

From: Egan, Sean (LEO)
Sent: Monday, February 1, 2021 1:15 PM
To: Carol, Colleen J. <Colleen.Carol@nrlb.gov>
Subject: RE: Organizing Guide and Congratulation

Hi Colleen,

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Hope all is well,

Sean

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Sean Egan
Labor & Economic Opportunity (LEO)
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

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Will do, block off 11 to 11:30, I'll call right at 11. I missed a 10 to 10:30 on my calendar. Really looking forward to talking with you!

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From: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>

Sent: Wednesday, February 17, 2021 1:45 PM

To: McBride, Sidney (LEO) <McBrideS2@michigan.gov>

Subject: How to form a union

Attached.

HOW TO FORM A UNION IN YOUR WORKPLACE. – Public and Private Sector

- 1. Employees must agree to form a unit and want to be represented by a union.**
- 2. Size of a unit – Must have at least 2 or more employees.**
- 3. Union will bargain on behalf of the employees in the unit.**
- 4. Picking a union representative - can form an independent association or select an established union.**
- 5. A Representation petition must be completed and filed with MERC (public sector) or NLRB (private sector)**
- 6. Petition must be supported by a show of interest.**
- 7. A show of interest is a document that contains at least 30% of the total employees in the unit.**
- 8. Once received the agency will process the petition.**
- 9. If all parties (Employer and Union) agree, an election will be scheduled.**
- 10. The election can be by mail or on site.**
- 11. The employees in the unit will be eligible to vote.**
- 12. The ballot will consist of the name of the union or no union.**
- 13. If a majority of the voters vote for the union, the union wins.**
- 14. The union will be certified to bargain with the employer over your terms and conditions of employment.**

Your Right to Form a Union (from NLRB website)

Not represented by a union, but want to be?

If a majority of workers wants to form a union, they can select a union in one of two ways: If at least 30% of workers sign cards or a petition saying they want a union, the NLRB will conduct an election. If a majority of those who vote choose the union, the NLRB will certify the union as your representative for collective bargaining. An election is not the only way a union can become your representative. Your employer may voluntarily recognize a union based on evidence - typically signed union-authorization cards - that a majority of employees want it to represent them. Once a union has been certified or recognized, the employer is required to bargain over your terms and conditions of employment with your union representative. Special rules apply in the construction industry.

From: McBride, Sidney (LEO)
Sent: Thursday, February 18, 2021 11:35 AM
To: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Subject: FW: Right to Form a Union

KNOW YOUR RIGHTS TO FORM A UNION AT YOUR WORKPLACE (Public and Private Sectors)

1. What to Be Represented by a Union at your Workplace?
2. Want a Labor Organization to negotiate on behalf of you and your fellow coworkers?
3. If so, it can happen in 4 easy steps—**Select... Signup... File... and Vote.**
4. **SELECT** a labor representative, either: (a) form an independent labor association or (b) pick an established union.
5. **SIGN-UP** several of fellow workers who also agree to be represented by a union. See #7.
6. **FILE** a completed Representation Petition with MERC (public sector) or NLRB (private sector)
7. The filed Petition must be supported by a written “ Show of Interest” where you and several of your coworkers indicate their support of having a workplace Union.
8. A “ Show of Interest” is a written document (or series of documents) that minimally has the following:
 - a. A short statement that undersigned employees wish to be exclusively represented by a specific labor organization or union.
 - b. Supporting signatures of at least 30% of the total employees in the proposed workplace bargaining unit.
9. Once MERC or NLRB receives the petition and show of interest, the agency will process the petition.
10. If all parties (Employer and Union) can agree, an election will be scheduled. (If not, a hearing is held to determine if an election will be held).
11. The Agency conducts the election either by mail or on site (or even electronically by NLRB only)
12. All of the employees in the proposed bargaining unit will be eligible to vote.
13. The **VOTE** will consist of a ballot with 2 choices—(a) Name of the union or (b) No Union.
14. Based on the total valid ballots cast, the majority outcome wins. *Note: a tie means No Union.*
15. Assuming no valid objections exist, MERC or NLRB will certify the winning Union as the exclusive bargaining representative, and contract negotiations will begin shortly thereafter.
16. Other particulars apply under the NLRB vs MERC:
 - a. Supervisors forming Unions—Yes with MERC; Not with NLRB

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12. All of the employees in the proposed bargaining unit will be eligible to vote.
13. The **VOTE** will consist of a ballot with 2 choices—(a) Name of the union or (b) No Union.
14. Based on the total valid ballots cast, the majority outcome **wins**. *Note: a tie means No Union.*
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From: McBride, Sidney (LEO)
Sent: Thursday, February 18, 2021 2:48 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>

Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>

Subject: RE: Right to Form a Union-- conceptual language draft.

2-18-2021

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From: McBride, Sidney (LEO)
Sent: Thursday, February 18, 2021 3:45 PM
To: Peper, Sharon (LEO) <PeperS@michigan.gov>
Subject: FW: Right to Form a Union-- conceptual language draft.

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Sent: Thursday, February 18, 2021 2:48 PM
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Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
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From: McBride, Sidney (LEO)

Sent: Thursday, February 18, 2021 4:58 PM

To: Peper, Sharon (LEO) <PeperS@michigan.gov>

Subject: RE: Right to Form a Union-- conceptual language draft.-- Put this stuff in a word document no agency heading

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From: Peper, Sharon (LEO) <PeperS@michigan.gov>
Sent: Thursday, February 18, 2021 4:59 PM
To: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Subject: RE: Right to Form a Union-- conceptual language draft.

From: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Sent: Thursday, February 18, 2021 3:45 PM
To: Peper, Sharon (LEO) <PeperS@michigan.gov>
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From: McBride, Sidney (LEO)

Sent: Monday, February 22, 2021 10:06 AM

To: Egan, Sean (LEO) <EganS@michigan.gov>

Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>

Subject: RE: Right to Form a Union-- conceptual language draft.

Sean—

Here’s an updated attachment of the information below (minus the NLRB website info).

Thanx...Sidney

From: McBride, Sidney (LEO)

Sent: Thursday, February 18, 2021 2:48 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>

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6. Once MERC or NLRB receives the petition and show of interest, the agency will process the petition.
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 - b. Private Sector employees filing—MERC—No; NLRB-- Yes
 - c. Supervisors forming Unions—MERC—Yes; NLRB—No
 - d. More details & Filing Link for MERC-- link
 - e. More details & Filing link for NLRB—link

General Questions—

- MERC: berinfo@michigan.gov
- NLRB: Detroit 313-226-3200; Grand Rapids 616-456-2596

From: Egan, Sean (LEO)
Sent: Friday, March 19, 2021 12:00 PM
To: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: FW: Organizing Guide and Congratulation

From: Carol, Colleen J. <Colleen.Carol@nrb.gov>
Sent: Tuesday, February 2, 2021 3:43 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Organizing Guide and Congratulation

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

I should be okay during that time as well. Give me a call at your convenience during that time at 202-258-2094. Thanks.

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Tuesday, February 2, 2021 3:41 PM
To: Carol, Colleen J. <Colleen.Carol@nrb.gov>
Subject: RE: Organizing Guide and Congratulation

Wide open Thursday from 10 to noon if that works?

From: Carol, Colleen J. <Colleen.Carol@nrb.gov>
Sent: Tuesday, February 2, 2021 3:40 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Organizing Guide and Congratulation

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Hi Sean, hope all is well! I think we're getting the green light to start having staff do these again so I know we'd definitely be interested. What time is a good time to talk this week to discuss the details?

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Monday, February 1, 2021 1:15 PM
To: Carol, Colleen J. <Colleen.Carol@nrb.gov>
Subject: RE: Organizing Guide and Congratulation

Hi Colleen,

A new day is upon us, circling back on the concept of some sort of joint educational webinar or at least information on how workers engage in organizing.

We ended up postponing our "workplace rights week," last year due to COVID, but intend to push it this year. The concept is based on virtual webinars/materials, social media, etc.

I'd like to touch base when you have time to see if you can now move in this direction and work with our BER on this concept.

Hope all is well,

Sean

From: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Sent: Monday, December 9, 2019 7:57 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Organizing Guide and Congratulation

Hi Sean,

Hope this rainy Monday finds you well. So, I spoke with Regional Office management about your request and apparently, my anticipation that it would be no problem was a little misguided. Our new General Counsel has a stricter view than the prior General Counsel on what can be provided. As we don't have anything prepared for release that was officially approved by him, I can't really give you anything. What you can do (and I encourage!) is to link to our website www.nlrb.gov and indicate that any individual can call the information officer at either of our offices in the state of Michigan for more information. If we get any further direction on providing documents or more information for dissemination to the public, I will get back in touch. Thanks for reaching out.

Colleen

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Thursday, December 5, 2019 11:30 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Subject: RE: Organizing Guide and Congratulation

A few days is fine and thank you.

From: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Sent: Thursday, December 5, 2019 10:28 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Organizing Guide and Congratulation

Hi Sean – Congratulations to you as well! Things have sure changed for both of us since we last spoke. Hopefully for the better.

I'm looking to see if we have something already created that will give you some basic information and if not, we can probably put something together. Give me a few days if you can. Thanks for reaching out!

Colleen

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Thursday, December 5, 2019 9:24 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Subject: Organizing Guide and Congratulation

Hi Colleen,

Been a long time since we've talked. Hope all is well and congratulations on your position. I talked with Ethan a couple weeks ago on some things and he let me know. As you can see from my title I've taken on a new challenge. My role covers Michigan's Bureau of Employment Relations and we are working on a summary/simple "how to form a union" or "election procedure" either guide or video that we want to get up in the next couple weeks.

Certainly in the private sector the NLRB has jurisdiction over the vast majority and we will point folks toward that. What I'd like is a brief one-pager or something that we can either post or link to, or a video if you guys do that sort of thing. General gist would be pick a representative, 30% of card, election or recognition, bargaining. We'll have a bunch

of disclaimers and what not as we both know the law is much more complex, but I believe this information is important and valuable to get out into the public.

Any thoughts are appreciated.

Sincerely,

Sean Egan
Labor & Economic Opportunity (LEO)
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Egan, Sean (LEO)
Sent: Friday, March 19, 2021 12:00 PM
To: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: FW: Right to Form a Union-- conceptual language draft.

From: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Sent: Monday, February 22, 2021 10:06 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Subject: RE: Right to Form a Union-- conceptual language draft.

Sean—

Here's an updated attachment of the information below (minus the NLRB website info).

Thanx...Sidney

From: McBride, Sidney (LEO)
Sent: Thursday, February 18, 2021 2:48 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Subject: RE: Right to Form a Union-- conceptual language draft.

2-18-2021

Below is the conceptual language we've pulled together. After your input and revisions, we can follow-up with the NLRB rep before creating a document or short PPT for placement on the LEO website.

Below is the language currently appearing on the NLRB website. Also we will update with the proper NLRB web links and emails once we have our joint discussion.

YOUR RIGHT TO FORM A UNION AT YOUR WORKPLACE (Private Sector and Government Workplaces)

1. Want to Be Represented by a Union at yo2-18-202ur Workplace?
2. Want a Labor Organization to negotiate on behalf of you and your fellow coworkers?
3. If so, it can happen in 4 easy steps—**Select... Signup... File... and Vote.**
4. **SELECT** a labor representative, either: (a) form an independent labor association or (b) pick an established union.
5. **SIGN-UP** several of your fellow workers who also agree to be represented by a union. See #7.
6. **FILE** a completed Representation Petition with MERC (public sector) or NLRB (private sector)
7. The filed Petition must be supported by a written "Show of Interest" where you and several of your coworkers indicate their support of having a workplace Union.
8. A "Show of Interest" is a written document (or series of documents) that minimally has the following:
 - a. A short statement that undersigned employees wish to be exclusively represented by a specific labor organization or union.
 - b. Supporting signatures of at least 30% of the total employees in the proposed workplace bargaining unit.
9. Once MERC or NLRB receives the petition and show of interest, the agency will process the petition.
10. If all parties (Employer and Union) can agree, an election will be scheduled. (If not, a hearing is held to determine if an election will be held).
11. The Agency conducts the election either by mail or in-person (or even electronically by NLRB only)
12. All of the employees in the proposed bargaining unit will be eligible to vote.
13. The **VOTE** will consist of a ballot with 2 choices—(a) Union's Name vs (b) No Union.
14. Based on the total valid ballots submitted, the majority outcome wins. *Note: a tie means No Union.*

15. Assuming no valid objections exist, the agency (MERC or NLRB) will certify the winning Union as the exclusive bargaining representative, and contract negotiations will begin shortly thereafter.
16. Other particulars apply under the NLRB vs MERC:
 - a. Public sector employees (excluding Federal)-- MERC—Yes; NLRB—No
 - b. Private Sector employees—MERC—No; NLRB-- Yes
 - c. Supervisors forming Unions—MERC—Yes ; NLRB—No
 - d. More details & Filing Link for MERC-- link
 - e. More details & Filing link for NLRB-- link
17. General Questions—
 - MERC: berinfo@michigan.gov
 - NLRB: Detroit 313-226-3200; Grand Rapids 616-456-2596

This is from the NLRB website--

Your Right to Form a Union (from NLRB website)

Not represented by a union, but want to be?

If a majority of workers wants to form a union, they can select a union in one of two ways: If at least 30% of workers sign cards or a petition saying they want a union, the NLRB will conduct an election. If a majority of those who vote choose the union, the NLRB will certify the union as your representative for collective bargaining. An election is not the only way a union can become your representative. Your employer may voluntarily recognize a union based on evidence - typically signed union-authorization cards - that a majority of employees want it to represent them. Once a union has been certified or recognized, the employer is required to bargain over your terms and conditions of employment with your union representative. Special rules apply in the construction industry.

From: Egan, Sean (LEO) <EganS@michigan.gov>

Sent: Wednesday, March 24, 2021 9:49 AM

To: Carol, Colleen J. <Colleen.Carol@nlr.gov>

Cc: McBride, Sidney (LEO) <McBrideS2@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>

Subject: BER Union Rights Update

Hi Colleen,

Here is a rough draft outline of a "script," for a recorded webinar style event from BER, I would anticipate something similar from NLRB and we could highlight some of the overlap and differences. As you can see, the focus I'm picturing is essentially premised on 2 workers talking about their desire to form a union and the "ok then, here are the steps," without getting too deep into all the legal mumbo jumbo. I think we can mention that at the outset, that there is a lot of legal mumbo jumbo, without diving into all the particulars.

I'd like to huddle up with you soon to get the next steps moving, Amaya will help us find a time in the next week or two.

The more I thought about presenters, I've been thinking that I would prefer you if you would be interested. I'll explain when we talk.

Sincerely,

Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

YOUR RIGHT TO FORM A UNION AT YOUR WORKPLACE

(Private Sector and Government Workplaces)

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- *Want a Labor Organization to negotiate on behalf of you and your fellow coworkers?*
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- MERC: berinfo@michigan.gov
- NLRB: Detroit 313-226-3200; Grand Rapids 616-456-2596

From: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Sent: Wednesday, March 24, 2021 11:43 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: BER Union Rights Update

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Hi Sean – I'm out the week of 4/4 so if we could try for next week that would be best! Thanks.

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Wednesday, March 24, 2021 9:49 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Cc: McBride, Sidney (LEO) <McBrideS2@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: BER Union Rights Update

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Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

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(Private Sector and Government Workplaces)

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General Questions—

- MERC: berinfo@michigan.gov
- NLRB: Detroit 313-226-3200; Grand Rapids 616-456-2596

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Sent: Monday, March 29, 2021 9:11 AM
To: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Subject: FW: BER Union Rights Update

From: Durkee, Amaya (LEO)
Sent: Monday, March 29, 2021 9:09 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Subject: FW: BER Union Rights Update

Hi Colleen, do you have any availability at any of these times:

- Wednesday March 31 at 10:30 or between 2:30 – 5:00
- Thursday April 1 at 2:00
- Friday April 2 between 10:30 – 1:00

If you need more options just let me know.

Thanks, have a great day!

Amaya Durkee
Senior Executive Management Assistant
Michigan Department of Labor and Economic Opportunity
Cell: 616-522-7772



From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Wednesday, March 24, 2021 9:49 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Cc: McBride, Sidney (LEO) <McBrideS2@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: BER Union Rights Update

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Sean Egan
Labor & Economic Opportunity (LEO)

Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Sent: Thursday, April 1, 2021 10:39 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Subject: FW: Today's call

Sean, it looks like she had an old email for you. I replied all and got an undelivered email. Colleen would like to reschedule today's call.

From: Durkee, Amaya (LEO)
Sent: Thursday, April 1, 2021 10:37 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>; Sean Egan <segan@ibew275.org>
Subject: RE: Today's call

Hi Colleen, of course, that's no problem at all! I'm happy to hear that you can get your vaccine today 😊 It looks like the lunch hour today should work, it works for Sean I just need to double check with Sidney. Or we could do tomorrow at 10:30 or 12:00.

From: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Sent: Thursday, April 1, 2021 10:32 AM
To: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>; Sean Egan <segan@ibew275.org>
Subject: Today's call

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Hi there – I know we have a call scheduled for today, but I have the opportunity to get my covid vaccine at that exact same time. Do you have any availability over lunch today or maybe tomorrow morning? I'm sorry for causing trouble!

Colleen Carol
Resident Officer
NLRB Region 7
Grand Rapids Resident Office
110 Michigan St. NW
Suite 299
Grand Rapids, MI 49503
Phone 616-930-9161

As of January 20, 2020, the NLRB will be converting to an all-electronic document filing system. Please see www.nlrb.gov for more information.

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Thursday, April 1, 2021 10:40 AM
To: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Cc: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Subject: RE: Today's call

No problem

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Sent: Thursday, April 1, 2021 10:39 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
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Resident Officer
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110 Michigan St. NW
Suite 299
Grand Rapids, MI 49503
Phone 616-930-9161

As of January 20, 2020, the NLRB will be converting to an all-electronic document filing system. Please see www.nlrb.gov for more information.

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>

Sent: Tuesday, April 6, 2021 3:37 PM

To: Lewis, Camara (LEO) <LewisC16@michigan.gov>

Subject: Links

Hello!

Can you take a look at this, I'm not sure if this is too much or too little. Let me know if there's anything glaringly absent. I also attached Sean's original topics list.

Amaya Durkee

Senior Executive Management Assistant

Michigan Department of Labor and Economic Opportunity

Cell: 616-522-7772



Workplace Rights Week Possible Topics

Director Videos-Overall, what's going on, shorter

MIOSHA

WDCA

Injury Reporting:

- How do I report?
 - Verbally report it to supervisor, foreman, owner
 - Ask to complete a written report
 - WC-117 Employee's Basic Report of Injury (optional)
- Should my employer report it?
 - Employer should report to Insurance company as injury or if wage-loss on a WC-100 *Employer's Basic Report of Injury*
- How long do I have to report?
- Can I lose my job?
- WC-104 Application for Mediation or Hearing.

Rights & Responsibilities: https://www.michigan.gov/documents/wca/wca_WC-PUB-001_306927_7.pdf

Indemnity (Wage Loss)

- Who pays?
- How is it calculated?
- How much?
- How long?

Medical:

- Who pays?
- When can I see my own doctor?
- Do they cover prescriptions?
- Is there a co-pay?
- Is mileage covered?

Vocational Rehabilitation: https://www.michigan.gov/documents/wca/wca_WC-PUB-003_338165_7.pdf

- Who pays?
- What is VR?
- My doctor says I cannot go back to my regular job...what happens?
- What about retraining?

Dispute Resolution:

- What happens if I receive a Notice of Dispute?
- Application for Mediation or Hearing (WC-104)?

- Do I need a lawyer?
- What is a mediation?
- What is a trial?
 - Jury?
- How long does it take?
- Do I have to settle (redeem)?

Employee vs. Employer: https://www.michigan.gov/documents/wca/wca_WC-PUB-002_431573_7.pdf
https://www.michigan.gov/leo/0,5863,7-336-78421_95508_60874-274438--,00.html

- I received a 1099 am I an employee?
- I got hurt and my employer said I'm not covered under their policy what do I do?
- Application for Mediation or Hearing (WC-104)?

In addition, to the links included above we also have a set of FAQ's geared toward employees https://www.michigan.gov/leo/0,5863,7-336-78421_95508_79556_79557---,00.html. We have also put together some suggested postings https://www.michigan.gov/documents/wca/wca_WC-PUB-005_338119_7.pdf and https://www.michigan.gov/documents/wca/wca_WC-PUB-006_338137_7.pdf.

Wage & Hour

Work permit for Youth employment
 Types of work minors can perform
 How to file a complaint
 What is Michigan current minimum wage
 What is PMLA?

BER

1. Workers' Right to Organize—Public and Private Sector (Election Process)
2. Workers' Right to Bargain Collectively – Public and Private Sector (Election Process)
3. Duty of Fair Representation (Worker & Union Roles)
4. ULP's
5. Protected Concerted Activity

1. **MI Workers' Right to Organize** (*Public and Private Sector*)
2. **MI Workers' Right to Bargain Collectively** (*Public and Private Sector*)
3. **MI Workers' Right to Engage in Certain Protected Activity in the Workplace** (*Public and Private Sector*)

Payroll Fraud and Misclassification

Topics/Links

MIOSHA:

- Protection on the Job: [Michigan Safety and Health Protection on the Job](#)

Injury Reporting:

- Report immediately. Medical benefits should be provided from the day of injury. Fillable form: [WC-117 \(8/19\) - Employee's Report of Claim \(fill-in form\) \(michigan.gov\)](#)
- The employer must fill report the injury whenever there is disability exceeding seven consecutive days: [WC-100 \(12/20\) - Employer's Basic Report of Injury \(fill-in form\) \(michigan.gov\)](#)
- If your claim is disputed you may need to file an application for Mediation or Hearing: [WC-104A \(8/19\) - Application for Mediation or Hearing \(fill-in form\) \(michigan.gov\)](#)
- Summary and additional information: [Summary of Your Rights and Responsibilities under Workers' Compensation \(PUB-001\) \(michigan.gov\)](#)

Rights & Responsibilities:

- Compensation is provided for disability as a result of a work-related injury or disease, without regard to who may be at fault: [Rights and Responsibilities \(michigan.gov\)](#)

Vocational Rehabilitation:

- Injured employees are entitled to vocational rehabilitation services if they are unable to perform the work for which they have been trained: [Vocational Rehabilitation for Injured Employees \(michigan.gov\)](#)
- [wca WC-PUB-006 \(michigan.gov\)](#)
- [Labor and Economic Opportunity - Workers FAQs \(michigan.gov\)](#)

Employer Insurance:

- WDCA requires that employers meet certain criteria: [Labor and Economic Opportunity - Workers' Disability Compensation Insurance Requirements \(michigan.gov\)](#)
- FAQ's : [Labor and Economic Opportunity - Employer Frequently Asked Questions \(michigan.gov\)](#)
- [Employer Insurance Requirements \(michigan.gov\)](#)

Wage & Hour:

- Minimum Wage and Overtime: [Labor and Economic Opportunity - Minimum Wage & Overtime \(michigan.gov\)](#)
 - General Requirements: [Microsoft Word - whd9904 MW posting Required single page pa337 covid19 version \(michigan.gov\)](#)
- Youth Employment: [Labor and Economic Opportunity - Youth Employment Standards Act \(YESA\) \(michigan.gov\)](#)
 - Youth Employment Standards Act: [Michigan Legislature - Act 90 of 1978](#)
 - Filing a claim: [Labor and Economic Opportunity - Online Employment Wage Complaint Form \(michigan.gov\)](#)
 - Work Permits under 16-years of age: [CA-6 Work Permit \(michigan.gov\)](#)
 - Work Permits 16- to 17-years of age: [CA-7 Work Permit \(michigan.gov\)](#)
 - FAQ's: [Youth Employment Standards Act \(YESA\) FAQs \(michigan.gov\)](#)
- PMLA: [Michigan Legislature - Act 338 of 2018](#)
 - Summary: [Paid Medical Leave Act Poster 644565 7.pdf \(michigan.gov\)](#)
 - FAQ's: [Labor and Economic Opportunity - Paid Medical Leave Act \(PMLA\) FAQs \(michigan.gov\)](#)
- Human Trafficking: [Labor and Economic Opportunity - Human Trafficking Notification \(michigan.gov\)](#)
 - Act 62 of 2016: [Public Act 62 of 2016 The Human Trafficking Notification Act \(mi.gov\)](#)
 - Recognize the red flags and signs: [Approved Act 62 poster English.pub \(michigan.gov\)](#)

Bureau of Employment Relations

- Employment FAQ's: [FAQ_160174_7.pdf \(michigan.gov\)](#)
- Freedom to Work Private Sector: [LMA FTW Poster \(michigan.gov\)](#)
- Freedom to Work Public Sector: [PERA FTW Poster \(michigan.gov\)](#)
- Freedom to Work FAQ's: [RTW FAQs Revision 7.18.18 628070 7.pdf \(michigan.gov\)](#)
- Grievance mediation is a voluntary, informal process at no cost to the parties: [Grievance Mediation Information \(michigan.gov\)](#)
- [Grievance Mediation Request Form \(michigan.gov\)](#)

Additional Resources:

- NLRB: [Front Page | National Labor Relations Board \(nlrb.gov\)](#)
- Association of Labor Relations Agencies: [Association of Labor Relations Agencies \(ALRA\)](#)

Michigan Labor Market Information: [Michigan Labor Market Information \(milmi.org\)](#)

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>

Sent: Monday, April 12, 2021 9:37 AM

To: Egan, Sean (LEO) <EganS@michigan.gov>; Pickelman, Barton (LEO) <pickelmanb@michigan.gov>; Fields, Jennifer (LEO) <fieldsj@michigan.gov>; McBride, Sidney (LEO) <McBrideS2@michigan.gov>; Long, Mark (LEO) <LongM1@michigan.gov>; Nolish, Jack (LEO) <NolishJ2@michigan.gov>

Subject: Workplace Rights Week

Good Morning Team,

Attached is the draft schedule for Workplace Rights Week and a draft Run of Show for the Townhall on the 29th. I will send more information as I get it.

Amaya Durkee

Senior Executive Management Assistant

Michigan Department of Labor and Economic Opportunity

Cell: 616-522-7772



Topics/Links

MIOSHA:

- Protection on the Job: [Michigan Safety and Health Protection on the Job](#)

Injury Reporting:

- Report immediately. Medical benefits should be provided from the day of injury. Fillable form: [WC-117 \(8/19\) - Employee's Report of Claim \(fill-in form\) \(michigan.gov\)](#)
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Townhall with LEO Leadership

April 29, 2021

11am-12pm

- **11:00-11:15** Susan intro and director's updates/highlights
Susan introduces Sean
- **11:15-11:20** Sean's intro, gives a brief run down of who he is, the areas he manages, notes that we'll be highlighting 3 today, and will continue with part 2 of labor in a future townhall, highlights worker's rights week
- **11:20-11:27** Wage and Hour: Jennifer Fields
- **11:27-11:34** MIOSHA: Bart Pickelman
- **11:34-11:41** Workers Disability Compensation: Jack Nolish
- **11:41-11:46** Hold for possible Labor Video
- **11:46-11:51** Susan Closing

From: Egan, Sean (LEO)
Sent: Monday, April 12, 2021 10:20 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Cc: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: Workplace Rights Videos

Hi Colleen,

I've been working with our communications team and the concept of "2 links" based on public and private sector workers is the way we plan to proceed. Our Comms folks would like to get some time scheduled for recording and such, we plan to do it like a virtual webinar which they will record, edit, add links and such, and post on our workplace rights landing page.

Just need to know who will be doing this for the NLRB so we can get to scheduling and such.

Thanks so much for your help with all of this!

Sincerely,

Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Molenda, Daniel <Daniel.Molenda@nlrb.gov>

Sent: Tuesday, April 13, 2021 10:52 AM

To: Egan, Sean (LEO) <EganS@michigan.gov>

Subject: Outreach for BER

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Sean,

Colleen has asked me to do the presentation. I wanted to have a brief conversation with you ahead of time.

What would be a good time to call you?

Thanks

Dan

From: Egan, Sean (LEO)
Sent: Tuesday, April 13, 2021 10:55 AM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Cc: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: RE: Outreach for BER

Hi Dan,

Amaya will help me find a time, did Colleen share the concept piece with you?

Sean

From: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Sent: Tuesday, April 13, 2021 10:52 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: Outreach for BER

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Sean,

Colleen has asked me to do the presentation. I wanted to have a brief conversation with you ahead of time.

What would be a good time to call you?

Thanks
Dan

From: Molenda, Daniel <Daniel.Molenda@nrb.gov>
Sent: Tuesday, April 13, 2021 11:10 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Outreach for BER

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Sean
Colleen gave me a rough overview and shared the emails that you had exchanged with her – including the outline.

Dan

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Tuesday, April 13, 2021 10:55 AM
To: Molenda, Daniel <Daniel.Molenda@nrb.gov>
Cc: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: RE: Outreach for BER

Hi Dan,

Amaya will help me find a time, did Colleen share the concept piece with you?

Sean

From: Molenda, Daniel <Daniel.Molenda@nrb.gov>
Sent: Tuesday, April 13, 2021 10:52 AM
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Subject: Outreach for BER

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Sean,

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What would be a good time to call you?

Thanks

Dan

From: Egan, Sean (LEO)
Sent: Tuesday, April 13, 2021 3:06 PM
To: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>; Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: RE: Union Video Recording

The overall premise of what we'll be laying out is:

2 people are in their workplace, one says to the other "I think we need a Union," the other says "I agree, so how do we do that..."

Then we jump in with the attached outline.

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Sent: Tuesday, April 13, 2021 2:44 PM
To: Snyder, Michael (LEO) <SnyderM9@michigan.gov>; Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: RE: Union Video Recording

Hi Mike,

First I'll talk to Dan and see if maybe he can be available sooner than Monday. I'll also start working on getting a script together. Stay tuned!

From: Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Sent: Tuesday, April 13, 2021 2:37 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: Union Video Recording

Hey Amaya and Sean,

So this recording is definitely later than we were planning on. So do you have your talking points or a script for the recording that Jeanette and I could use to start figuring out the animation stuff?

Thanks!

Mike

YOUR RIGHT TO FORM A UNION AT YOUR WORKPLACE

(Private Sector and Government Workplaces)

- *Want to Be Represented by a Union at your Workplace?*
- *Want a Labor Organization to negotiate on behalf of you and your fellow coworkers?*
- If so, it can happen in 4 easy steps—**Select... Signup... File... and Vote.**

1. **SELECT** a labor representative, either:
 - a. (a) form an independent labor association, or
 - b. (b) pick an established union.
2. **SIGN-UP** several of coworkers who also agree to be represented by a union. See #7.
3. **FILE** a Representation Petition with MERC (public sector) or NLRB (private sector)
4. The filed Petition must be supported by a written “*Show of Interest*” where you and several of your coworkers indicate their support of having a workplace Union.
5. A “*Show of Interest*” is a written document (or series of documents) that minimally has the following details:
 - a. A short statement that undersigned employees wish to be exclusively represented by a specific labor organization or labor union.
 - b. Supporting signatures of at least 30% of the total employees in the proposed workplace bargaining unit.
6. Once MERC or NLRB receives the petition and show of interest, the agency will process the petition.
7. If all parties (Employer and Union) can agree, an election will be scheduled. (If no agreement, a hearing is held to determine if the agency will order an election).
8. The Agency conducts the election by mail or in-person (or electronically (NLRB only)).
9. All of the employees in the proposed bargaining unit will be eligible to vote.
10. The **VOTE** will consist of a ballot with 2 choices—“Union’s Name” vs “No Union”.
11. Based on the total valid ballots received, the majority outcome wins. *Note: a tie means No Union.*
12. Assuming no valid objections exist, the Agency will certify the winning Union as the exclusive bargaining representative, and contract negotiations will begin shortly thereafter.
13. Other particulars apply regarding the NLRB vs MERC:
 - a. Public sector employees filing (excluding Federal) -- MERC—Yes; NLRB—No
 - b. Private Sector employees filing—MERC—No; NLRB-- Yes
 - c. Supervisors forming Unions—MERC—Yes; NLRB—No
 - d. More details & Filing Link for MERC-- link
 - e. More details & Filing link for NLRB—link

General Questions—

- MERC: berinfo@michigan.gov
- NLRB: Detroit 313-226-3200; Grand Rapids 616-456-2596

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Wednesday, April 14, 2021 1:42 PM
To: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Subject: RE: Right to Form a Union-- conceptual language draft.

Hi Sidney and Denise,

We are continuing to move forward on this concept and I believe we are going with a “2 link,” outline on the landing page. One will be a link for “Michigan Public Sector Workers,” and one will be for “Michigan Private Sector Workers” which the NLRB has agreed to do.

Using the outline you created, I put together an overview of my talking points. Can you please review this and make sure nothing jumps out at you as off base or incorrect. I will not be “reading,” from this script but will generally follow it.

We are planning on recording on Monday, so as soon as you can. Overall shooting for around 10 minutes or so.

Thanks,

Sean

From: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Sent: Monday, February 22, 2021 10:06 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Subject: RE: Right to Form a Union-- conceptual language draft.

Sean—

Here’s an updated attachment of the information below (minus the NLRB website info).

Thanx...Sidney

From: McBride, Sidney (LEO)
Sent: Thursday, February 18, 2021 2:48 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Subject: RE: Right to Form a Union-- conceptual language draft.

2-18-2021

Below is the conceptual language we’ve pulled together. After your input and revisions, we can follow-up with the NLRB rep before creating a document or short PPT for placement on the LEO website.

Below is the language currently appearing on the NLRB website. Also we will update with the proper NLRB web links and emails once we have our joint discussion.

YOUR RIGHT TO FORM A UNION AT YOUR WORKPLACE (Private Sector and Government Workplaces)

1. Want to Be Represented by a Union at yo2-18-202ur Workplace?
2. Want a Labor Organization to negotiate on behalf of you and your fellow coworkers?
3. If so, it can happen in 4 easy steps—**Select... Signup... File... and Vote.**

4. **SELECT** a labor representative, either: (a) form an independent labor association or (b) pick an established union.
5. **SIGN-UP** several of your fellow workers who also agree to be represented by a union. See #7.
6. **FILE** a completed Representation Petition with MERC (public sector) or NLRB (private sector)
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8. A “ Show of Interest” is a written document (or series of documents) that minimally has the following:
 - a. A short statement that undersigned employees wish to be exclusively represented by a specific labor organization or union.
 - b. Supporting signatures of at least 30% of the total employees in the proposed workplace bargaining unit.
9. Once MERC or NLRB receives the petition and show of interest, the agency will process the petition.
10. If all parties (Employer and Union) can agree, an election will be scheduled. (If not, a hearing is held to determine if an election will be held).
11. The Agency conducts the election either by mail or in-person (or even electronically by NLRB only)
12. All of the employees in the proposed bargaining unit will be eligible to vote.
13. The **VOTE** will consist of a ballot with 2 choices—(a) Union’s Name vs (b) No Union.
14. Based on the total valid ballots submitted, the majority outcome wins. *Note: a tie means No Union.*
15. Assuming no valid objections exist, the agency (MERC or NLRB) will certify the winning Union as the exclusive bargaining representative, and contract negotiations will begin shortly thereafter.
16. Other particulars apply under the NLRB vs MERC:
 - a. Public sector employees (excluding Federal)-- MERC—Yes; NLRB—No
 - b. Private Sector employees—MERC—No; NLRB-- Yes
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17. General Questions—
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This is from the NLRB website--

Your Right to Form a Union (from NLRB website)

Not represented by a union, but want to be?

If a majority of workers wants to form a union, they can select a union in one of two ways: If at least 30% of workers sign cards or a petition saying they want a union, the NLRB will conduct an election. If a majority of those who vote choose the union, the NLRB will certify the union as your representative for collective bargaining. An election is not the only way a union can become your representative. Your employer may voluntarily recognize a union based on evidence - typically signed union-authorization cards - that a majority of employees want it to represent them. Once a union has been certified or recognized, the employer is required to bargain over your terms and conditions of employment with your union representative. Special rules apply in the construction industry.

Michigan Bureau of Employment Relations
Forming a Union in the Public Sector-Election Procedures

Michigan [Public Employment Relations Act](#)-

"Public employee" means an individual holding a position by appointment or employment in the government of this state, in the government of 1 or more of the political subdivisions of this state, in the public school service, in a public or special district, in the service of an authority, commission, or board, or in any other branch of the public service, subject to the following exceptions...

Protects the right to form a Union, the process, as well as the obligations once a Union is formed. This includes the requirement by the employer to negotiate in good faith over wages, hours, and other conditions of employment.

No "minimum" size, as long as 2 or more employees may be possible.

Definitions:

Collective Bargaining-aka, negotiating an employment agreement on behalf of a "group," of employees (e.g., collective) generally within certain job classifications.

Bargaining Representative-(a) "Bargaining representative" means a labor organization recognized by an employer or certified by the commission as the sole and exclusive bargaining representative of certain employees of the employer. [the Union chosen by the employees to represent them in negotiations.]

Bargaining Unit-"group" of workers proposed to be covered by a negotiated agreement. Supervisors can have their own but would not be included in nor vote regarding non-management employees.

Steps-

Employee Rights

The law protects employees rights to form Unions and prohibits the employer from discriminating, retaliating, or interfering illegally in the exercise of these rights.

Select the Representative

Generally a Union that represents workers in a particular type of work or industry.

The Bureau does not endorse any particular Union nor provide recommendations, employees generally find this through online resources, other similar workplaces or otherwise. This decision is up to the employees.

Generally, the Union selected will work with employees through the remainder of the process we are outlining.

Petition for Election

The process is based on democracy, and majority rules, that we are familiar with in any type of election. Employees interested seek additional employees within the sought after unit.

When appropriate, the employees (generally through their chosen Union) file an [RC petition](#) or a Certification of Representative with the Michigan Employment Relations Commission (MERC) for an election. Requirements to file a petition:

Showing of Interest-The Union or employees must submit written document (or multiple documents) that include:

- a. A short statement that the undersigned employees wish to be exclusively represented by a specific Union or labor organization;
- b. Includes the signatures of at least 30% of the total employees in the proposed unit (these are usually "authorization cards," but can be any type of document).

Once filed, MERC will process the petition. If all parties agree to the unit, and scope of the petition, an election will be scheduled.

Election

Elections are done either in-person or by mail. The parties will often include a preference. A number of items are considered by MERC regarding the type of election that will be held.

All non-management employees in the proposed unit will be eligible to vote.

The ballot includes 2 choices, 1 being the "Union's Name," and one being "No Union."

Upon closing, MERC counts the votes cast (which may not be all eligible employees) and the majority wins (tie goes to no-union).

Post-Election

Sometimes certain objections to the election may be filed by either party, however, assuming no valid objections, MERC will certify the election result.

If electing a Union, and the election is certified, negotiations for a contract will generally begin shortly thereafter in accordance with the selected Union's processes.

Negotiations

Once a Union is certified, the employer is legally obligated to negotiate in good faith over wages, hours, and other conditions of employment. PERA includes processes and procedures include mediation and other dispute resolution processes for public employees.

Closing

These rights and responsibilities for working Michiganders have been in place for a long time. There is a long history of case law and decisions regarding these rights. Please check our "[Guide to Public Sector Labor Relations Law in Michigan](#)," for further information.

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Wil do. We will also clarify a few links used in the web document previously sent.

Sidney

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 - a. A short statement that undersigned employees wish to be exclusively represented by a specific labor organization or union.
 - b. Supporting signatures of at least 30% of the total employees in the proposed workplace bargaining unit.
9. Once MERC or NLRB receives the petition and show of interest, the agency will process the petition.
10. If all parties (Employer and Union) can agree, an election will be scheduled. (If not, a hearing is held to determine if an election will be held).
11. The Agency conducts the election either by mail or in-person (or even electronically by NLRB only)
12. All of the employees in the proposed bargaining unit will be eligible to vote.
13. The **VOTE** will consist of a ballot with 2 choices—(a) Union’s Name vs (b) No Union.
14. Based on the total valid ballots submitted, the majority outcome wins. *Note: a tie means No Union.*
15. Assuming no valid objections exist, the agency (MERC or NLRB) will certify the winning Union as the exclusive bargaining representative, and contract negotiations will begin shortly thereafter.
16. Other particulars apply under the NLRB vs MERC:
 - a. Public sector employees (excluding Federal)-- MERC—Yes; NLRB—No
 - b. Private Sector employees—MERC—No; NLRB-- Yes
 - c. Supervisors forming Unions—MERC—Yes ; NLRB—No
 - d. More details & Filing Link for MERC-- link
 - e. More details & Filing link for NLRB-- link
17. General Questions—
 - MERC: berinfo@michigan.gov
 - NLRB: Detroit 313-226-3200; Grand Rapids 616-456-2596

This is from the NLRB website--

Your Right to Form a Union (from NLRB website)

Not represented by a union, but want to be?

If a majority of workers wants to form a union, they can select a union in one of two ways: If at least 30% of workers sign cards or a petition saying they want a union, the NLRB will conduct an election. If a majority of those who vote choose the union, the NLRB will certify the union as your representative for collective bargaining. An election is not the only way a union can become your representative. Your employer may voluntarily recognize a union based on evidence - typically signed union-authorization cards - that a majority of employees want it to represent them. Once a union has been certified or recognized, the employer is required to bargain over your terms and conditions of employment with your union representative. Special rules apply in the construction industry.

From: Egan, Sean (LEO)

Sent: Wednesday, April 14, 2021 2:08 PM

To: Rico, Jeanette (LEO) <RicoJ@michigan.gov>; Snyder, Michael (LEO) <SnyderM9@michigan.gov>

Cc: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>

Subject: Sean's Talking Points

Hi Michael and Jeeeeaaaaannnnneeeetttee,

Attached is my sort of "script," essentially my talking points. Obviously I won't just read from this but this will be the major topics I'll be talking through. I have this over to MERC right now to ensure I'm not way off base. They want this to come from LEO, and not MERC, so any headings and such should just be ours.

Hopefully this helps for graphics and such, happy to discuss and quite available today if you would like to connect.

I believe the NLRB person will have some slides to share that you may be able to use. I think you should focus the cool stuff on ours as I'm not sure if we would need some type of approval for theirs (other than of course throwing some links and such on theirs).

Sincerely,

Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

Michigan Bureau of Employment Relations
Forming a Union in the Public Sector-Election Procedures

Michigan [Public Employment Relations Act](#)-

"Public employee" means an individual holding a position by appointment or employment in the government of this state, in the government of 1 or more of the political subdivisions of this state, in the public school service, in a public or special district, in the service of an authority, commission, or board, or in any other branch of the public service, subject to the following exceptions...

Protects the right to form a Union, the process, as well as the obligations once a Union is formed. This includes the requirement by the employer to negotiate in good faith over wages, hours, and other conditions of employment.

No "minimum" size, as long as 2 or more employees may be possible.

Definitions:

Collective Bargaining-aka, negotiating an employment agreement on behalf of a "group," of employees (e.g., collective) generally within certain job classifications.

Bargaining Representative-(a) "Bargaining representative" means a labor organization recognized by an employer or certified by the commission as the sole and exclusive bargaining representative of certain employees of the employer. [the Union chosen by the employees to represent them in negotiations.]

Bargaining Unit-"group" of workers proposed to be covered by a negotiated agreement. Supervisors can have their own but would not be included in nor vote regarding non-management employees.

Steps-

Employee Rights

The law protects employees rights to form Unions and prohibits the employer from discriminating, retaliating, or interfering illegally in the exercise of these rights.

Select the Representative

Generally a Union that represents workers in a particular type of work or industry.

The Bureau does not endorse any particular Union nor provide recommendations, employees generally find this through online resources, other similar workplaces or otherwise. This decision is up to the employees.

Generally, the Union selected will work with employees through the remainder of the process we are outlining.

Petition for Election

The process is based on democracy, and majority rules, that we are familiar with in any type of election. Employees interested seek additional employees within the sought after unit.

When appropriate, the employees (generally through their chosen Union) file an [RC petition](#) or a Certification of Representative with the Michigan Employment Relations Commission (MERC) for an election. Requirements to file a petition:

Showing of Interest-The Union or employees must submit written document (or multiple documents) that include:

- a. A short statement that the undersigned employees wish to be exclusively represented by a specific Union or labor organization;
- b. Includes the signatures of at least 30% of the total employees in the proposed unit (these are usually "authorization cards," but can be any type of document).

Once filed, MERC will process the petition. If all parties agree to the unit, and scope of the petition, an election will be scheduled.

Election

Elections are done either in-person or by mail. The parties will often include a preference. A number of items are considered by MERC regarding the type of election that will be held.

All non-management employees in the proposed unit will be eligible to vote.

The ballot includes 2 choices, 1 being the "Union's Name," and one being "No Union."

Upon closing, MERC counts the votes cast (which may not be all eligible employees) and the majority wins (tie goes to no-union).

Post-Election

Sometimes certain objections to the election may be filed by either party, however, assuming no valid objections, MERC will certify the election result.

If electing a Union, and the election is certified, negotiations for a contract will generally begin shortly thereafter in accordance with the selected Union's processes.

Negotiations

Once a Union is certified, the employer is legally obligated to negotiate in good faith over wages, hours, and other conditions of employment. PERA includes processes and procedures include mediation and other dispute resolution processes for public employees.

Closing

These rights and responsibilities for working Michiganders have been in place for a long time. There is a long history of case law and decisions regarding these rights. Please check our "[Guide to Public Sector Labor Relations Law in Michigan](#)," for further information.

From: McBride, Sidney (LEO)

Sent: Wednesday, April 14, 2021 2:21 PM

To: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>

Subject: Sean's Forming a Union Talking Points

Take a look at the revisions

Michigan Bureau of Employment Relations
Forming a Union in the Public Sector-Election Procedures

Michigan [Public Employment Relations Act](#)-

"Public employee" means an individual holding a position by appointment or employment in the government of this state, in the government of 1 or more of the political subdivisions of this state, in the public school service, in a public or special district, in the service of an authority, commission, or board, or in any other branch of the public service, subject to the a few exceptions **such as Federal employees and State of Michigan employees.** Protects the right to form a Union, the process, as well as the obligations once a Union is formed. This includes the requirement by the employer to negotiate in good faith over wages, hours, and other conditions of employment.

No "minimum" size **for a bargaining unit, as long as there are at least 2 employees in any unit.**

Definitions:

Collective Bargaining-aka, negotiating an employment agreement on behalf of a "group," of employees (e.g., collective) generally within certain job classifications.

Bargaining Representative-(a) "Bargaining representative" means a labor organization recognized by an employer or certified by the commission as the sole and exclusive bargaining representative of certain employees of the employer. [the Union chosen by the employees to represent them in negotiations.]

Bargaining Unit-"group" of workers proposed to be covered by a negotiated agreement. Supervisors and **managers** can form their own separate bargaining unit ~~Union~~, but will not be included along with ~~non-vote~~ regarding non-**supervisory** employees.

Steps-

Employee Rights

The law protects employees' rights to form Unions and prohibits the employer from discriminating, retaliating, or interfering illegally in the exercise of these rights.

Select the Representative

Generally a Union that represents workers in a particular type of work or industry.

The Bureau and MERC do not endorse any particular Union nor provide recommendations, employees generally find this through online resources, other similar workplaces or otherwise. This decision is up to the employees.

Generally, the Union selected will work with employees throughout the remainder of the process we are outlining.

Petition for Election

The process is based on democracy, and majority rules, that we are familiar with in any type of election. Employees interested seek additional employees within the sought after unit.

When appropriate, the employees (generally through their chosen Union) file an [RC petition](#) or a Certification of Representative with the Michigan Employment Relations Commission (MERC) for an election. Requirements to file a petition:

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- a. A short statement that the undersigned employees wish to be exclusively represented by a specific Union or labor organization;
- b. Includes the **names with signatures** of at least 30% of the total employees in the proposed unit (these are usually "authorization cards," but can be any type of document).

Once filed, MERC will process the RC petition. If all parties (union and employer) agree to the **described** unit, and scope of the petition, an election will be scheduled and **conducted by MERC.**

Election

MERC Elections are conducted mostly **by mail but also** in-person. ~~The parties will often include a preference.~~ A number of items are considered by MERC **in deciding** the type of election that will be held.

All ~~non-management~~ employees in the proposed unit will be eligible to vote.

A secret ballot is used which includes 2 choices, 1 being the "Union's Name," and one being "No Union."

Upon closing, MERC counts the ballots cast (disregarding any invalid and “spoiled” ballots) and the majority choice wins (tie goes to no-union).

Post-Election

Within a short period after the count, certain objections to the election may be filed by either party, however, assuming no valid objections, MERC will certify the election result.

If a Union is elected and certified by MERC, negotiations for a new contract will generally begin shortly thereafter in accordance with the selected Union’s processes.

Contract Negotiations

Once a Union is certified, the employer is legally obligated to negotiate in good faith over wages, working hours, and other mandatory terms and conditions of employment. PERA includes processes and procedures include mediation and other dispute resolution processes for public employees.

Closing

These rights and responsibilities for working Michiganders have been in place for a long time. There is a long history of case law and decisions regarding these rights. Please check our [“Guide to Public Sector Labor Relations Law in Michigan,”](#) for further information.

From: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Sent: Wednesday, April 14, 2021 2:38 PM
To: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Subject: RE: Sean's Forming a Union Talking Points

Look at my suggestions if you like them you can keep them otherwise it looks good.

From: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Sent: Wednesday, April 14, 2021 2:21 PM
To: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Subject: Sean's Forming a Union Talking Points

Take a look at the revisions

Michigan Bureau of Employment Relations
Forming a Union in the Public Sector-Election Procedures

Michigan [Public Employment Relations Act](#)-

"Public employee" means an individual holding a position by appointment or employment in the government of this state, in the government of 1 or more of the political subdivisions of this state, in the public school service, in a public or special district, in the service of an authority, commission, or board, or in any other branch of the public service, subject to the a few exceptions **such as Federal employees and State of Michigan employees.** **(Private sector employees)**

Protects the right to form a Union, the process, as well as the obligations once a Union is formed. This includes the requirement by the employer to negotiate in good faith over wages, hours, and other conditions of employment.

No "minimum" size **for a bargaining unit, as long as there are at least 2 employees in any unit.**

Definitions:

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Bargaining Unit-"group" of workers proposed to be covered by a negotiated agreement. Supervisors and **managers** can form their own separate bargaining unit ~~Union~~, but will not be included along with ~~non-vote~~ ~~regarding~~ non-**supervisory** employees.

Steps-

Employee Rights

The law protects employees' rights to form Unions and prohibits the employer from discriminating, retaliating, or interfering illegally in the exercise of these rights.

Select the Representative

Generally a Union that represents workers in a particular type of work or industry.

The Bureau and MERC do not endorse any particular Union nor provide recommendations, employees generally find this through online resources, other similar workplaces or otherwise. This decision is up to the employees.

Generally, the Union selected will work with employees through**out** the remainder of the process we are outlining.

Petition for Election

The process is based on democracy, and majority rules, that we are familiar with in any type of election. Employees interested seek additional employees within the sought after unit.

When appropriate, the employees (generally through their chosen Union) file an [RC petition](#) or a Certification of Representative with the Michigan Employment Relations Commission (MERC) for an election. Requirements to file a petition:

Showing of Interest-The Union or employees must submit written document (or multiple documents) that include:

- a. A short statement that the undersigned employees wish to be exclusively represented by a specific Union or labor organization;
- b. Includes the **names with signatures** of at least 30% of the total employees in the proposed unit (these are usually "authorization cards," but can be any type of document).

Once filed, MERC will process the RC petition. If all parties (union and employer) agree to the **described** unit, and scope of the petition, an election will be scheduled and **conducted by MERC.**

Election

MERC Elections are conducted mostly **by mail but also** in-person. ~~The parties will often include a preference.~~ A number of items are considered by MERC **in deciding** the type of election that will be held.

All ~~non-management~~ employees in the proposed unit will be eligible to vote based on an agreed upon eligibility date.

A secret ballot is used which includes 2 or more choices, 1 being the "Union's Name(s)," and one being "No Union."

Upon closing, MERC counts the ballots cast (disregarding any invalid and "spoiled" ballots) and the majority choice wins (tie goes to no-union).

Post-Election

Within a short period after the count, certain objections to the election may be filed by either party, however, assuming no valid objections, MERC will certify the election result.

If a Union is elected and certified by MERC, negotiations for a new contract will generally begin shortly thereafter in accordance with the selected Union's processes.

Contract Negotiations

Once a Union is certified, the employer is legally obligated to negotiate in good faith over wages, working hours, and other mandatory terms and conditions of employment. PERA includes processes and procedures include mediation and other dispute resolution processes for public employees.

Closing

These rights and responsibilities for working Michiganders have been in place for a long time. There is a long history of case law and decisions regarding these rights. Please check our ["Guide to Public Sector Labor Relations Law in Michigan,"](#) for further information.

From: McBride, Sidney (LEO)
Sent: Wednesday, April 14, 2021 2:38 PM
To: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: FW: Links

We will be updating some on the documents obtained at a few of the BER links.

Also a few links I may suggest need to be replaced or deleted altogether.

From: McBride, Sidney (LEO)
Sent: Wednesday, April 7, 2021 1:49 PM
To: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>; Strassberg, Robert (LEO) <strassbergr@michigan.gov>
Subject: FW: Links

Can you check these links regarding to MERC to see if the landing places are correct.

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Sent: Wednesday, April 7, 2021 1:01 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Subject: FW: Links

From: Durkee, Amaya (LEO)
Sent: Tuesday, April 6, 2021 3:37 PM
To: Lewis, Camara (LEO) <LewisC16@michigan.gov>
Subject: Links

Hello!

Can you take a look at this, I'm not sure if this is too much or too little. Let me know if there's anything glaringly absent. I also attached Sean's original topics list.

Amaya Durkee
Senior Executive Management Assistant
Michigan Department of Labor and Economic Opportunity
Cell: 616-522-7772



Workplace Rights Week Possible Topics

Director Videos-Overall, what's going on, shorter

MIOSHA

WDCA

Injury Reporting:

- How do I report?
 - Verbally report it to supervisor, foreman, owner
 - Ask to complete a written report
 - WC-117 Employee's Basic Report of Injury (optional)
- Should my employer report it?
 - Employer should report to Insurance company as injury or if wage-loss on a WC-100 *Employer's Basic Report of Injury*
- How long do I have to report?
- Can I lose my job?
- WC-104 Application for Mediation or Hearing.

Rights & Responsibilities: https://www.michigan.gov/documents/wca/wca_WC-PUB-001_306927_7.pdf

Indemnity (Wage Loss)

- Who pays?
- How is it calculated?
- How much?
- How long?

Medical:

- Who pays?
- When can I see my own doctor?
- Do they cover prescriptions?
- Is there a co-pay?
- Is mileage covered?

Vocational Rehabilitation: https://www.michigan.gov/documents/wca/wca_WC-PUB-003_338165_7.pdf

- Who pays?
- What is VR?
- My doctor says I cannot go back to my regular job...what happens?
- What about retraining?

Dispute Resolution:

- What happens if I receive a Notice of Dispute?
- Application for Mediation or Hearing (WC-104)?

- Do I need a lawyer?
- What is a mediation?
- What is a trial?
 - Jury?
- How long does it take?
- Do I have to settle (redeem)?

Employee vs. Employer: https://www.michigan.gov/documents/wca/wca_WC-PUB-002_431573_7.pdf
https://www.michigan.gov/leo/0,5863,7-336-78421_95508_60874-274438--,00.html

- I received a 1099 am I an employee?
- I got hurt and my employer said I'm not covered under their policy what do I do?
- Application for Mediation or Hearing (WC-104)?

In addition, to the links included above we also have a set of FAQ's geared toward employees https://www.michigan.gov/leo/0,5863,7-336-78421_95508_79556_79557---,00.html. We have also put together some suggested postings https://www.michigan.gov/documents/wca/wca_WC-PUB-005_338119_7.pdf and https://www.michigan.gov/documents/wca/wca_WC-PUB-006_338137_7.pdf.

Wage & Hour

Work permit for Youth employment
 Types of work minors can perform
 How to file a complaint
 What is Michigan current minimum wage
 What is PMLA?

BER

1. Workers' Right to Organize—Public and Private Sector (Election Process)
2. Workers' Right to Bargain Collectively – Public and Private Sector (Election Process)
3. Duty of Fair Representation (Worker & Union Roles)
4. ULP's
5. Protected Concerted Activity

1. **MI Workers' Right to Organize** (*Public and Private Sector*)
2. **MI Workers' Right to Bargain Collectively** (*Public and Private Sector*)
3. **MI Workers' Right to Engage in Certain Protected Activity in the Workplace** (*Public and Private Sector*)

Payroll Fraud and Misclassification

Topics/Links

MIOSHA:

- Protection on the Job: [Michigan Safety and Health Protection on the Job](#)

Injury Reporting:

- Report immediately. Medical benefits should be provided from the day of injury. Fillable form: [WC-117 \(8/19\) - Employee's Report of Claim \(fill-in form\) \(michigan.gov\)](#)
- The employer must fill report the injury whenever there is disability exceeding seven consecutive days: [WC-100 \(12/20\) - Employer's Basic Report of Injury \(fill-in form\) \(michigan.gov\)](#)
- If your claim is disputed you may need to file an application for Mediation or Hearing: [WC-104A \(8/19\) - Application for Mediation or Hearing \(fill-in form\) \(michigan.gov\)](#)
- Summary and additional information: [Summary of Your Rights and Responsibilities under Workers' Compensation \(PUB-001\) \(michigan.gov\)](#)

Rights & Responsibilities:

- Compensation is provided for disability as a result of a work-related injury or disease, without regard to who may be at fault: [Rights and Responsibilities \(michigan.gov\)](#)

Vocational Rehabilitation:

- Injured employees are entitled to vocational rehabilitation services if they are unable to perform the work for which they have been trained: [Vocational Rehabilitation for Injured Employees \(michigan.gov\)](#)
- [wca WC-PUB-006 \(michigan.gov\)](#)
- [Labor and Economic Opportunity - Workers FAQs \(michigan.gov\)](#)

Employer Insurance:

- WDCA requires that employers meet certain criteria: [Labor and Economic Opportunity - Workers' Disability Compensation Insurance Requirements \(michigan.gov\)](#)
- FAQ's : [Labor and Economic Opportunity - Employer Frequently Asked Questions \(michigan.gov\)](#)
- [Employer Insurance Requirements \(michigan.gov\)](#)

Wage & Hour:

- Minimum Wage and Overtime: [Labor and Economic Opportunity - Minimum Wage & Overtime \(michigan.gov\)](#)
 - General Requirements: [Microsoft Word - whd9904 MW posting Required single page pa337 covid19 version \(michigan.gov\)](#)
- Youth Employment: [Labor and Economic Opportunity - Youth Employment Standards Act \(YESA\) \(michigan.gov\)](#)
 - Youth Employment Standards Act: [Michigan Legislature - Act 90 of 1978](#)
 - Filing a claim: [Labor and Economic Opportunity - Online Employment Wage Complaint Form \(michigan.gov\)](#)
 - Work Permits under 16-years of age: [CA-6 Work Permit \(michigan.gov\)](#)
 - Work Permits 16- to 17-years of age: [CA-7 Work Permit \(michigan.gov\)](#)
 - FAQ's: [Youth Employment Standards Act \(YESA\) FAQs \(michigan.gov\)](#)
- PMLA: [Michigan Legislature - Act 338 of 2018](#)
 - Summary: [Paid Medical Leave Act Poster 644565 7.pdf \(michigan.gov\)](#)
 - FAQ's: [Labor and Economic Opportunity - Paid Medical Leave Act \(PMLA\) FAQs \(michigan.gov\)](#)
- Human Trafficking: [Labor and Economic Opportunity - Human Trafficking Notification \(michigan.gov\)](#)
 - Act 62 of 2016: [Public Act 62 of 2016 The Human Trafficking Notification Act \(mi.gov\)](#)
 - Recognize the red flags and signs: [Approved Act 62 poster English.pub \(michigan.gov\)](#)

Bureau of Employment Relations

- Employment FAQ's: [FAQ_160174_7.pdf \(michigan.gov\)](#)
- Freedom to Work Private Sector: [LMA FTW Poster \(michigan.gov\)](#)
- Freedom to Work Public Sector: [PERA FTW Poster \(michigan.gov\)](#)
- Freedom to Work FAQ's: [RTW FAQs Revision 7.18.18 628070 7.pdf \(michigan.gov\)](#)
- Grievance mediation is a voluntary, informal process at no cost to the parties: [Grievance Mediation Information \(michigan.gov\)](#)
- [Grievance Mediation Request Form \(michigan.gov\)](#)

Additional Resources:

- NLRB: [Front Page | National Labor Relations Board \(nlrb.gov\)](#)
- Association of Labor Relations Agencies: [Association of Labor Relations Agencies \(ALRA\)](#)
- Michigan Labor Market Information: [Michigan Labor Market Information \(milmi.org\)](#)

From: McBride, Sidney (LEO)
Sent: Wednesday, April 14, 2021 3:13 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Union Video Recording

Here are some now—

Yes—what time is the recording?

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Wednesday, April 14, 2021 3:11 PM
To: McBride, Sidney (LEO) <McBrideS2@michigan.gov>
Subject: Fwd: Union Video Recording

Would you be available to sit in on this tomorrow? I want to make corrections on the fly if necessary.

And btw, we moved up recording to tomorrow 😊

If not, no problem.

Sincerely,

Sean Egan

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Sent: Wednesday, April 14, 2021 3:00:13 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>; Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: RE: Union Video Recording

Let's shoot for recording this tomorrow then if possible. I'll put a hold for tomorrow. Mike, it looks like tomorrow at 12:15 should work, just let me know if that's not the case.

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Wednesday, April 14, 2021 2:31 PM
To: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>; Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: RE: Union Video Recording

Happy to schedule mine separate since we are doing the "2 link," concept.

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Sent: Wednesday, April 14, 2021 2:25 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>; Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: RE: Union Video Recording

Hi Mike, Just an FYI that I can't move this recording up. Dan has a conflict and is waiting on a few more pieces before he can begin recording.

Can we keep it for Monday?

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Tuesday, April 13, 2021 3:06 PM
To: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>; Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: RE: Union Video Recording

The overall premise of what we'll be laying out is:

2 people are in their workplace, one says to the other "I think we need a Union," the other says "I agree, so how do we do that..."

Then we jump in with the attached outline.

From: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Sent: Tuesday, April 13, 2021 2:44 PM
To: Snyder, Michael (LEO) <SnyderM9@michigan.gov>; Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: RE: Union Video Recording

Hi Mike,

First I'll talk to Dan and see if maybe he can be available sooner than Monday. I'll also start working on getting a script together. Stay tuned!

From: Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Sent: Tuesday, April 13, 2021 2:37 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>
Subject: Union Video Recording

Hey Amaya and Sean,

So this recording is definitely later than we were planning on. So do you have your talking points or a script for the recording that Jeanette and I could use to start figuring out the animation stuff?

Thanks!

Mike

From: Molenda, Daniel <Daniel.Molenda@nlrb.gov>

Sent: Wednesday, April 14, 2021 6:03 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>

Cc: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>; Carol, Colleen J. <Colleen.Carol@nlrb.gov>

Subject: Video outreach

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Sean,

Regrettably, the Regional Director will not allow me to conduct the outreach. Apparently any recorded presentation has to be vetted by Operations in D.C.

I apologize for the inconvenience that this will cause, but unfortunately it is out of my control.

Sincerely,
Dan Molenda

From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Wednesday, April 14, 2021 6:07 PM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Cc: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>; Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Subject: Re: Video outreach

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Sent: Wednesday, April 14, 2021 6:03:01 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>; Carol, Colleen J. <Colleen.Carol@nlrb.gov>
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From: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Sent: Thursday, April 15, 2021 9:48 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Video outreach

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Sent: Thursday, April 15, 2021 10:04 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Video outreach

That is hilarious! And very true 😊

From: Egan, Sean (LEO) <EganS@michigan.gov>
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To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Carol, Colleen J. <Colleen.Carol@nlrb.gov>; Knepp, Jason E. <Jason.Knepp@nlrb.gov>
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Subject: RE: Video outreach

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From: Egan, Sean (LEO)

Sent: Thursday, April 15, 2021 12:00 PM

To: Lewis, Camara (LEO) <LewisC16@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>; Snyder, Michael (LEO) <SnyderM9@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Cc: Molenda, Daniel <Daniel.Molenda@nrb.gov>

Subject: Live Webinar with NLRB

Hi All,

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Sincerely,

Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Sent: Thursday, April 15, 2021 12:06 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Live Webinar with NLRB

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Sean,

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From: Egan, Sean (LEO)
Sent: Thursday, April 15, 2021 12:07 PM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Subject: RE: Live Webinar with NLRB

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Cc: Molenda, Daniel <Daniel.Molenda@nlrb.gov>

Subject: RE: Live Webinar with NLRB

Fantastic! Sounds like a great plan. We can get going on setting up the live event and promoting.

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Hi All,

Our counterparts at the National Labor Relations Board are not authorized to do a recorded webinar, but have the green light to do a live webinar (still cannot record). We had a hold already for Monday, April 26, from 5:30 to 6pm on private sector organizing procedures.

So, the plan B is, I have recorded our video with Michael this morning, we'll do a final review and can post that on the 26th, then we'll have a live Q&A that evening with the NLRB focused on private sector organizing. I'll do a 5-7 minute intro, Dan will do a 15 minute or so on the same premise we've laid out, and we'll do 5-7 with questions.

This was sort of our original plan, so it should work well.

Dan Molenda will be the presenter for the NLRB and his email is above.

Sincerely,

Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Snyder, Michael (LEO) <SnyderM9@michigan.gov>

Sent: Friday, April 16, 2021 12:20 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>

Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>; Quealy, Erica (LEO) <QuealyE@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>

Subject: How to Form a Union Video

Hey Sean,

Here's the link to the video, we divided it into parts for approval.

<https://youtu.be/-rsTShXm0gY>

Here's some other thoughts we had, that we don't really need to think about until after the approval.

The current How to Form a Union video is broken down like this:

Forming a Union – Introduction

Forming a Union – Definitions

Step 1 – Employee Rights

Step 2 – Select the Representative

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Step 6 – Negotiations

Forming a Union – Closing Remarks

Jeanette and I were looking through it and thought the following changes might help

Shift Employee Rights up to the information section and remove it from the steps, it's more of info leading into taking the steps to start a union.

Make each title a call to action – I.E. Hold an Election, Certify an Election, Negotiate, etc.

We also wondered if the video should only include the steps and just have the info sections available on the website?

Thanks!

Mike

From: Egan, Sean (LEO) <EganS@michigan.gov>

Sent: Friday, April 16, 2021 12:23 PM

To: McBride, Sidney (LEO) <McBrideS2@michigan.gov>; Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>

Subject: FW: How to Form a Union Video

Hi Sidney and Denise,

Haven't viewed yet, but please review and let me know if anything jumps out at you.

Sean

From: Snyder, Michael (LEO) <SnyderM9@michigan.gov>

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Thanks!

Mike

From: McBride, Sidney (LEO)
Sent: Friday, April 16, 2021 8:12 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Hinneburg, Denise (LEO) <hinneburgd@michigan.gov>
Subject: RE: How to Form a Union Video

Here are my thoughts:

Really good— straight forward and simple “step by step” explanations. Great job—

One suggestion is make the title more eye catching with—

“How to Form a Union at your Job” or “How to Form a Workplace Union”

Thx—Sidney

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Thanks!

Mike

From: Egan, Sean (LEO)
Sent: Monday, April 19, 2021 8:04 AM
To: Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>; Quealy, Erica (LEO) <QuealyE@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: RE: How to Form a Union Video

Hi Michael,

Sidney's only suggestion was related to a title which we'll figure out.

Looks great and I think we can definitely use this video.

Thanks,

Sean

From: Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Sent: Friday, April 16, 2021 12:20 PM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>; Quealy, Erica (LEO) <QuealyE@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
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Thanks!

Mike

From: Egan, Sean (LEO)
Sent: Monday, April 19, 2021 8:15 AM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Subject: FW: How to Form a Union Video

Hi Dan,

Here is the rough cut of the video we intend to post on public sector rights. Haven't settled on a title yet and I'm sure the team will add more graphics and such.

Sean

P.S. Please don't forward around.

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Thanks!

Mike

From: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Sent: Monday, April 19, 2021 5:02 PM

To: Lewis, Camara (LEO) <LewisC16@michigan.gov>

Subject: FW: How to Form a Union Video

From: Snyder, Michael (LEO) <SnyderM9@michigan.gov>

Sent: Friday, April 16, 2021 12:20 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>

Cc: Rico, Jeanette (LEO) <RicoJ@michigan.gov>; Quealy, Erica (LEO) <QuealyE@michigan.gov>; Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>

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Thanks!

Mike

From: Egan, Sean (LEO)
Sent: Tuesday, April 20, 2021 9:16 AM
To: Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Cc: Molenda, Daniel <Daniel.Molenda@nrb.gov>
Subject: RE: Steps on how to Organize a Union

Yo, we'll need to add Dan Molenda from the NLRB, Daniel.Molenda@nrb.gov, and do you think we can call it "Election Process Overview to Form a Union".

-----Original Appointment-----

From: Snyder, Michael (LEO) <SnyderM9@michigan.gov>
Sent: Tuesday, April 20, 2021 9:12 AM
To: Egan, Sean (LEO); Durkee, Amaya (LEO); Quealy, Erica (LEO); Moon, Jason (LEO); Lewis, Camara (LEO); Rico, Jeanette (LEO); Kica, Beata (LEO); Shaw, Britni (LEO)
Subject: Steps on how to Organize a Union
When: Monday, April 26, 2021 5:30 PM-6:00 PM (UTC-05:00) Eastern Time (US & Canada).
Where: The Internet

Don't forward this invitation. Go to Microsoft Teams to invite additional people.

Microsoft Teams

[Join live event](#)

Join as producer or presenter when it's time for the live event.

Do not forward this invite to the attendees.

+1 248-509-0316 United States, Pontiac (Toll)

Conference ID: 464 602 566#

[Local numbers](#) | [Reset PIN](#)

[Producer help](#) | [Presenter help](#) | [Learn more](#)

[Manage live event resources](#)

From: Lewis, Camara (LEO)
Sent: Tuesday, April 20, 2021 9:51 AM
To: Moon, Jason (LEO) <moonj@michigan.gov>
Cc: Quealy, Erica (LEO) <QuealyE@michigan.gov>
Subject: FW: Proclamation: Workplace Rights Week

Let me know if I need to add anything outside of what is below.

Workplace Rights Week, April 26 – May 1, high-level rollout and needs.

- **Monday, Apr. 26** – kick-off press release
 - **NEED:** Proclamation to declare the week
- **Monday @ 5:30 p.m.** live Teams event w/ National Labor Relations board on “Steps to form a Union” for private sector employees
 - Sean recorded a separate video on how to form a union for public sector employees
- **Monday – Saturday** – heavy push on social covering different LEO labor agency topics (MIOSHA, Wage and Hour, Employment Relations, etc.) graphics and fun facts will direct traffic to mi.gov/WorkplaceRights landing page
- **Targeted emails** – throughout the week we will send email recaps and resources to share to stakeholders and employee lists
 - **NEED:** any specific email lists we need to include (i.e. labor contacts)
- **Saturday, May 1** – historical video release on social highlighting May Day and the importance of different labor movements

From: Moon, Jason (LEO) <moonj@michigan.gov>

Sent: Tuesday, April 20, 2021 10:00 AM

To: Brown, Tiffany <BrownT56@michigan.gov>; Leddy, Robert <LeddyR@michigan.gov>

Cc: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Lewis, Camara (LEO) <LewisC16@michigan.gov>

Subject: Workplace Rights Week - Need proclamation

Tiff/Bobby we have a rollout plan for Workplace Rights Week below, but we need the proclamation finished from your shop. The last communication to the constituent office is attached, can you please help push it through? Contact me with any questions.

Thanks!

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To: Egan, Sean (LEO) <EganS@michigan.gov>
Cc: Durkee, Amaya (LEO) <DurkeeA4@michigan.gov>
Subject: Workplace Rights Week plan

Attached is the pretty high-level background and objectives for the week. Below is the high-level rollout plan that Gov. comms has.

Jason has requested they push the proclamation through.

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Inaugural: Workplace Rights Week (take 2)

April 26 – May 1, 2021

OVERALL THEME: Enhance the accessibility of workers' rights to hardworking Michiganders

BACKGROUND

Michigan has not collectively put forth streamlined efforts to ensure hard working people understand their rights in the workplace and have easy access to utilize the state's resources within the labor agencies – providing equity to working men and women. The inaugural Workplace Rights week will be a concerted effort to celebrate Michigan's workforce and opens **an opportunity for LEO to be a leader in providing greater awareness of labor services and resources.**

COLLABORATORS

Internal

- LEO comms
- UIA comms
- MIOSHA
- Wage & Hour
- BER/MERC

External

- Gov. comms
- Civil Rights
- MW!
- Unions

OBJECTIVES

1. Ensure that services/ resources from MIOSHA, Workers' Compensation, Bureau of Employment Relations, Wage and Hour and Civil Rights are accessible.
2. Provide greater awareness and support to community partners and stakeholders including employers on the tools available to them within these agencies.
3. Develop consistent messaging regarding workplace rights and strategies.

AUDIENCE

Primary: Michigan workforce

Secondary: Union organizations, employers, Michigan Works!

COMMUNICATION CHANNELS (owned/earned)

- @MichiganTalent social platforms
- Michigan.gov
- Press release

- Video / photography / graphics

- Social toolkit / infographics
- Email marketing

Kick off, BER – understanding the right to organize

Workers' Comp – navigate the system, ensure benefits are paid

Workers' Memorial Day, MIOSHA – important topics on keeping safe and healthy

Civil Rights – understanding women's rights, ADA compliance and sexual harassment

Wage and Hour – hot topics: min. wage, overtime, PMLA, youth employment

May day - video with Sean discussing the significance

SCHEDULE OF PROMOTION

Monday, April 26

Tuesday, April 27

Wednesday, April 28

Thursday, April 29

Friday, April 30

Saturday, May 1

From: Egan, Sean (LEO)
Sent: Tuesday, April 20, 2021 10:22 AM
To: Corbin, Susan (LEO) <CorbinS@michigan.gov>; Smith Jonathan (LEO) <smithj160@michigan.gov>
Subject: FW: Workplace Rights Week plan

FYI from Camara on the plan, Gov's Comms has all of this information.

From: Lewis, Camara (LEO) <LewisC16@michigan.gov>
Sent: Tuesday, April 20, 2021 10:13 AM
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To: Moon, Jason (LEO) <moonj@michigan.gov>; Leddy, Robert <LeddyR@michigan.gov>
Cc: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Lewis, Camara (LEO) <LewisC16@michigan.gov>
Subject: RE: Workplace Rights Week - Need proclamation

I'm checking...

From: Moon, Jason (LEO) <moonj@michigan.gov>
Sent: Tuesday, April 20, 2021 10:00 AM
To: Brown, Tiffany <BrownT56@michigan.gov>; Leddy, Robert <LeddyR@michigan.gov>
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From: Lewis, Camara (LEO)
Sent: Tuesday, April 20, 2021 10:48 AM
To: daniel.molenda@nlrb.gov
Subject: Live Webinar with NLRB

Hi Dan,

I'm working on finalizing the email invite for the event on Monday – could you provide your title with NLRB?

Make a great day!

Camara Lewis, communications manager

Michigan Department of Labor and Economic Opportunity (LEO)

C: 517-930-4928 | LewisC16@michigan.gov

Twitter: [@Camara_Lewis](https://twitter.com/Camara_Lewis) | [LinkedIn](#)

She, Her, Hers – [learn why pronouns matter](#)

From: Moon, Jason (LEO) <moonj@michigan.gov>
Sent: Wednesday, April 21, 2021 8:33 AM
To: Brown, Tiffany <BrownT56@michigan.gov>; Leddy, Robert <LeddyR@michigan.gov>
Cc: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Lewis, Camara (LEO) <LewisC16@michigan.gov>
Subject: RE: Workplace Rights Week - Need proclamation

Just checking in on this again. We need the proclamation to rollout the rest of the comms items -thanks!

Jason Moon
Communications Director, Michigan Department of Labor and Economic Opportunity
moonj@michigan.gov | m: (517) 282-0041

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You will have the proc. Thanks for following up. 😊

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Cc: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Lewis, Camara (LEO) <LewisC16@michigan.gov>
Subject: Workplace Rights Week - Need proclamation

Tiff/Bobby we have a rollout plan for Workplace Rights Week below, but we need the proclamation finished from your shop. The last communication to the constituent office is attached, can you please help push it through? Contact me with any questions.

Thanks!

Workplace Rights Week, April 26 – May 1, high-level rollout and needs.

- **Monday, Apr. 26** – kick-off press release regarding proclamation and new website - mi.gov/WorkplaceRights - with workplace rights resources from various LEO areas.
 - **NEED: Proclamation to declare the week**
- **Monday @ 5:30 p.m.** live Teams event w/ National Labor Relations board on “Steps to form a Union” for private sector employees
 - Sean recorded a separate video on how to form a union for public sector employees
- **Monday – Saturday** – heavy push on social covering different LEO labor agency topics (MIOSHA, Wage and Hour, Employment Relations, etc.) graphics and fun facts will direct traffic to mi.gov/WorkplaceRights landing page
- **Targeted emails** – throughout the week we will send email recaps and resources to share to stakeholders and employee lists

- **NEED:** any specific email lists we need to include (i.e. labor contacts)
- **Saturday, May 1** – historical video release on social highlighting May Day and the importance of different labor movements

From: Lewis, Camara (LEO)

Sent: Wednesday, April 21, 2021 6:34 PM

To: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Subject: items for workplace rights

Attached draft release and video script.

Needed:

- Stakeholder email (general, MIOSHA list, WDCA list, wage hour list
- Social graphics and sample social posts for toolkit
- Review of the Workers memorial day email
- Historical video and Right to organize final video

LANSING, Mich. – To showcase the state's commitment to the Labor movement and establish Michigan as a place for economic opportunity and prosperity for all, the Michigan Dept. of Labor and Economic Opportunity (LEO) has pulled together an online resource to celebrate, highlight and support the inaugural Workplace Rights Week, April 26 through May 1.

As proclaimed by Gov. Gretchen Whitmer, Workplace Rights Weeks [link], aims to educate Michigan's workforce about the right to organize, bargain collectively and advocate for better protections, while leveraging their knowledge to create equity amidst a growing Michigan economy.

“Michigan is the home to many hard won, and critical workplace rights that ensure fairness, safety and support,” said LEO Deputy Director of Labor Sean Egan. “These rights may be enshrined in law, but all require employees to proactively seek understanding of the rights afforded to them by the LEO agencies created to protect these rights. First and foremost, the workforce must know how to find the tools and access these resources. Promoting workplace rights educates while enhancing equality, fairness and dignity in the workplace.”

The new Michigan.gov/WorkplaceRights website is the streamlined source of labor information and features resources from the Michigan Occupational Safety and Health Administration (MIOSHA), Bureau of Employment Relations, Wage and Hour and the Workers’ Disability Compensation Agency, all housed within LEO, as well as resources from the Michigan Dept. of Civil Rights.

“Serving the residents of Michigan is of utmost importance, and aligns with our mission and purpose,” Egan added. “These resources will help working people better understand their rights and feel empowered to fight for their protections.”

On May 1, 1886, women and men across the nation fought to provide an eight-hour workday and extend Workplace Rights to all. Every hardworking Michigander that keeps this state running and are making a difference deserve easy access to state resources for Workplace Rights and a pathway to professional success.

Additionally, every worker has the ultimate right to return home safely from their job.

Every year on April 28, **Workers Memorial Day** [link to proclamation] is observed across America to remember those who lost their lives while on the job and to renew the goal to make workplaces safer and healthier. These men and women worked hard at an honest living, supported their families and their communities, and yet passed as a result of a job-related hazard.

MIOSHA urges employers and employees to renew their commitment to workplace safety in honor of all workers who lost their lives at work.

Throughout the week, LEO will highlight important facts and resources that best educate Michigan’s workforce on their rights, and equip them with the knowledge to advocate for fair and equitable working conditions.

To educate public and private sector employees on the formal election process to form a union, a public virtual event will be held on Monday, April 26 at 5:30 p.m., in partnership with the National Labor Relations Board.

For additional resources on rights at work visit Michigan.gov/WorkplaceRights.

- The historical role of May Day was to provide an eight-hour workday and extend Workplace Rights to hardworking men and women across the nation,
- And along the way throughout history many brave women and men fought for their rights to increase wages and improve working conditions.
- Their actions inspired a labor movement....

HISTORICAL REFERENCES [photo reel]

- May Day – May 1, 1886
 - Spirit of Solidarity Monument (Furniture Strike in Grand Rapids)– 1911
 - Ford Hunger March (Dearborn) – 1932
 - Flint Sit Down Strike – 1936-37
 - Woolworth's Five and Dime (Detroit)– February 1937
 - Battle of the Overpass (Dearborn) – May 1937
 - Labor Holiday Monument (Lansing) – June 1937
- Michigan’s workforce benefits from the right to organize, bargain collectively and advocate for better protections, leveraging their knowledge to create equity amidst a growing Michigan economy.
 - The hardworking Michiganders that keep this state running and are making a difference deserve easy access to state resources for Workplace Rights
 - ~~Through the collective efforts of the Michigan Dept. of Labor and Economic Opportunity and our partners (we could do without this part) we join together to celebrate, highlight and support the inaugural Workplace Rights Week, April 26 through May 1.~~
 - And, showcase the state’s commitment to the Labor movement.
 - It is our shared responsibility to ensure all working people in our state know their rights and have a pathway to professional success.

CALL TO ACTION

- Visit Michigan.gov/WorkplaceRights to learn more.

From: Michigan Occupational Safety and Health Administration <LEO@govsubscriptions.michigan.gov>

Sent: Wednesday, April 21, 2021 6:25 PM

To: Lewis, Camara (LEO) <LewisC16@michigan.gov>

Subject: Remembering fallen workers on Workers Memorial Day: TEST



Remembering fallen workers on Workers Memorial Day

Every worker has the ultimate right to return home safely from their job.

Every year on April 28, **Workers Memorial Day** [link to proclamation] is observed across America to remember those who lost their lives while on the job and to renew the goal to make workplaces safer and healthier. These men and women worked hard at an honest living, supported their families and their communities, and yet passed as a result of a job-related hazard.

The Michigan Occupational Safety and Health Administration (MIOSHA) urges employers and employees to renew their commitment to workplace safety in honor of all workers who lost their lives at work.

A comprehensive safety and health management system is the best framework to help employers protect their workers and comply with MIOSHA standards.

The key elements include:

- Management commitment
- Employee involvement
- Workplace analysis
- Hazard prevention and control
- Safety and health training

For free statewide safety consultations employers can call the MIOSHA's Consultation Education and Training Division at 517-284-7720 or toll-free at 800-866-4674, or visit the website at Michigan.gov/MIOSHA.

Help us celebrate Workplace Rights Week: April 26 - May 1

To showcase the state's commitment to the Labor movement and establish Michigan as a place for economic opportunity and prosperity for all, the Michigan Dept. of Labor and Economic Opportunity (LEO) has pulled together an online resource to celebrate, highlight and support the inaugural Workplace Rights Week, April 26 through May 1.

As proclaimed by Gov. Gretchen Whitmer, Workplace Rights Weeks [link], aims to educate Michigan's workforce about the right to organize, bargain collectively and advocate for better protections, while leveraging their knowledge to create equity amidst a growing Michigan economy.

Read the full release. Share Workplace Rights information on social media.

For additional resources on rights at work visit Michigan.gov/WorkplaceRights.

Visit our website to subscribe to our [MIOSHA Email Subscriptions](#).

For more information about MIOSHA activities, visit michigan.gov/miosha.
Like us on [Facebook](#), follow us on [Twitter](#) and subscribe to our [YouTube](#) channel

Update your subscriptions, modify your password or email address, or stop subscriptions at any time on your [Subscriber Preferences Page](#). You will need to use your email address to log in. If you have questions or problems with the subscription service, please visit subscriberhelp.govdelivery.com.

This service is provided to you at no charge by [Michigan Department of Labor and Economic Opportunity](#).

This email was sent to Email Address using GovDelivery Communications Cloud on behalf of: Michigan Department of Labor and Economic Opportunity · 105 West Allegan · Lansing, Michigan 48933



From: Egan, Sean (LEO)
Sent: Thursday, April 22, 2021 9:24 AM
To: Glidden, Stephanie (UIA) <GliddenS@michigan.gov>; Ryan Sebolt <rsebolt@miaflcio.org>
Subject: RE: AFL Meeting Monday

Added Ryan. The meeting invite usually comes the morning of, and yes this is the meeting with just me.

Primary update is workplace rights week kicks off, webinar that evening with NLRB on election procedures to form a union.

From: Glidden, Stephanie (UIA) <GliddenS@michigan.gov>
Sent: Thursday, April 22, 2021 9:21 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: AFL Meeting Monday

Sure thing, I'll be on. Is this the one with all of LEO or just you? Let me know if you have any updates you'd like me to relay. Can you forward the meeting invite?

Thanks!

Stephanie Glidden
Department of Labor and Economic Opportunity
Landmark Building 105 W Allegan St | Lansing, MI 48933
Cell: 517-927-5095
Email: gliddens@michigan.gov



From: Egan, Sean (LEO) <EganS@michigan.gov>
Sent: Wednesday, April 21, 2021 3:40 PM
To: Glidden, Stephanie (UIA) <GliddenS@michigan.gov>
Subject: AFL Meeting Monday

Hi Stephanie,

I have a bi-weekly meeting with the AFL-CIO, the next one is Monday at 2pm. I will not be able to attend, but Ryan suggested that if you would be available at that time perhaps you can jump on with any updates.

Are you available to take that one?

Sincerely,

Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Egan, Sean (LEO)
Sent: Thursday, April 22, 2021 9:55 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Subject: Updated Language

Hi Colleen,

Thanks for the call and info. I had actually asked our communications team to update some language, which doesn't appear to have made it into the webinar invite.

I would propose that we resend the e-vite updated to something along the lines of the following:

Title: Basic election procedures overview in union election campaigns

Body: As we kick-off the inaugural Workplace Rights Week, April 26-May 1, ...Join Deputy Director of Labor Sean Egan with guest Daniel Molenda, Field Examiner NLRB, to provide an overview of basic NLRB election procedures for private sector employees and answer questions about the process.

In the banner we would either remove Dan's name and NLRB or change to "Join Sean... with guest..."

Let me know if that works better.

Sincerely,

Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Sent: Thursday, April 22, 2021 10:05 AM
To: Egan, Sean (LEO) <EganS@michigan.gov>
Subject: RE: Updated Language

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Hi Sean - I spoke with the Regional Director and she has decided that the appearance of non-neutrality has already tainted our participation and Dan will not be allowed to attend. She did indicate that we would be happy to participate in something along the lines of what you proposed re: election procedures and employee rights at a later date, but it would have to be 4-6 weeks after this event. I'm sorry to be the bearer of bad news.

From: Egan, Sean (LEO) <EganS@michigan.gov>
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To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Subject: Updated Language

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Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Egan, Sean (LEO)
Sent: Thursday, April 22, 2021 10:11 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Subject: RE: Updated Language

Thanks Colleen,

Sorry to hear that, we will be putting out an updated reminder for the event that removes the NLRB from participation at this event but announce a future event.

Sean

From: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Sent: Thursday, April 22, 2021 10:05 AM
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Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety

Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Egan, Sean (LEO)
Sent: Thursday, April 22, 2021 10:15 AM
To: Moon, Jason (LEO) <moonj@michigan.gov>
Subject: FW: Updated Language

Fyi, updated language in the chain.

From: Egan, Sean (LEO)
Sent: Thursday, April 22, 2021 10:11 AM
To: Carol, Colleen J. <Colleen.Carol@nlrb.gov>
Subject: RE: Updated Language

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Sean Egan
Labor & Economic Opportunity (LEO)
Director-COVID Workplace Safety
Deputy Director-Labor
517-335-4831-Office
517-388-4264-Cell
EganS@michigan.gov

From: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Sent: Thursday, April 22, 2021 12:31 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: FW: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

Please see the updated draft below and let me know if this is good to go out.

e

From: Michigan Department of Labor and Economic Opportunity <LEO@govsubscriptions.michigan.gov>

Sent: Thursday, April 22, 2021 12:30 PM

To: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Subject: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

--- LIVE Q&A ---

ELECTION PROCESS OVERVIEW TO FORM A UNION

with
Michigan Department of Labor &
Economic Opportunity's Deputy
Director of Labor, **Sean Egan**

Monday, April 26
5:30 - 6 p.m.

Update: The National Labor Relations Board representative previously scheduled for this event will now participate in upcoming workplace rights webinar which will be announced in the coming weeks.

As we kick-off the inaugural **Workplace Rights Week, April 26 - May 1**, and work to streamline resources for workers and their rights in the workplace, Michigan Dept. of Labor and Economic Opportunity's **Deputy Director of Labor, Sean Egan**, is hosting a live webinar to discuss the to discuss the **election process overview to form a union** for private sector employees and answer questions about the process.

Join the event to learn more about employee's right to organize, bargain collectively and advocate for better protections.

Visit Michigan.gov/WorkplaceRights for additional resources on your rights at work.

5:30 - 6 p.m. EST
Monday, April 26

Join using Microsoft Teams

Join the event

Closed captioning will be provided.

Update your subscriptions, modify your password or email address, or stop subscriptions at any time on your [Subscriber Preferences Page](#). You will need to use your email address to log in. If you have questions or problems with the subscription service, please visit subscriberhelp.govdelivery.com.

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From: Egan, Sean (LEO)

Sent: Thursday, April 22, 2021 12:34 PM

To: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

Need to add "public sector," probably in the title and body, and add " for private sector workers," in the note regarding the NLRB.

From: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Sent: Thursday, April 22, 2021 12:31 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

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Monday, April 26

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Join the event

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From: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Sent: Thursday, April 22, 2021 1:15 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

See attached – did that capture it?

From: Michigan Department of Labor and Economic Opportunity <LEO@govsubscriptions.michigan.gov>

Sent: Thursday, April 22, 2021 1:14 PM

To: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Subject: UPDATE: Join us for a live Q&A about public sector Workplace Rights: TEST

--- LIVE Q&A ---

ELECTION PROCESS OVERVIEW TO FORM A UNION

with
Michigan Department of Labor &
Economic Opportunity's Deputy
Director of Labor, **Sean Egan**

Monday, April 26
5:30 - 6 p.m.

Update: The National Labor Relations Board representative previously scheduled for this event will now participate in upcoming workplace rights for private sector workers webinar which will be announced in the coming weeks.

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Join the event to learn more about employee's right to organize, bargain collectively and advocate for better protections.

Visit Michigan.gov/WorkplaceRights for additional resources on your rights at work.

5:30 - 6 p.m. EST
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Join the event

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From: Egan, Sean (LEO)

Sent: Thursday, April 22, 2021 1:16 PM

To: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

That captures it for me.

From: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Sent: Thursday, April 22, 2021 1:15 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

See attached – did that capture it?

From: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Sent: Thursday, April 22, 2021 1:19 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

Great.

Jason – anything on your end before I hit send on this?

From: Egan, Sean (LEO) <EganS@michigan.gov>

Sent: Thursday, April 22, 2021 1:16 PM

To: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

That captures it for me.

From: Egan, Sean (LEO)

Sent: Thursday, April 22, 2021 1:20 PM

To: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

Don't Send Yet!!!!!!

From: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Sent: Thursday, April 22, 2021 1:19 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

Great.

Jason – anything on your end before I hit send on this?

From: Quealy, Erica (LEO) <QuealyE@michigan.gov>

Sent: Thursday, April 22, 2021 1:20 PM

To: Egan, Sean (LEO) <EganS@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

No worries. Won't hit send until you tell me to.

e

From: Egan, Sean (LEO) <EganS@michigan.gov>

Sent: Thursday, April 22, 2021 1:20 PM

To: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>

Subject: RE: UPDATE: Join us for a live Q&A about Workplace Rights: TEST

Don't Send Yet!!!!!!

From: Quealy, Erica (LEO) <QuealyE@michigan.gov>
Sent: Thursday, April 22, 2021 3:00 PM
To: Brown, Tiffany <BrownT56@michigan.gov>; Leddy, Robert <LeddyR@michigan.gov>
Cc: Lewis, Camara (LEO) <LewisC16@michigan.gov>; Moon, Jason (LEO) <moonj@michigan.gov>; Lewis, Chelsea <LewisC23@michigan.gov>; Karve, Chai <KarveC@michigan.gov>
Subject: RE: Workplace Rights Week - Need proclamation

Good afternoon,

Please see the attached draft press release for Workplace Rights Week that we plan to issue Monday morning. We included a quote from the Governor for your consideration.

Acting Director Corbin is still reviewing, but likely little to no changes expected.

Any edits?

Thanks,
Erica

From: Brown, Tiffany <BrownT56@michigan.gov>
Sent: Wednesday, April 21, 2021 8:35 AM
To: Moon, Jason (LEO) <moonj@michigan.gov>; Leddy, Robert <LeddyR@michigan.gov>
Cc: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Lewis, Camara (LEO) <LewisC16@michigan.gov>
Subject: Re: Workplace Rights Week - Need proclamation

You will have the proc. Thanks for following up. 😊

From: Moon, Jason (LEO) <moonj@michigan.gov>
Sent: Wednesday, April 21, 2021 8:33:21 AM
To: Brown, Tiffany <BrownT56@michigan.gov>; Leddy, Robert <LeddyR@michigan.gov>
Cc: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Lewis, Camara (LEO) <LewisC16@michigan.gov>
Subject: RE: Workplace Rights Week - Need proclamation

Just checking in on this again. We need the proclamation to rollout the rest of the comms items -thanks!

Jason Moon
Communications Director, Michigan Department of Labor and Economic Opportunity
moonj@michigan.gov | m: (517) 282-0041

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From: Moon, Jason (LEO)
Sent: Tuesday, April 20, 2021 10:00 AM
To: Brown, Tiffany <BrownT56@michigan.gov>; Leddy, Robert <LeddyR@michigan.gov>
Cc: Quealy, Erica (LEO) <QuealyE@michigan.gov>; Lewis, Camara (LEO) <LewisC16@michigan.gov>
Subject: Workplace Rights Week - Need proclamation

Tiff/Bobby we have a rollout plan for Workplace Rights Week below, but we need the proclamation finished from your shop. The last communication to the constituent office is attached, can you please help push it through? Contact me with any questions.

Thanks!

Workplace Rights Week, April 26 – May 1, high-level rollout and needs.

- **Monday, Apr. 26** – kick-off press release regarding proclamation and new website - mi.gov/WorkplaceRights - with workplace rights resources from various LEO areas.
 - **NEED: Proclamation to declare the week**
- **Monday @ 5:30 p.m.** live Teams event w/ National Labor Relations board on “Steps to form a Union” for private sector employees
 - Sean recorded a separate video on how to form a union for public sector employees
- **Monday – Saturday** – heavy push on social covering different LEO labor agency topics (MIOSHA, Wage and Hour, Employment Relations, etc.) graphics and fun facts will direct traffic to mi.gov/WorkplaceRights landing page
- **Targeted emails** – throughout the week we will send email recaps and resources to share to stakeholders and employee lists
 - **NEED:** any specific email lists we need to include (i.e. labor contacts)
- **Saturday, May 1** – historical video release on social highlighting May Day and the importance of different labor movements

Michigan Workplace Rights Week encourages health and safety for workers, celebrates historical efforts that created workplace protections

Michigan employers and employees are encouraged to renew their commitment to workplace rights and safety in honor of those who lost their lives at work

LANSING, Mich. – To showcase the state's commitment to the labor movement and establish Michigan as a place for economic opportunity and prosperity for all, the Michigan Dept. of Labor and Economic Opportunity (LEO) created a new online resource to celebrate, highlight and support the inaugural Workplace Rights Week, April 26 through May 1, as proclaimed by Gov. Gretchen Whitmer.

Workplace Rights Weeks [[link to proclamation](#)] aims to educate Michigan's workforce about the right to organize, bargain collectively and advocate for better protections, while leveraging their knowledge to create equity amidst a growing Michigan economy.

“Everyone has the right to a fair and prosperous career in our great state,” Gov. Gretchen Whitmer said. “We want our hardworking Michiganders to know that we have their backs and that we’re committed to providing resources and programs that will keep them safe and armed with the tools they need to provide for themselves and their families.”

The new Michigan.gov/WorkplaceRights website is a streamlined hub for labor information and features resources from the Michigan Occupational Safety and Health Administration (MIOSHA), Bureau of Employment Relations, Wage and Hour and the Workers’ Disability Compensation Agency, all housed within LEO, as well as resources from the Michigan Dept. of Civil Rights.

“Every hardworking Michigander that keeps this state running is making a difference – and they deserve easy access to state resources for Workplace Rights and a pathway to professional success,” Susan Corbin, LEO acting director said. “These resources will help working people better understand their rights and feel empowered to fight for their protections.”

On May 1, 1886, women and men across the nation fought to provide an eight-hour workday and extend Workplace Rights to all. Because of those efforts, every year on April 28, **Workers Memorial Day** is observed across America to remember those who lost their lives while on the job and to renew the goal to make workplaces safer and healthier.

“Michigan is the home to many hard won, and critical workplace rights that ensure fairness, safety and support,” said LEO Deputy Director of Labor Sean Egan. “These rights may be enshrined in law, but all require employees to proactively seek understanding of the rights afforded to them by the LEO agencies created to protect their rights.”

Throughout the week, LEO will highlight important facts and resources that educate Michigan’s workforce on their rights and equip them with the knowledge to advocate for fair and equitable working conditions.

“Promoting workplace rights educates while enhancing equality, fairness and dignity in the workplace,” Egan added.

For additional resources on rights at work visit Michigan.gov/WorkplaceRights.