



Office of The City Administrator

CITY OF ANN ARBOR, MICHIGAN

100 North Fifth Avenue, P.O. Box 8647, Ann Arbor, Michigan 48107

Phone: (734) 994-2650

March 18, 2008

James Williams, President
AFSCME - Local 369
2500 Packard, Suite 209B
Ann Arbor, Mi 48104

RE: AFSCME/Ann Arbor Labor Relations
Dear Mr. Williams:

Thank you for your letter of March 17. I am pleased with your description of the good work that we have done together for the past several years to establish a healthy and productive working relationship with the members of AFSCME Local 369.

On the other hand, I am saddened and disappointed to hear about the February 29, 2008 experience with Council Member Stephen Kunselman. I am convinced that Mr. Kunselman's words express only the opinions of Mr. Kunselman. It would be a sad mistake to generalize that experience and assume that his expressed opinions reflect the attitudes of other members of City Council. Members of Council have repeatedly expressed their thanks and appreciation for the good work our Public Services folks have done this winter.

I share your high regard for the good work of the many folks in Public Services who have put in long, hard hours this winter to provide the best snow removal services possible during a particularly difficult series of winter storms. It is also true that AFSCME members have been in the forefront of innovative ideas and strategies that have enabled us to dramatically reduce our costs while continuing to provide our community a sound and well maintained infrastructure.

I am sorry for the recent unpleasantness experienced by our colleagues at the Wheeler Center. Please be assured that our commitment to a great working relationship with AFSCME and our staff is unchanged and strong.

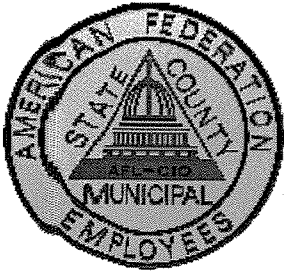
Most sincerely,

A handwritten signature in black ink, appearing to read "Roger W. Fraser". The signature is written in a cursive style with a large initial "R".

Roger W. Fraser
City Administrator

Cc: Mayor and City Council
Sue McCormick, Public Services Area Administrator
Karla Henderson, Field Operations Services Manager
Carol Schuler, Human Resources Manager
Stephen Postema, City Attorney

enclosure



Ann Arbor/Milan City Employees Local Union No. 369

*American Federation of State, County
And Municipal Employees, AFL-CIO*

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To : Roger Fraser, Administrator
City of Ann Arbor

From: James Williams, President
A.F.S.C.M.E. Local 369

Date: 03-17-08

Re: AFSCME/Ann Arbor Labor Relations

Mr. Fraser:

The Intent and Purpose of the labor agreement entered into by the City of Ann Arbor and A.F.S.C.M. E. Local 369 is to promote orderly and peaceful labor relations for the mutual interest of the Employer, and the Employees and the Union. The interest of the community and the job security of the employees depends on the Employer's success in establishing a proper service to the community.

To achieve this goal the City of Ann Arbor brought before the Union and its members a proposal to establish a progression system. The purpose was to make the city more effective and efficient in the use of its resources, in accomplishing all of the tasks expected by the citizens. At the same time this progression system would give the Union Members a greater set of work skills while attempting to improve their quality of life in the work environment.

The City of Ann Arbor asked A.F.S.C.M.E Local 369 and it's members to trust that this would work and that previous issues of trust, good faith, and respect for the work force that did not exist would improve. The Union and its members agreed to the progression system

Since the progression system has been established, the City of Ann Arbor and the Union have been making great strides and accomplishments in building trust and respect for both management and the work force. This has not been an easy task. Years of distrust and what was perceived as a lack of respect by management to the front line work force had to be overcome. To this issue Administration and Supervision have made this a top priority. Through true open door policies, and improving communications combined with educational sessions, trust and the willingness to work together to solve any

problems that come before us, the City and the Union have improved the use of it's resources to give the citizens of this City the best service they have ever received.

I am sending this with great concern that all of the work that has been accomplished with improving our relationship has been dealt a sever blow on February 29, 2008.

City Councilperson Kunselman visited the Wheeler Service Center and addressed the Infrastructure Staff. During this presentation Councilperson Kunselman stated, " Someone fucked up snowplowing this year". Since he was addressing the crew that was primarily responsible for snow removal, that statement was not received well. This crew had sacrificed three holidays, New Years Eve, New Years Day and Presidents Day to make sure the citizens could drive and get to their celebrations, with their families, something the crews were sacrificing. Although it is part of their job it still would have been nice to hear a thank you instead of being told you effort was fucked up this year. Councilperson Kunselman also addressed a question about the automation of the compost pick up to which he responded " you guys are getting lazy". Once again this type of statement coming from a City Leader is detrimental to the cause of good relationships. The solid waste employees are trying to improve their quality of life at work and are being told they are getting lazy.

This incident followed up by City Councils rejection of the front lines request for three new trucks to replace those trucks that no longer meet the expectation of the work force to maintain the quality of work expected by the citizens makes our job more difficult.

As President of A.F.S.C.M.E. Local 369 I am going to find it difficult to continue to convince the membership that their efforts are appreciated and respected by City Council. I do not know if I can do that anymore. If I try the membership will laugh and refer to these incidents.

Roger, we have come so far together to improve this work environment and to have these incidents tear apart everything the City and Union have achieved is disheartening.

Roger, how do we repair this?

Cc: Carol Schuler, Director Human Resources and Labor Relations.
Sue McCormick, Service Area Administrator
Karla Henderson, Service Area Manager