

Let me be blunt, we know its your strategy to deny us wage increases until we give up and take your crappy contract offer. We know the reason we don't have a contract one year after expiration is that you, the GLWA leadership has refused to offer a contract that we, the 400 technicians, investigators, specialists and security officers can live with.

As employees we know, GLWA writes work rules and union contracts like slumlords write leases. That's when you give yourself all the rights and protections and leave us with no way to hold you, our employer, accountable.

And as working people we are familiar with this strategy and we resent it.

GLWA tells employees the contract is expired as if GLWA has nothing to do with it, but we all know this is your chosen negotiating strategy.

Sue McCormick, Bill Wolfson, and you, the board are provoking a strike with your strategy. By refusing to bargain a contract that employees can accept, you are provoking a strike.

Employees don't trust GLWA because GLWA shows employees they can't be trusted. How can we accept an arbitration only contract when we know what you do?

We are familiar because we work in an environment where our financial security, our work and health are not valued.

Twelve months of probation is too long. Reduce the probation to ninety days.

Healthcare costs are too high, reduce the deductibles and copays. Other public employers in Michigan provide less expensive comparable care. When treatment is needed, the out of pocket costs are beyond the means of employees and employees are accruing medical debt. This is a threat to our wellbeing and that of our families.

Our wages are too low to cover these costs. The hourly wage determines how much retirement money is being saved, low wages mean low retirement security. GLWA is hiring investigators at less than \$12/hour, think about that.

GLWA's pay system is rigged and fails to recognize employee competence and achievement. GLWA uses credentials and checklists to hold employees back and underpay us even as we are doing the job.

Recognize that our years of service and experience are just as good as credentials and licenses. You have the audacity to thank us for our excellent work and then block us from advancement.

We know about these yearly step increases, that are not guaranteed. Some folks get them, and some do not. Give us a negotiated across the board raise, that we can rely on, to keep up with the cost of living.

Beyond the money, the lack of respect and fair treatment make it hard to come to work.

The bankruptcy is over. The federal oversight has ended. There is no financial crisis in GLWA so it's time to negotiate a fair contract and make good on your broken promises.

GLWA employees work hard to provide quality services to the public.

We demand respect and fair treatment. GLWA needs to stop the excuses and offer us a fair contract we can accept.

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