

The **Detroit Teacher**

VOL. 46 — NO. 2

POSTMASTER: All forms 3579 are to be forwarded to Detroit Federation of Teachers, 2875 W. Grand Blvd., Detroit, MI 48202

MAY 2008

King Band is Beijing Bound

Victoria Miller didn't think it was wise to go to China. Even though her renowned band at Martin Luther King Jr. High School was invited to perform at the Summer Olympics, it was simply too expensive.

"I was really trying to avoid going," the marching and symphonic band director said. "I thought it was too much. It was hard on people to help raise the money in these times."

Miller had to raise \$4,000 each for 80 students to go.

Somehow, she put one foot in front of the other. How she raised \$392,000 in six months is a story unto itself.

"Who sent us money?" Miller said. "Everyone. We had two prisoners send us money. We had a counselor's 87-year-old

See BAND on Page 4



Victoria Miller, director of Martin Luther King Jr. High School's marching and symphonic bands, believes in building each student's confidence. Taking the band on the road exposes students to the world around them.

School District Gives Layoff Notices

Once again the district is sending out layoff notices to 300 teachers. These notices give teachers the required 60 days notice to officially be laid off as of June 30, 2008.

DFT President Virginia Cantrell cautioned members that receiving a layoff notice does not necessarily mean they will lose their jobs. The district traditionally sends out more notices than needed.

In addition, the number of layoffs will be offset by the number of retirements. It is expected that 250 to 300 teachers will retire or resign during the summer.

If the district loses 8,000 or fewer stu-

dents next year, all of the teachers should be back. If we lose more than 8,000 students, it is possible that not everyone will be back in the fall.

Cantrell, however, said the layoffs create worry for teachers and image issues for parents.

"The teachers are tired of being laid off year after year and recalled year after year," Cantrell said. Summer is upon us and these teachers will have much time to search for employment elsewhere.

It also sends a message to parents and the community that things are not looking good.

"This may encourage more parents to remove their students from a system that is apparently in disarray," Cantrell said. The layoffs are coming at a time when for the 2007-2008 school year, numerous classrooms have been oversized, particularly in the elementary school.

Also, there are vacancies that have not been filled by a certified teacher. This has created a lack of substitutes to be sent to schools when teachers are absent. Teachers have lost their preps, costing the district money. Students have been placed in other teachers' classrooms.

One parent at a recent meeting said

every day she takes her child to school, she waits 15 to 30 minutes to see where her child is going to be sent because there was no substitute. She said if this situation continues, she would remove her child from the Detroit Public School system.

"So the question remains: What message are we sending to our teachers who get laid off year after year?" Cantrell said. "What message are we sending our parents who have trusted the system?"

"We are asking our parents to keep their children in our school system, we have asked them to trust us. We have told them that changes are coming. But when?"

Staff Suffers Stress and Low Morale

Recently, the Detroit Board of Education added two report cards (progress reports) for pre-school and kindergarten; bringing the number of reports two above the contract limit. This constitutes a change in working conditions and excessive paperwork.



Virginia Cantrell

President's Report

A change in working conditions must be bargained with the DFT. We hope the district is not trying to ignore the union contract. When the district applies for and is given a grant that contains working conditions that must be agreed to by the union, it should be done before applying for the grants.

Simply stated, the union is obligated under contract to bargain working conditions, and that is what we intend to do in all cases. The district may believe the contract is silent on this working condition being changed.

However, that does not give the district the right to establish unilaterally that teachers must do two more progress reports.

Maybe this is one of the reasons that morale is at an all-time low. Working conditions have deteriorated

and job dissatisfaction is at an all-time high. Teachers cite insufficient staffing, lack of supplies, and lack of administrative support as factors that make their workload so stressful that other problems such as oversized classes and lost preparation periods become more frustrating.

Typically, most teachers start out feeling they are making a difference. They say they love their job. Unfortunately that attitude changes early in the teacher's career because of stressful working conditions, layoffs and recalls year after year. Every day becomes a race where teachers have too little time to do their best. Adding more paperwork does not help this situation.

Morale is the lowest I have ever seen it to be.

The district must begin right now to set things right. It must decide what its real priorities are. One can only hope that the top priority will allow teachers to do what they do best — teach. That priority must also allow students to do what they do best — learn. Only if the district does this will it move forward.

Until then and only then, will we see the changes needed to correct a dismal picture. The district needs to restructure so it can retain and hire teachers and support staff.

But it is apparent that the folks who run the district have no plan to keep teachers or support staff after they hire them. In the words of the

great Greek dramatist Sophocles, "Wisdom outweighs any 'wealth.'" My hope is that this system will be

courageous enough to right wrongs it has committed and live up to its own motto: "Children First."

AFT President to Retire

American Federation of Teachers President Edward J. McElroy and Secretary-Treasurer Nat LaCour have announced plans to retire. The two leaders will serve until the July national convention in Chicago.

At the convention, more than 2,000 delegates will choose a new president, secretary-treasurer, executive vice president and 39 vice presidents.

McElroy was elected president in 2004 after a 12-year stint as secretary-treasurer. He worked under Albert Shanker and Sandra Feldman. He began teaching social studies and English in Warwick, Rhode Island and was elected president of Warwick Teachers Union in 1967. In his 16 years as an AFT official, he is credited with adding more than 500,000 new members.

Mr. LaCour was elected the AFT's first executive vice president in 1998 and became secretary-treasurer in 2004.

LaCour was head of the United Teachers of New Orleans for 28 years, the first in the deep south to bargain a contract with a local school district. Most recently, LaCour established the AFT's relief fund for victims of Hurricane Katrina.

"I started my career trying to surmount the lack of collective bargaining for school employees," he said. "And I end it working to overcome the devastation of a natural disaster made worse by human indifference."



Pictures above: DFT President Cantrell, AFT President Ed McElroy and DFT Board Member Sidney Lee.

We're Back! Say Hello to the New Editor



MARGARET WEERTZ

Who is this person trying to fill the big shoes of Susan Watson, retired editor of The Detroit Teacher?

My name is Margaret Weertz and I come to you having worked happily with many teachers and other staff in public schools around Michigan.

Through the years I have written articles on everyone from bus drivers to superintendents to school nurses to science teachers. Though I've done my share of budget and contract stories, I prefer highlighting the untold stories of the wonderful people on the front line — teachers.

I got my start as a reporter for several weekly newspapers in the metro area before landing as the education reporter

for the Dearborn Press & Guide. On that beat I covered issues in the Dearborn Public Schools, the University of Michigan-Dearborn and Henry Ford Community College.

Shortly after, I went to work for the Dearborn Public Schools doing the district's public relations and communications. I was responsible for handling crisis communication and the news media, writing employee and district-wide newsletters, and more.

I am thrilled to be here and awed by the important work educators do.

Perhaps my affinity for teachers comes from my own love of learning and the teachers who influenced me at Center Line High School, Wayne State University, and Northwestern University in Chicago where I got a master's degree in journalism.

I look forward to meeting all of you. Please give me a call or send me an email at mweertz@dft231.com. Let me know what kinds of stories and information you would like to see in The Detroit Teacher.

(ISSN 0011-9695)

The Detroit Teacher is the official publication of the Detroit Federation of Teachers, American Federation of Teachers Local 231, AFL-CIO. Member of the Union Teacher Press Association, International Labor Press Association and Michigan Labor Press.

The Detroit Teacher is published monthly, except for July and August, for \$4 per year by The Detroit Federation of Teachers, 2875 W. Grand Blvd., Detroit, MI 48202. Periodical Postage Paid at Detroit, MI.

POSTMASTER: Send address changes to The Detroit Teacher, 2875 W. Grand Blvd., Detroit, MI 48202.

Editor — Margaret Weertz

Updates

Union Halts Transfers

DFT President Virginia Cantrell and DFT labor relations administrators were successful in halting the transfer of some 45 teachers in April. The teachers were given a one-week notice that they would be reassigned as teachers at large.

The DFT went into immediate action and alerted district officials that there would be no cost savings from the move. DFT officials had a meeting with Superintendent Connie Calloway a week before the move was to take place.

"We brought it to her attention that there would be no savings," said Cantrell. Furthermore, high school students had been with these teachers since Jan. 7 and they would need to draw up new schedules.

After many calls, the move was rescinded and letters sent out to the affected teachers.

"It was a happy day for the students and the teachers," Cantrell said.

Leslie Jones Grievance Successful

The DFT is successfully closing the 2004 dispute known as the Leslie Jones grievance.

In the 2004-2005 school year, the district laid off teachers who were later brought back as substitute teachers. The DFT filed a grievance that the district was in violation of the contract.

"They didn't return these laid off teachers to vacancies but worked them as long-term subs," said DFT President Virginia Cantrell.

As a result of the grievance and work by Labor Relations Administrator Toni Clover, the DFT secured back pay for 26 teachers affected.

Contract "Cleaned Up" For Printing

After a year of work, the newest version of the Detroit Federation of Teachers and Detroit Public Schools Agreement (contract) is almost ready for the printer. The final draft is being reviewed by district and DFT attorneys.

Changes in leadership at both the DFT and the district slowed the process, with the district's team not being completely in place until three months ago.

Further slowing the printing process was the DFT's and district's desire to do a contract "clean-up."

Over the last 40 years, the contract grew from eight pages to 162 pages. As new language was added, it became more difficult to locate items in the contract. In some cases, old and obsolete language that conflicted with new language was never removed. Though the contract "ends" on page 78, it includes another 75 pages of supplemental information and letters of understanding.

In completely revising the contract, the goals of the DFT and the district are to include all new language negotiated in 2005 and 2006, and to remove obsolete or conflicting language. The aim is to make the contract more user-friendly. For example, the old contracts had retirement or leave language scattered throughout. The new contract will have sections devoted to each issue.

DFT officials hope that when members see the newly published contract, they will agree that these goals were met and the new contract was worth the wait.



AP Chemistry teacher Lawrence Stroughter was a large influence on senior Miguel Garcia.

Cass Grad Heads to Harvard

It's not that Miguel Garcia was destined for Harvard University. In fact, he had a few odds against him.

He's the third of six children from a father who never spent a day in school and a mother who finished elementary school.

Second, he attended a charter middle school that didn't prepare him for the rigors of high school.

So Garcia credits hard work on his part and excellent Detroit Public School teachers with the achievement that got him acceptance letters from Harvard, Columbia and Stanford.

"I was not up to par," Garcia admits. "I had such a poor educational background. I got to high school and had never written an essay. My parents sent me to a charter school because they thought it was safe but they didn't know it was academically horrible."

At Cass Technical High School, Garcia met his counterparts in the hard work department. Lawrence Stroughter, his Advanced Placement calculus teacher, is feared among many students but not Garcia.

"I had him for three years and he missed one day of school when his wife had a baby," Garcia said. To boot, Stroughter had only 17 students in his second semester AP calculus class. Instead of cancelling it, Stroughter took on another class.

"I demand a lot from my students," said Stroughter, a 1992 Technician. "If I have them perform at one level, I can't perform at a different level."

Garcia is one of three valedictorians — a top grade earner out of 443 graduates. He's president of the National Honor Society and president of the Business Professionals of America. He's a voluntary staff member of the Boys and Girls Club and he has a seat on the advisory board of Big Brothers Big Sisters of Detroit.

This summer, he won an internship in the Global Finance Department of General Motors. He'll be traveling to Chile and Ecuador with GM. Still he signed up to be an Obama Fellow, a worker in the campaign of presidential candidate Barak Obama. An Obama Fellow

must give 25 hours a week.

This is a long way from where his parents started. Though nurturing, his parents could not help him with his homework.

"What you find here at Cass are students who are doing it all by themselves," Garcia said. "Some of them are from single parents, some from foster parents. They are pioneers in their families — the first to go to college."



Garcia is one of 1,000 Gates Millennium Scholars across the country who qualified to attend Harvard. To qualify, it takes 10 completed essays and four essays each from a nominator and recommender.

It seems that his life is written in hard work and Garcia admires those teachers who echoed that for him. Stroughter is number one in that department.

"He's just so hard," Garcia said. "He gives out so much homework and we think we just can't do it. But he writes the homework himself instead of taking it from a book. He just knows we can do it."

Last summer, Stroughter's methods bore fruit. Garcia attended a Harvard class in calculus and felt intimidated. Because of Stroughter's preparation, however, Garcia was at a level even higher than the other students.

"If they give me their all, I'll give it back," Stroughter said. "Hopefully, they'll pay it forward."

Teachers' Dues, Revenues and Expenses

During the 2007-2008 school year, Detroit Federation of Teachers members will pay union dues ranging from \$174 to \$694. Dues are based on job categories and annual pay received in each category. Therefore, the higher a teacher's pay, the higher the dues.

The DFT has always taken pride in the fact that its dues are 30 percent to 40 percent lower than the dues paid by union members in almost all other school districts in Michigan.

For this school year, the DFT will receive nearly \$5.7 million in income, almost all of it in dues from its members. That money will be spent as follows:

	Dollars (in millions)	Percentage
AFT, AFT Michigan and Other Labor Unions	\$2.7	47
Payback Agreement to AFT & AFT Michigan	_.6	10.5
Total for Other Unions	\$3.3	57.9
DFT Staff Salaries and Benefits	\$1.3	22.8
Building and Office Expenses	.8	14.0
Legal, Arbitration and Member Services	_.3	5.3
Total for DFT	\$2.4	42.1

Grants

Garden Crusader Awards

Master gardeners may be recognized with up to \$2,500 and a \$2,500 gift certificate from Gardener's Supply. People who improve the world through gardening are being recognized in four categories: education, urban renewal, restoration, and feeding the hungry. There is no age category for nominations but only individuals may be nominated. The group will award 21 prizes ranging from \$200 to \$2,500. You may nominate through an online form or request a form by calling 888-239-1553 or emailing crusader@gardeners.com. Include pictures of the nominee and the garden. **Deadline:** June 15, 2008.

Ultimate Science Fair Program

Discovery Education and Elmer's are teaming up to sponsor a contest for schools called the Ultimate Science Fair Sweepstakes. Students, parents and teachers vote for their school to win the sweepstakes. The school with the most votes will win a trip for nine people (three students and three teachers, with each student accompanied by a parent or legal guardian) to attend the Discovery Channel Young Scientist Challenge in October 2008. The total value of the grant prize is estimated at over \$21,000 and it includes travel and accommodations. The website for the sweepstakes provides resources for teachers to plan science fairs and free workshops for teachers. **Deadline:** May 31, 2008. **Contact:** Discovery Communications at 800-323-9084 or visit <http://elmers.discovery-education.com>.

Environmental Foundation Seeks Students

The Melinda Gray Ardia Environmental Foundation (MGAEF) is a private foundation created to honor the work of Melinda Ardia, a middle school teacher who was a biologist and environmental activist. The foundation's mission is to empower student learning through strong curricula based on scientific principles that include hypothesis testing and experimental design.

To apply for grants up to \$1,500, download an application from the website: info@mgaef.org. **Deadline:** Sept. 27, 2008.

Lindbergh Foundation Funds

The Charles A. and Anne Morrow Lindbergh Foundation supports projects in education. The foundation provides seed money up to \$10,580 and credibility for project start-ups. The projects funded should further the Lindbergh's vision of balance between progress in technology and preservation of the human and natural environment. The foundation makes grants in agriculture, aviation/aerospace, conservation and natural resources, education, exploration, health, waste minimization, and management. In education, the foundation focuses on humanities, the arts, and intercultural communication projects. For more information, visit <http://www.lindberghfoundation.org/content/grants/index.html>. **Deadline:** June 16, 2008.

Staples Invest in Future

The Staples Foundation for Learning supports education as an investment in the future for local communities. The foundation's mission is to provide funding for programs that help provide job skills and education for all people, especially disadvantaged youth. Grants range from \$5,000 to \$25,000. Schools must have 501(c) (3) status and applications are submitted online.

For information, visit <http://www.staplesfoundation.org/foundhome.html>. **Deadline:** June 16, 2008.

Math and Science Grants

The Toshiba America Foundation is accepting applications for its large grants programs for grades 7-12. Grants are intended to contribute to the quality of mathematics and science education by supporting projects designed by classroom teachers. Large grants are \$5,000 or more.

For more information, visit <http://toshiba.com/tafpub/jsp/home/default.jsp>. **Deadline:** Aug. 1, 2008.

Roll Call

Following is a list of the schools and other work sites represented at the April 10, 2008 General Membership Meeting. The information comes from the sign-in sheets.

Barton	Holmes (OW)
Bethune	Howe
Birney	Hutchins @ McMichael
Bow	Jemison
Boykin	Jordan
Breithaupt	Keidan
Brewer	Kettering
Brown	King (HS)
Bunche	King (JR)
Burt	Lessenger
Butzel	Lodge
Campbell	Logan
Cass	Malcolm X
Central	Mann
Chadsey	Marshall (JC)
Chrysler	Marshall (T)
Clark	Maybury
Clemente	McColl
Cleveland	McKinney
Cody	McNair
Columbus	Mumford
Cooley North	Neinas
Courtis	Noble
Crary	Northwestern
Crockett Vocational	NW Early Childhood
Crosman	Osborn
Davison	Parker
Denby	Pasteur
Detroit Transition East	Pershing
Dixon	Priest
Douglass (HS)	Psychological Services
Drew Attendance	Pulaski
Durfee (ES)	Renaissance
Durfee (MS)	Retirees
Earhart	Richard
Early Intervention	Robinson
Edison	Rutherford
Emerson	Sherrill
Farwell	Social Workers
Finney	Southeastern
Fisher	Southwestern
FLICS	Spain
Ford (HS)	Stark
Gardner	Stewart
Garvey	Taft
Golightly	Trombly
Gompers	Van Zile
Guyton	Vernor
Hally	VI/POHI
Hamilton	Webster
Hancock	West Side Alternative
Hanstein	Western
Harms	Westside Multicultural
Heilmann (ES)	White & Winterhalter

Visit the DFT Web site

www.DFT231.com

Class Size Increase Proposed in Special Ed

Wayne Regional Educational Service Agency (RESA) has proposed raising class sizes in nearly all of the special education categories as soon as September 2008.

The move prompted parents of Detroit special education students and DFT Labor Relations Administrator Toni Clover to speak out about the matter.

At Moses Field Special Education School, parents expressed concern about the possible regression of their children's progress, less adult supervision, and the physical ability to put more wheelchairs in a classroom.

"My daughter didn't start speaking until she was six," Tamiya Jones said of her 11-year-old daughter, Jermanie Stephens. "She can be easily distracted. If you have more going on in class, she's not going to be focused and she'll be back to those behaviors we worked so hard to stop."

WCRESA proposed an increase from one teacher and two aides per 15 students to one teacher and three aides for 30 students in a classroom of severely cognitively impaired students. The proposal is a cost-cutting measure for RESA.

"Stated simply, Wayne RESA's constituent districts and academies are expected to do more with less," a draft Wayne RESA bulletin said.

In special education classrooms, however, many students need constant supervision and intensive care. The children's safety is a main concern of teachers.

At Moses Field recently, aides were wheeling two students at a time. A swim outing was cancelled for several students due to five teachers being absent. Teachers said they could not envision performing teaching and care duties with half the staff or double the students.

"If we have half the number of people watching these kids, how do we do it?" said teacher Elaine Kosloski. "There's not enough staff when we have everyone here. Someone gets sick and we don't have enough people to go on a field trip."

For Moses Field students, the goal is to get them into the community so they can learn to



Tamiya Jones with daughter Jermanie Stephens, 11, (above) is concerned about the proposal to increase class size for special education students. Joann Goree with her son Charles Latham, 9, (right) is a student at Moses Field Special Education School.



function. Their outings are to the public library, pool or grocery store.

The school is a lifeline for Marcia Binion's 12-year-old severely impaired daughter, Marissa. "It's the small things I see but she is really improving."

Ten-Year Teacher Grievance Resolved

Yurii Musleh wanted one thing — a teaching contract with the Detroit Public Schools.

Musleh, 37, started teaching for the district in 1992 at Davis Aerospace High School. In 1997 he became certified in addition to his vocational certification and still no contract. He kept wondering why he wasn't given a contract.

The DFT took the case to arbitration.

This year, an arbitration judge ruled that Musleh should be "made whole" with benefits, accrued sick days and pay dating back to 1997.

Thanks to the DFT, this month Musleh took



DFT President Virginia Cantrell and Labor Relations Administrator Judy Smith present teacher and pilot Yurii Musleh with his second check from the 10-year case.

home the second of two checks for \$142,000. The first check totaled \$117,000.

"They wanted me to be a substitute," Musleh said. "I really did not have a full-time contract for at least half of my entire career time. I was teaching aircraft mechanics. There were people who were not certified and I was certified."

The teacher-pilot is grateful to DFT President Virginia Cantrell and Labor Relations Administrator Judy Smith for taking up his cause.

"This is what you pay your dues for," Musleh said. "It took a long time but we got there."

Restructuring the High Schools

By **Sidney G. Lee**,
Pershing High School

I have represented teachers in high schools for many years and when Virginia Cantrell asked me to represent you with New Detroit in looking at plans to restructure high schools, I was delighted. I'd like to share with you what I have learned and concerns I see in this area.



Sidney G. Lee

New Detroit assembled a cross section of public, private and charter school people who for whatever reason want to help all schools in Detroit. This was a concern to me because I was there representing the DFT and my concern was

Detroit Public High Schools. They called it the High School Innovation Network Project.

After many dialogues, visitations were made in schools in Chicago and New York and Michigan. Delegations were sent and visitation in many environments

took place. I visited New York City, the Bronx and Harlem.

I visited Elmont Memorial Junior and Senior High in Elmont, New York. This school was in a well kept suburb and all teachers lived in the community and all students were within walking distance. They had a lot of support for their classes and the students. We were only allowed to talk to a few students and faculty as our time was limited. The features that stood out for me was the community of upper middle class homes and surroundings. It had about 2,000 students all behaving and attending class with the goal of graduation.

This was not a model that I felt would help this committee.

The Harlem Renaissance High School was like a last chance academy where everyone focused on what they were about. It is run on the Diploma First model. It had zero tolerance for social problems and everyone was focused. Students were articulate and respectful of visitors. Admission to this high school was selective.

The model I felt would be interesting in Detroit Public Schools was a school called Vanguard on the Upper East Side of Manhattan.

It was located in the Julia Richman

Education Complex. I became very interested in the complex. This building has four high schools, an elementary school, and a special education school. They have a workable model of shared space. We focused on one school. I suggested we return because they seem to have overcome many obstacles since 1993, and smaller high schools in one building was intriguing.

New Detroit and the High School Innovation Network Project have shared ideas and perceptions, but no final draft has been disseminated.

Your union has been keeping up with this and other committees studying the restructuring of Detroit Public high schools.

The DFT executive board will meet with Superintendent Connie Calloway this week and I will present a number of concerns about what we know and don't yet know about the Detroit Public Schools plan.

DFT Questions On Restructuring High Schools

- Has a model been chosen? If yes, when will it be shared with the union?
- Will the union contract be followed on restructuring as it relates to teachers and job placement?

- How will students be chosen to attend each school?
- Will there be zero tolerance on attendance, classroom behavior, discipline and dress code/uniform?
- Where will the students who don't fit the model attend school, if this was their school prior to the design?
- How will administrators, teachers and other staff be chosen?
- Will a written plan be in place before the end of June?
- How will space be allocated when it needs to be shared?
- How will this affect sports programs and team classifications?
- Will students at these schools attend vocational schools?
- Will the union be able to work collaboratively with the administration to ease the transition to the new models?
- When will staff be professionally trained to implement the new programs?
- Will supplies be available on opening day?
- What will the class size be?
- Will parents be expected to play a significant role in these schools? What will that be?
- Will teachers have any changes in their working conditions? If so, what?

DFT staff assignments

Please contact the Labor Relations Administrator assigned to your constellation or category when you need assistance from the DFT.

TONI CLOVER

Special Educ. Schools

Communication Disorders
Cooley-North Wing
Day School for the Deaf
Deiter Trainable
Detroit Transition Center East
Detroit Transition Center West
Early Int. Diagnosis
Hancock Prep.
Homebound Teaching
Jerry White-(Sinai)
Kettering-West Wing
Moses Field
Oakman
Teacher Consultants (RCSIS)
VI/POHI Support

JUDY SMITH

Denby
Finney
Kettering
Osborn
Southeastern

KARIN WHITTLER

Chadsey Cody
M. L. King Northwestern
Southwestern Western

TERRENCE MARTIN

Central
Mackenzie
Northern
Murray-Wright
Pershing

MERSHIRA OLIVER

Cooley
Henry Ford
Mumford
Redford
Attendance Agents
Occupational Therapists
Physical Therapists
Psychologists
Social Workers
Speech Therapists

Alternative Education Centers, Vocational Technical Centers, Early Childhood Center and CEO District Schools will be serviced by the Labor Relations Administrator who represents the constellation to which the school is assigned.

Calendar

All meetings will be held at 2875 W. Grand Blvd., Detroit, unless otherwise noted. Dates and times are subject to change. The DFT telephone number is 313-875-3500.

MAY

- 19** Nurses Chapter, 4:00 p.m.
- 20** Retirees Chapter, 11:30 a.m.
- 22** Occupational and Physical Therapists Chapter 4:00 p.m.
- 29** Executive Board Meeting, 4:30 p.m.

JUNE

- 2** Social Workers Chapter, 3:45 p.m.
Counselors Meeting, 4:00 p.m.
- 5** General Membership Meeting, 4:30 p.m.
- 9** BROAD Orientation, 9:30 a.m.-3:00 p.m.
- 13** Building Representatives Dinner, 4:30 p.m.
Double Tree Dearborn, 4:30 p.m.
- 17** Retirees Chapter, 11:30 a.m.