

# Employee Resource Compendium

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GEOC AFT-MI #6123  
Updated June 2023

*The compendium is a working document. If we have missed any important information or there is something you want to see added, please do not hesitate to reach out to us!*

## Resources to possibly add:

- More LGBTQ+ friendly resource centers/Trans healthcare
- AFT-MI resources: <https://aftmichigan.org/unemployment/> (unemployment aid)
- Stewards directory
- Disability Accommodations and Resources: <https://studentdisability.wayne.edu/>
- International Student resources/forms: <https://oip.wayne.edu/oiss/visa/forms>
- Parent and Caregiver Resources, student debt resources, links to ACCESS
- Link to our contract (it is included in the new hire slide, but maybe make it more prominent somewhere else?)
- Sevis information
- Article VIII: Employee duties (workload: roughly 20 hours a week. Anything more than that is a possible grievance)
- Article X: non-discrimination (language and that is a potential grievance)
- Grievances - link to the grievance google form on our website:  
<https://docs.google.com/forms/d/e/1FAIpQLSfjtJvEIVoZPCGauZwYIBXKKyq5H0hU-I5odrDwSWKN9JdQVQ/viewform>

# *Get Involved with the GEOC!*

Join the GEOC Steering Committee (core union organizers) team!

Roles:

[https://docs.google.com/document/d/1McGYr42PCKInAPFlo\\_Nf4QBD7nO7hhywBPEcE6C-I\\_I/edit#](https://docs.google.com/document/d/1McGYr42PCKInAPFlo_Nf4QBD7nO7hhywBPEcE6C-I_I/edit#)

GEOC encourages you to get involved in any way you can. Department stewardship is a fantastic way to provide a voice and expressing any and all concerns you and your colleagues in your department face. To get involved, contact [vicepresident.geoc@gmail.com](mailto:vicepresident.geoc@gmail.com) or [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com)

# GEOC Team Contacts

**President:** [president.geoc@gmail.com](mailto:president.geoc@gmail.com) - Tag into any email communication with GEOC.

**Graduate Student Assistant:** [geocstudentassistant@gmail.com](mailto:geocstudentassistant@gmail.com) - Tag into any email communications with GEOC.

**AFT Organizer:** [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com) - Tag into any email communications with GEOC.

**Grievance Chair:** [grievances.geoc@gmail.com](mailto:grievances.geoc@gmail.com) - Email with any grievances or grievance related inquiries (we recommend you use a non-Wayne State email).

**Vice President:** [vicepresident.geoc@gmail.com](mailto:vicepresident.geoc@gmail.com) - Email regarding department issues.

**International Chair:** [international.geoc@gmail.com](mailto:international.geoc@gmail.com) - Email regarding international worker/student inquiries.

**Communications:** [communicationsgeoc@gmail.com](mailto:communicationsgeoc@gmail.com) - Email regarding social media, event, and outreach inquiries.

**Data Chair:** [hm2762@wayne.edu](mailto:hm2762@wayne.edu) - Email regarding GEOC membership inquiries.

**Bargaining Chair:** [bargaining.geoc@gmail.com](mailto:bargaining.geoc@gmail.com) - Email regarding GEOC contract inquiries.

**Treasurer:** [treasurer.geoc@gmail.com](mailto:treasurer.geoc@gmail.com) - Email regarding financial inquiries, including payroll, paystubs, and funding.

# Department Work Rules

Work rules are department to department guidelines of employment. They function to define the tasks and hour to hour breakdown of those tasks. As such, work rules protect your employment by ensuring that you are not unjustly penalized.

Article VII Section E of the GEOC Contract: “In the event that a department chooses to promulgate work rules of any kind or if it decides to institute a change in its work rules, that department shall have the sole and express responsibility to communicate to every Employee what the work rules are, what standards of Employee conduct are in place, and what the penalties, if any, are for violations of work rules.”

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*Because work rule implementation is optional, organizing with your fellow GTAs to push your department chair to adopt work rules that suit you and your fellow workers best is the greatest way to see work rules implemented in your department. Contact [president.geoc@gmail.com](mailto:president.geoc@gmail.com) to start getting work rules implemented in your department.*

# Employee Duties and Protections

**Workload:** As per Article VIII section C., Graduate Workers shall not exceed approximately 20 hours per week. **This does not mean you have to work 20 hours per a week. That number is the maximum amount you can be told to work by your supervisor.**

**GEOC highly recommends you track your hours. If you exceed 20 hours worked a week, you may be entitled to file a grievance.**

**Non-Discrimination:** As per Article X section A., *The University and members of the bargaining unit shall not discriminate or harass on the basis of race, color, veteran status, height, weight, ethnicity, religion, creed, political affiliation, political beliefs, membership in any social or political organization, national origin, caste, ancestry, marital/relationship or parental status, caregiver status, age, gender, gender identity or expression, pregnancy, sexual orientation, disability, or HIV status, of those capable of performing their professional duties.*

**As Per Section Article X section B., you are entitled to the grievance process and/or Office of Equal Opportunity processes. If you believe you are in any way being discriminated against, you are entitled to file a grievance.**

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Remember: There is no penalty for filing a grievance, even if it is not found to be grievable. Fill out [this form](#) and email [grievances.geoc@gmail.com](mailto:grievances.geoc@gmail.com) to find out more. Your employer **cannot retaliate** if you move through a grievance process.

# Visa Information

**Main Page:** <https://oip.wayne.edu/oiss/visa>

**Visa Categories:** <https://travel.state.gov/content/travel/en/us-visas/visa-information-resources/all-visa-categories.html>

Most international students at Wayne State will have an F visa or a J Visa. The following page has the forms for all VISA applications: <https://oip.wayne.edu/oiss/visa/forms>

Keep GEOC in touch as you go through the application process by emailing [international.geoc@gmail.com](mailto:international.geoc@gmail.com) and [president.geoc@gmail.com](mailto:president.geoc@gmail.com)

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**Popular Visa Categories:** <https://oip.wayne.edu/oiss/visa/categories>

- **F- 1 VISA:** For international students moving between educational levels
  - Application Process: <https://oip.wayne.edu/oiss/visa/f-visa>
- **F- 2 VISA:** For the dependants of F- 1 VISA holders.
- **J- 1 VISA:** Exchange program international students.
  - Application Process: <https://oip.wayne.edu/oiss/visa/j-visa>
- **J- 2 VISA:** For dependants of J-1 VISA holders

# Visa Information (Cont).

**All Visa Applications:** <https://travel.state.gov/content/travel/en/us-visas/study.html>

**OISS Contact:** <https://oip.wayne.edu/oiss/contact-us> - We recommend keeping in touch with OISS and GEOC with every form that you sign and submit

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For Further Questions please contact GEOC: [international.geoc@gmail.com](mailto:international.geoc@gmail.com). We recommend keeping [international.geoc@gmail.com](mailto:international.geoc@gmail.com) and [president.geoc@gmail.com](mailto:president.geoc@gmail.com) CCed in every email exchange you have with OISS and/or HR.

***GEOC will be glad to sit down with you and go through any application processes that you'd like. Please do not hesitate to reach out!***



# SEVIS Reimbursement

**What is SEVIS:** [1-901 SEVIS](#) is a form that F-1 and J-1 VISA holders are required to complete after receiving a 1-20 or DS-2019. Complete the SEVIS form here: <https://www.fmjfee.com/i901fee/index.jsp> The fee is \$220 for F-1 Holders and \$350 for J-1 Holders.

**SEVIS Reimbursement:** There are two forms of SEVIS reimbursements entitled to international students. Reimbursement forms are found here: <https://gradschool.wayne.edu/students/funding/assistantships-sevis>

- Wayne State University SEVIS Fee Reimbursement \$50 - For Graduate Teaching Assistants, Student Assistants, and Research Assistants
  - Federal 1-901 Fee Reimbursement - [Entitled to Graduate Teaching Assistants and Graduate Student Assistants](#)
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For Further Questions please contact GEOC: [international.geoc@gmail.com](mailto:international.geoc@gmail.com). We recommend keeping [international.geoc@gmail.com](mailto:international.geoc@gmail.com) and [president.geoc@gmail.com](mailto:president.geoc@gmail.com) CCed in every email exchange you have with OISS and/or HR.

***GEOC will be glad to sit down with you and go through any application processes that you'd like. Please do not hesitate to reach out!***

# New Hires

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**Orientation Packet 2023-2024:**

**Orientation Video 2023-2024:**

**Contract:** WARNING Wayne State's HR Department can be very slow and will often lose crucial documents. If you have not received your contract by **July 15th**, contact HR: <https://hr.wayne.edu/about/contact> **and** contact [grievances.geoc@gmail.com](mailto:grievances.geoc@gmail.com)

As soon as you sign your contract you are entitled to GEOC's protections and benefits. Read more about them here: <https://www.geocwsu.com/contract>

Try to have your paperwork in three weeks before the deadline. Processing paperwork time is typically longer than HR claims.

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**\*Note:** Continue to follow up with your department until your contract is signed. Keep [grievances.geoc@gmail.com](mailto:grievances.geoc@gmail.com) and [president.geoc@gmail.com](mailto:president.geoc@gmail.com) cced on any contact with HR or your department chair/DGS.

# Housing Information

Housing Options: <https://housing.wayne.edu/live/halls-apartments>

If you are in contact with the Office of Housing and Residential Life please CC [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com) and [international.geoc@gmail.com](mailto:international.geoc@gmail.com). We will ensure that you are not presented with misleading/false information regarding housing and residential life.

If you are in contact with off-campus housing companies or landlords, please continue to stay in contact with GEOC. If you are an international student and will be using an international number to contact off-campus housing options, please contact [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com). **Many landlords will not answer international calls. GEOC can help by calling with you from a Michigan phone number and making sure that your needs are met.**

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Units and Housing Options by Price: <https://housing.wayne.edu/live/costs>

**On Campus Housing Options from Most Affordable to Most Expensive** *(Prices vary depending on unit cost and occupancy)*

- **Furnished Apartments:**

- Ghafari & Atchison Halls
- The Thompson Suites
- The Towers Residential Suites
- Chatsworth Suites
- Anthony Wayne Drive Furnished Apartments

- **Unfurnished Apartments:**

- University Tower Apartments

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## Housing Information (Cont).

**If the University tells you that you only have one option/only sends you one option, look for alternatives.** Contact us at [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com) and we will help you find the best fit for you.

*\*Ensure that your lease does not require a roommate before applying unless you would like one! - Wayne State outsources to third party landlords. If a roommate is evicted or breaks their lease, responsibility of the full rent will fall on the remaining tenants.*

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# Housing Information (Cont).

If you are in contact with off-campus housing companies or landlords, please continue to stay in contact with GEOC. If you are an international student and will be using an international number to contact off-campus housing options, please contact [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com). **Many landlords will not answer international calls. GEOC can help by calling with you from a Michigan phone number and making sure that your needs are met.**

List of off-campus apartments with a rent less than or equal to 1000\$ for a studio/1B1B within walking distance from the main campus.

Management	Website
Golden Management	<a href="https://www.goldenmanagement.com/">https://www.goldenmanagement.com/</a>
Midtown Rental Experts	<a href="https://midtowntdetroit.com/">https://midtowntdetroit.com/</a>
Union at Midtown	<a href="https://www.unionatmidtown.com/">https://www.unionatmidtown.com/</a>
Sheridan Court	<a href="https://www.sheridancourtmidtown.com/">https://www.sheridancourtmidtown.com/</a>
University Club Apartments	<a href="https://continentalmgt.com/view-listing/?listing_id=1494">https://continentalmgt.com/view-listing/?listing_id=1494</a>
Belcrest Apartment	3138315700
Barlum Apartment	NA
27 E Willis Street	NA
The Plaza	<a href="https://theplazadetroit.com/">https://theplazadetroit.com/</a>
Villa Lante Apartments	5864343567
Medical Center Courts Apartments & Townhomes	(313) 833-6055

# Grant/Scholarship/Fund Information

**General Financial Information for International Students:** <https://wayne.edu/financial-aid/applying/international>

**International Scholarship Opportunities:** <https://wayne.edu/scholarships/international>

**Graduate Student Aid:** <https://wayne.edu/financial-aid/applying/grad-students>

**FASFA:** <https://studentaid.gov/h/apply-for-aid/fafsa>

- *For most domestic scholarships you will need a FASFA on file whether or not you intend to take out loans.*

## **Detroit/Michigan Funds:**

Michigan Solidarity Bail Fund: <https://michigansolidaritybailfund.com/>

Emergency Hardship Fund: <https://wayne.edu/financial-aid/types/other/emer>

GEOC Benefits: <https://www.geocwsu.com/resources>

MOI Information: The American Federation of Teachers offers paid training to two GEOC Graduate Teaching Assistants each semester!

*Please contact [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com) for more information*

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## **GEOC International Hardship Fund:**

\*Note: The money will go through a GEOC organizer and then to the international student through cash

## **GEOC Solidarity Fund:**

# Healthcare Information

**Open Enrollment:** <https://hr.wayne.edu/tcw/health-welfare/open-enrollment>

**\*Note:** Open Enrollment is Active from **November 14 - December 2**. During this period you can make changes to your health insurance plan that will be active **Jan. 1st** of the following year.

**Financial Options:** <https://hr.wayne.edu/tcw/health-welfare/flexible-spending>

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**Healthcare Navigation:** [https://www.benefitsolver.com/benefits/BenefitSolverView?page\\_name=single\\_signon\\_saml](https://www.benefitsolver.com/benefits/BenefitSolverView?page_name=single_signon_saml)

1. When you receive your contract, opt in to healthcare. To see the benefit deductions in your paystub, go to <https://academica.aws.wayne.edu> > Employee Self-Service > Pay-Stub.
2. If you are attempting to change your insurance information e.g. add a dependant, you will need to collect documentation such as birth certificates, spouse employee termination, etc., **and submit those documents within at least three weeks of the change in life event.** From there, go to [https://www.benefitsolver.com/benefits/BenefitSolverView?page\\_name=single\\_signon\\_saml](https://www.benefitsolver.com/benefits/BenefitSolverView?page_name=single_signon_saml), navigate to Change Benefits, and then to change life events. **NOTE: Do not wait for the benefits solver to reach out to you.** Continue to call them at 808-907-1433 until your change of life event has been processed. Email [vicepresident.geoc@gmail.com](mailto:vicepresident.geoc@gmail.com) for assistance in this process.
  - a. Losing employment, new employment, marriage, and childbirth are valid change of life events.
  - b. **\*Note: New Hires have 45 days to enroll into health insurance. Enroll within 45 days of signing your new contract.**
3. The cheapest healthcare plan is **Priority Health**
4. **As an international worker you need health insurance to enroll in classes.**

# Grievance Process

1. Fill out [this form](#), and then contact [grievances.geoc@gmail.com](mailto:grievances.geoc@gmail.com) and CC [president.geoc@gmail.com](mailto:president.geoc@gmail.com) , [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com), and [geocstudentassistant@gmail.com](mailto:geocstudentassistant@gmail.com) and attach any relevant documents, including but not limited to contacts from your department chair and/or supervisor, hour tracking, or contacts with HR. Even if you are unsure whether or not your situation is grievable, please file a grievance here:
  - a. You are entitled to filing a grievance without retaliation. Please keep the grievance chair cced onto any communications you have with your department, supervisor, or Wayne State administration.
2. Your Grievance Chair or a staff member will contact you within 48 hours to discuss the situation.
3. If the grievance can be resolved by making your department chair, supervisor, and/or HR aware of the situation, the grievance will be closed.
4. If the grievance continues, GEOC will work with you further to meet with your department chair and/or supervisor regarding the situation.
5. If the grievance continues, GEOC will contact the assistant provost and/or the Dean of Graduate Students.

**NOTE: GEOC recommends contacting us through a non-Wayne State Email. All grievances are confidential, and we recommend coming to GEOC as soon as you believe your [contract](#) has been violated. Even if you are not sure if your situation is grievable, contact us and fill out [this form](#)**



# Parking

**Parking Options:** <https://parking.wayne.edu/availability>

Whether you are a GSA, GTA, or GRA **Register as a student when you register for parking. It is significantly cheaper.**

It is more affordable to pay with Onecard than to pay with Debit if you are swiping into a parking deck.

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**Park Detroit:** You may use the meters, or make an account at <https://parkdetroit.flowbirdapp.com/#/Parking>

Monday - Friday Park Detroit allows a maximum of 2 hours in a spot. Be sure to reset your session before the 2 hours is up. Watch for faded blue lines that represent handicapped spaces. Park Detroit is incredibly strict. Please check out their parking laws to avoid being fined.

Contact Us for more information about free parking: [vicepresident.geoc@gmail.com](mailto:vicepresident.geoc@gmail.com)

# SSVF

GEOC offers funds to Survivors of Sexual Violence. The application is entirely anonymous and will only be viewed by the Treasurer and SSVF Liaison.

For further information and application instructions:

[https://www.geocwsu.com/files/ugd/584d56\\_4404038cd1614459b75ab4279ab4db0f.pdf](https://www.geocwsu.com/files/ugd/584d56_4404038cd1614459b75ab4279ab4db0f.pdf)

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# Auto Accident/Incident Help

**Disclaimer:** This is not legal advice. The following information covers common practices when one is in a similar situation. Please reach out to [grievance.geoc@gmail.com](mailto:grievance.geoc@gmail.com) and [geocstudentassistant@gmail.com](mailto:geocstudentassistant@gmail.com) if you are in need of assistance.

**When in an auto accident, call the police to have an incident report made on site.** \*\*911 should be called regardless of the severity of the injuries. Certain injuries cannot be seen unless taken to a doctor. \*\* - unsure

**Make sure to take the driver's contact information and insurance details.** If you are unable to get this information right away, the police report should have all necessary information.

- If you have auto insurance, you should be able to file a claim online with your own insurance, but you will need the information of the other parties.
- If you do not have auto insurance, you can file a claim with the driver's insurance.
- If no parties involved have auto insurance, you may file a claim with the Michigan Assigned Claims Plan (MACP). (explain)

**As a result of any situation, you should be able to have your auto and/or medical bills paid without any cost to you.** If the incident results in the inability to work, you may also be entitled to compensation for wages lost.

## **KEEP ALL DOCUMENTATION FROM POLICE/DOCTORS/EMPLOYER**

*Michigan is a no-fault state, meaning that in most auto related accidents, drivers have their insurance to cover their own injuries, rather than the "at fault" driver's insurance companies paying out the other person.*

# Need Legal Help?

*Legal aid providers are present in Zoom courtrooms in the 36th District Court. It is important to attend any court hearings that are scheduled so you can access these limited resources. There are not enough tenant rights lawyers in Detroit. 20% of tenants have full legal representation in court compared to 95% of landlords. These legal service providers have very limited capacities but may be helpful with eviction cases and/or urgent housing needs. Also see: <https://wethepeoplemi.org/housing-resources/>*

## Legal Aid Resources

[www.detroitevictionhelp.org](http://www.detroitevictionhelp.org)

- A website that helps connect people with legal representation. You can reach the Detroit Eviction Helpline at 1 (866) 313-2520.

[www.michiganlegalhelp.org](http://www.michiganlegalhelp.org)

- Handles legal problems without legal representation, with many do-it-yourself tools. There is a Michigan Legal Help Self-Service Center in the Coleman A. Young Municipal Building, 19th floor, room 1911, open from 9:00 am - 2:00 pm. They do not provide official legal advice, just questions about court practices and forms.

[www.lawhelpinteractive.org](http://www.lawhelpinteractive.org)

- Created by the Michigan Poverty Law Program to help locate and fill out legal documents for free online.

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# Need Legal Help? (cont.)

**IMPORTANT:** *These providers may not answer immediately and may not follow up without consistent outreach - call numerous times until you receive a response.*

## Legal Service Providers

### **Lakeshore Legal Aid**

Phone: 1 (888) 783-8190

Website: <https://lakeshorelegalaid.org/>

### **The United Community Housing Coalition (UCHC)**

Phone: (313) 963-3310

Website: <https://www.uchcdetroit.org/>

Email: [eviction@uchcdetroit.org](mailto:eviction@uchcdetroit.org) or [help@uchcdetroit.org](mailto:help@uchcdetroit.org)

### **Michigan Legal Services**

Phone: (313) 964-4130

Website: <https://milegalservices.org/>

### **Detroit Justice Center**

Phone: (313) 736-5957

Website: [www.detroitjustice.org](http://www.detroitjustice.org)

### **Michigan State College of Law Clinic**

Phone: (517) 432-6880, follow the prompts.

Email: [clinic@law.msu.edu](mailto:clinic@law.msu.edu)

### **Southwest Detroit Immigrant & Refugee Center**

Phone: (313) 288-9904

Website: <https://detimmigrantcenter.com/legal-services/>

### **Michigan Bar Modest Means Program**

Website: <https://lrs.michbar.org/LRS-info/Modest-Means-Program>

### **The Fair Housing Center of Metro Detroit**

Phone: (313) 579-3247

Website: <https://www.fairhousingdetroit.org/>

Sources: [www.evictionmachine.org/tenant-resources](http://www.evictionmachine.org/tenant-resources),  
[www.detroittenantsassociation.com](http://www.detroittenantsassociation.com)

# Local 3rd-Party Social Service Resources

*We've compiled a list of social service resources that may help you:*

**Emergency Rental Assistance Program (ERAP)**, apply on the website or call.

Phone: (833) 742-1513 (long wait time on hold)

Website: <https://www.waynecounty.com/departments/econdev/emergency-rental-assistance.aspx>

## **United Way**

Call 2-1-1 for referrals

**Detroit Housing Commission (DHC)** provides affordable housing for low-income city residents. Call to find program availability (Sec 8, vouchers), there is typically a very long waiting list.

Phone: (313) 877-8807, follow the prompts

Website: [www.dhcmi.org](http://www.dhcmi.org)

**Michigan Department of Health and Human Services (DHS)** provides state funding for low-income resident programs, including State Emergency Relief (SER), food and cash assistance, etc. Apply online or contact your local DHS office.

Website: <https://newmibridges.gov/>

**Coordinated Assessment Model (CAM) Detroit** provides access to housing resources and shelter for the homeless, with fast service in-person during business hours at 1600 Porter, 48216. Veterans should visit 4646 John R, Red Tower, 2nd floor.

Phone: (313) 305-0311, follow the prompts.

Website: [www.camdetroit.org](http://www.camdetroit.org)

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# Local 3rd-Party Social Service Resources (cont.)

**Wayne-Metropolitan Community Action Agency (Wayne-Metro)** is a non-profit that serves low-income residents of Wayne County, with programs for housing, utility assistance, etc.

Phone: (313) 388-9799

Email: [wmconnectcenter@waynemetrol.org](mailto:wmconnectcenter@waynemetrol.org)

Website: [www.waynemetrol.org](http://www.waynemetrol.org)

**The United Community Housing Coalition (UCHC)** is a non-profit providing housing relocation and legal aid. You must make an appointment and intake before applying.

Phone: (313) 963-3310

Website: [www.uchcdetroit.org](http://www.uchcdetroit.org)

Email: [eviction@uchcdetroit.org](mailto:eviction@uchcdetroit.org) (for evictions) or [help@uchcdetroit.org](mailto:help@uchcdetroit.org) (other issues)

**St. Vincent de Paul** is a Catholic organization with income-based assistance like housing programs, move-in cost help, etc. Need to apply through DHS for State Emergency Relief (SER) and a determination letter.

Phone: (313) 393-2930 or (877) 788-4623. Follow prompts to leave a message.

Website: [www.svdpdetroit.org/Get-Help](http://www.svdpdetroit.org/Get-Help)

**The Salvation Army** is a religious-based organization with programs including emergency shelter, financial assistance, food pantries, and clothing. Programs vary by location, and require a lot of documentation

Phone: (248) 443-5500, follow the prompts.

Website: [www.centralusa.salvationarmy.org](http://www.centralusa.salvationarmy.org)

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# Local 3rd-Party Social Service Resources (cont.)

**Here to Help Foundation** assists residents of Wayne County. Many requirements, but can provide one-time rental assistance up to \$750, utility assistance, car repairs, etc. Apply online or by email.

Email: [heretohelpfoundation@icloud.com](mailto:heretohelpfoundation@icloud.com)

Website: [www.heretohelpfoundation.org](http://www.heretohelpfoundation.org)

**Michigan Veterans' Affairs Agency** provides support, care, and service to veterans and their families, along with one-time grants for combat-era veterans experiencing emergencies. They also can refer to other places for aid.

Phone: 1 (800) MICH-VET, follow the prompts

Website: <https://www.michigan.gov/mvaa>

**Area Agency on Aging** connects seniors to resources. Call or fill out their form on their website.

Phone: (313) 446-4444

Website: [www.detroit seniorsolutions.org](http://www.detroit seniorsolutions.org)

**The Ruth Ellis Center** provides housing, food, and mental health assistance for LGBTQ+ youth (and eligible family members) and survivors of human trafficking.

Phone: (313) 252-1950 for information

Email: [info@ruthelliscenter.org](mailto:info@ruthelliscenter.org) or [housing@ruthelliscenter.org](mailto:housing@ruthelliscenter.org)

Website: [www.ruthelliscenter.org](http://www.ruthelliscenter.org)

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## Local 3rd-Party Social Service Resources (cont.)

***It is important to contact these agencies as soon as you know you need help.***

GEOC recognizes these organizations are imperfect. Feel free to offer feedback on whether or not they have worked for you or your friends and family.

It may also help to check local places of worship for community need. Local libraries have free WiFi, computer access, and referrals to local resources. Other helpful spaces include local senior centers, veteran centers, and your local public school system.

For a list of food banks and soup kitchens in the area, visit [www.feedingamerica.org](http://www.feedingamerica.org)

Source: [www.detroittenantsassociation.com](http://www.detroittenantsassociation.com)

# Alternatives to Calling the Detroit Police Department

*Please consider using these alternatives to calling the police or 911 when faced with a situation that calls for de-escalation and/or intervention. These resources may be obligated to contact law enforcement in the case of an immediate risk of harm to the caller or another, child abuse, or abuse of a vulnerable adult. These resources are not intended to cover all situations, only to provide the services described. If you are in danger of immediate harm and feel safe, call 911.*

## Housing

- **Emmanuel House:** (313) 397-2372
  - Provides housing, addiction, and mental health services to veterans. [www.emmanuelhouserecovery.org](http://www.emmanuelhouserecovery.org)
- **Hope Warming Pontiac:** (248) 499-7345
  - 24/7 low-barrier emergency shelter - no ID required. LGBTQ+ friendly. [www.hopewarmingpontiac.org](http://www.hopewarmingpontiac.org)
  - 249 Baldwin Avenue, Pontiac, MI 48342
- **Neighborhood Services Organization:** (313) 961-4890
  - Homeless recovery services. [www.nso-mi.org/homeless-recovery-services.html](http://www.nso-mi.org/homeless-recovery-services.html)

Cont.>

## LGBTQ+

- **Equality Michigan Department of Victim Services:** 1 (866) 962-1147 ext. 144
  - Dedicated survivor-centered services to individuals who experience violence, discrimination, and harassment. [www.equalitymi.org/victim-services/](http://www.equalitymi.org/victim-services/)
- **LGBT Detroit:** (313) 397-2127
  - Individual and phone crisis intervention counseling for LGBT+ survivors of sexual assault, abuse, hate crimes, and human trafficking. <https://www.lgbtdetroit.org/gethelp>
- **Transgender Michigan:** (855) 345-TGMI (help line)
  - Support and education to unify and empower LGBT+ communities. <https://www.transgendermichigan.org/>

# Alternatives to Calling the Detroit Police Department (cont.)

## Mental

- **C.O.P.E.:** (844) 296-2673 (24/7 crisis hotline)
  - For adult Wayne County residents, coordinates care management, transport, outpatient care, walk-in crisis screening, medication, emergency clothes, meals, showers, phone access, etc.
- **Common Ground:** 1 (800) 231-1127 (24/7 hotline)
  - Crisis intervention for those with mental illnesses, facing crime, and runaway and homeless youth. Chat available through [www.commongroundhelps.org](http://www.commongroundhelps.org)
- **Team Wellness Detroit** \*: (313) 258-3842 // Southgate: (313) 258-4758
  - 24/7 crisis hotline. *\*Please note this service may require membership.* [www.teamwellnesscenter.com/crisis/](http://www.teamwellnesscenter.com/crisis/)

## Domestic Violence & Sexual Assault

- **FirstStep:** (734) 722-6800 (24/7 helpline)
  - Wayne County's only non-profit with comprehensive victim services like crisis intervention, support, information, and safety planning to survivors of domestic and sexual violence. [www.firststep-mi.org](http://www.firststep-mi.org)
- **Haven:** (248) 334-1274 or (877) 922-1274 (24/7 crisis support) // TTY: (248) 972-2540
  - Oakland County's only 24/7 emergency shelter for survivors and their children serving the county and surrounding area, providing counseling, court advocacy, and legal assistance. [www.haven-oakland.org](http://www.haven-oakland.org)
- **YWCA/Interim House Metro Detroit:** (313) 862-3580 (general) // (313) 861-5300 (24/7 crisis line)
  - Offers services to battered women and their children in a safe and supportive environment. [www.ywcadetroit.org/programs/domestic-violence/](http://www.ywcadetroit.org/programs/domestic-violence/)

Cont.>

# Alternatives to Calling the Detroit Police Department (cont.)

*Please note that those answering calls may be mandatory reporters who are required to make a report to CPS or law enforcement in certain situations. Ask first to for clarity.*

## Youth

- **Common Ground:** 1 (800) 231-1127 (24/7 hotline)
  - Chat available through website. <https://commongroundhelps.org/>

## Elders

- **Area Agency on Aging:** 1 (800) 852-7795
  - Free non-profit service providing crisis response and guidance on issues related to senior housing, transportation, meal access, caregiving, and neglect or abuse. Affirming for LGBTQ+ seniors. [www.aaa1b.org](http://www.aaa1b.org)

## Crime

- **Common Ground:** 1 (800) 231-1127 (24/7 hotline)
  - Chat available through website. <https://commongroundhelps.org/>

## Substance Abuse

- **Emmanuel House:** (313) 397-2372 (24/7 call service)
  - Housing, addiction, and mental health services for veterans. [www.emmanuelhouserecovery.org](http://www.emmanuelhouserecovery.org)
- **Team Wellness Detroit\*:** (313) 258-3842 // Southgate: (313) 258-4758
  - 24/7 crisis hotline. \*Please note this service may require membership. [www.teamwellnesscenter.com/crisis/](http://www.teamwellnesscenter.com/crisis/)

Source: [www.dontcallthepolice.com/detroit/](http://www.dontcallthepolice.com/detroit/)

# Emergency Housing Issues/Needs

**Detroit Eviction Defense** helps tenants who live in apartments as well as those with Section 8 vouchers to fight home evictions. [www.detroitevictiondefense.net](http://www.detroitevictiondefense.net)

- Meets every Thursday 6:00 pm at St. John's Church: 2120 Russell St.
- Phone: (313) 530-0216
- Email: [detroitevictiondefense@gmail.com](mailto:detroitevictiondefense@gmail.com)

**Moratorium NOW! Coalition** serves working Detroit residents facing foreclosure and need advocate help.

- 5920 Second Ave. (near Antoinette)  
(Accessible ramp at side entrance)
- Phone: (313) 680-5508 or (248) 470-0296
- Email: [moratorium@moratorium-mi.org](mailto:moratorium@moratorium-mi.org)

**Detroit Tenants' Association** is an NGO led by tenants that fights to empower tenants through advocacy, education, and direct collective action.

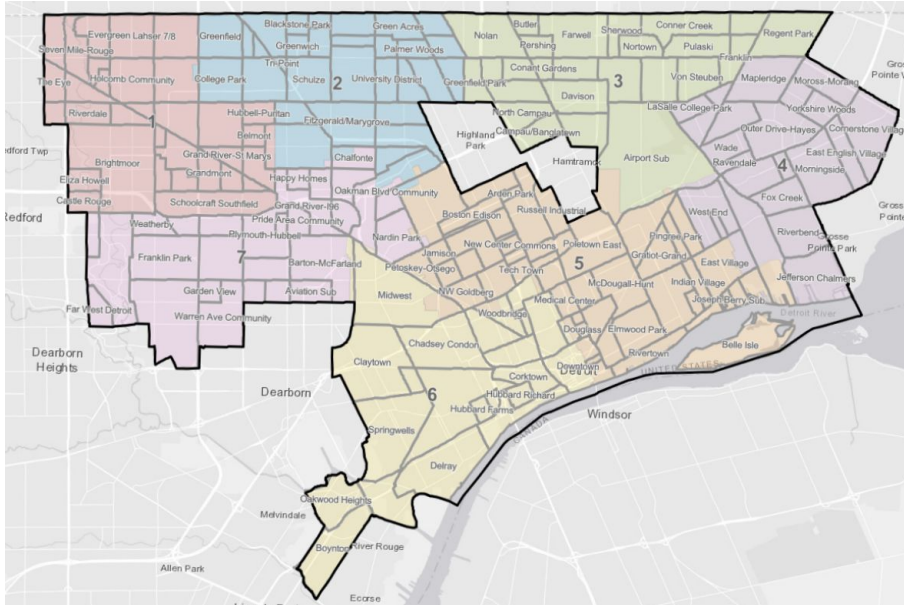
<https://www.facebook.com/people/Detroit-Tenants-Association/100085870677678/>

- Meets every 2nd Tuesday monthly 5:30pm at 2161 W Grand Blvd - Laborers' Local #1191
- Email: [detroittenantsassociation@gmail.com](mailto:detroittenantsassociation@gmail.com)

***Michigan Legal Aid has a short pamphlet with practical advice about how to get a landlord to take care of tenant-related problems that come up:***

[http://www.michiganlegalaid.org/library\\_client/resource.2005-05-30.1117489737320/html\\_view](http://www.michiganlegalaid.org/library_client/resource.2005-05-30.1117489737320/html_view)

# District Map and Contact Information for Detroit City Council Members



## **James Tate District 1**

(313) 224-1027  
councilmembertate@detroitmi.gov

## **Angela Whitfield-Calloway District 2**

(313) 224-4535  
councilmemberCalloway@detroitmi.gov

## **Scott Benson District 3**

(313) 224-1198  
bensons@detroitmi.gov

## **Latisha Johnson District 4**

(313) 224-4841  
councilmemberjohnson@detroitmi.gov

## **Mary Sheffield District 5**

(313) 224-4505  
councilmembersheffield@detroitmi.gov

## **Gabriela Santiago-Romero District 6**

(313) 224-2450  
councilmembergabriela@detroitmi.gov

## **Fred Durhal III District 7**

(313) 224-2151  
councilmemberdurhal@detroitmi.gov

## **Mary Waters At Large**

(313) 628-2363  
councilmemberwaters@detroitmi.gov

## **Coleman A. Young II At Large**

(313) 224-4248  
coleman.young@detroitmi.gov

# Local Union Organizing: “KNOW YOUR RIGHTS!”

***We have the right to hold demonstrations in public parks of Detroit including Campus Martius, Grand Circus Park, and Spirit of Detroit Plaza without a permit for up to 45 people. We also have the right to leaflet and petition in these arenas. This first amendment right is encoded in a City of Detroit ordinance. When private security ask you to leave, assert these rights and tell them you are not leaving. Cite the Detroit City Ordinance printed here:***

Source: [www.moratorium-mi.org](http://www.moratorium-mi.org)

From Chapter 33 - PARKS AND RECREATION of the DETROIT CITY CODE:

Sec. 33-1-61. Permit required for leafleting, petitioning, solicitation and demonstration activities; exceptions.

- (a) Groups of more than 45 individuals who desire to engage in leafleting, petitioning, solicitation, or demonstration activities shall obtain a permit from the Recreation Department.
- (b) **Leafleting, petitioning, solicitation, and demonstration activities by a group of 45 or fewer individuals will be allowed without a permit**, unless:
  - (1) The activity unduly interferes or conflicts with a previously-issued permit for the same area;
  - (2) The location sought is not suitable because of landscaping, planting, or other environmental conditions reasonably likely to be negatively impacted by the proposed activity;
  - (3) The activity unduly impedes vehicular or pedestrian traffic, or endangers persons engaging in such activities or the public;
  - (4) The activity unduly impedes scheduled activities;
  - (5) The activity unduly impedes the operation and functioning of authorized commercial activities on park grounds;
  - (6) The activity violates any federal or state law or regulation, or this Code; or
  - (7) The activity requires sound amplification, except that a hand-held, battery operated megaphone is allowed without a permit, so long as its use will comply with Chapter 16, Article I, of this Code, *Noise*.
- (c) The permit requirements are subject to the provisions in Sections 33-1-67, 33-2-31, and 33-2-32 of this Code.

(Code 1984, § 40-1-61; Ord. No. 28-15, § 1(40-1-61), eff. 12-2-2015)

[https://library.municode.com/mi/detroit/codes/code\\_of\\_ordinances?nodeId=n2019DECO01](https://library.municode.com/mi/detroit/codes/code_of_ordinances?nodeId=n2019DECO01)

Sec. 33-1-1. - Definitions.

**Demonstration** means any demonstration, picketing, speechmaking, marching, holding of vigils, and all other like forms of conduct which involve the communication or expression of views or grievances, engaged in by one or more persons in a manner consistent with laws applicable to such conduct in a public place.

# *Get Involved with the GEOC!*

Want to join the GEOC Steering Committee team?

Roles:

[https://docs.google.com/document/d/1McGYr42PCKInAPFlo\\_Nf4QBD7nO7hhywBPEcE6C-I\\_I/edit#](https://docs.google.com/document/d/1McGYr42PCKInAPFlo_Nf4QBD7nO7hhywBPEcE6C-I_I/edit#)

GEOC encourages you to get involved in any way you can. Department stewardship is a fantastic way to provide a voice and expressing any and all concerns you and your colleagues in your department face.

To get involved, contact [vicepresident.geoc@gmail.com](mailto:vicepresident.geoc@gmail.com) or [organizer.geoc@gmail.com](mailto:organizer.geoc@gmail.com)