long and many members have issues and questions that need to be handled. Keep this in mind if you are thinking of running. But if you think you are up for the challenge, run for an executive board position.

I stated at the last general membership meeting that I was going to write an article for the Deputy which dealt with the issue of STD and how it all works. I had a meeting with personnel and I found it interesting that they have many of the same problems with AETNA that the members do. I ran into a last minute question that is yet to be resolved in reference to STD. When that question is resolved, I will print the information I have. I would rather wait until I have all of the information than leave something out and go back to later. This way all of the STD information is together for easy reference.

Last October I had sent MIOSHA a complaint concerning health issues at the Oakland County Jail. I received the results from this complaint in the form of a letter from MIOSHA. I will post the letter in the OCDSA cabinet located in the basement of the jail. I think you will find the results interesting. Unfortunately I can say that I am disappointed in what the letter states. For example, I made a complaint in reference to the amount of humidity the showers exude and that this humidity may cause unhealthy mold growth. The letter from MIOSHA states "Currently, there is no MIOSHA rules pertaining to humidity or bacterial/fungal growth." I was surprised to hear this, as well as other answers they have to the health issues I raised. I will post a copy of the original complaint and the response. Please stop by and review the original complaint letter and the response letter from MIOSHA. I am sure you will find it interesting in one way or another.

David Bach, Alternate Chief Steward

If you have any articles or announcements you would like published. Please forward them to me at velma1215@aol.com. Note: all articles are subject to editing for content and length, Thank you.
Steve Grandetti-Secretary OCDSA



The Deputy



OCDSA 2nd annual
"Lunch with Santa"
Saturday, December 4TH. 2004
9 A.M. till 6 P.M.
Knights Of Columbus
5660 Maybe Road
Clarkston, Michigan

Coming from I-75 to Sashbaw Road South to left on Maybe Road 1/4 mile on left.
Coming from dixie Highway to Sashabaw Road North to right on Maybe 1/4 mile on left.

Please R.S.V.P. with Dave Curtis at
depdog1@aol.com or call 248-830-1547