



# Union Eyes

SUMMER 2014 ISSUE

**SEIU 1199 Elections:  
Voting  
July 15, MC 104  
11 am - 2 pm**

**✓ VOTE**

**Summer 2014 ISSUE:**

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## Preparing for Contract Negotiations

Ahhh, summer. A time to slow down, spend time with family and friends and enjoy the sun when we have it in NE Ohio or get all of those outside summer projects done. That may be true for many people but for the SEIU contract negotiating team here at CSU we are already working on the issues to bring to



## Meet Our Negotiating Team

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CONTRACT

**Full Membership  
Meeting July 8, MC 134  
12 pm - 1 pm**

**Your  
voice  
counts**

the negotiating table for our contract renewal. The current SEIU contract expires September 30, 2014 at midnight and so there are only a few short weeks until negotiations begin in August. When the team goes to the negotiating table we will be negotiating both economic and non-economic issues that affect you, as an employee of CSU. This contract is extremely important as it will affect your working conditions in the years to come. So please support us this summer as we go into negotiations! Find out specifics as to how you can support in the pages that follow.

By Wendy  
Densmore



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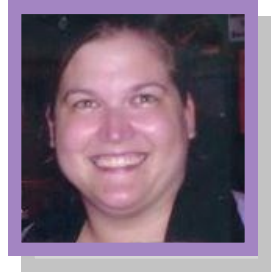
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# Goodbye to Our Union Rose

By Rita M. Grabowski



Rose Begalla, started in a new position at CSU this past May: Manager of Student Affairs and Advising for the Washkewicz College of Engineering. The only unhappiness for us is this management position means that Rose is no longer part of our Union.

Rose joined SEIU when she started at CSU as an Academic Advisor in the C.L.A.S.S. Advising Center five and a half years ago. She's served as a member of the Executive Board for the CSU Chapter of SEIU since the fall of 2011.

I asked Rose if there is a lesson she has learned while serving in the Union that she would like to share. Her response: "If you want to change the system, get involved. It was tough to make the commitment work for the Union and to attend E-Board meetings, but I made the time." In addition to working full-time and serving the CSU Chapter, Rose is also a student in the Ph.D. in Urban Education program, specializing in Policy Studies.

If Rose had the magical power to grant

one wish for the CSU Chapter, it would be "an automatic across-the-board 3% increase for all bargaining unit members." Also, she still views parking as the number one issue, saying, "It upsets my sense of social justice to have staff members pay 3 - 5 % of their salaries for the privilege of parking on campus."

Rose sees herself as a problem-solver, and a fighter. She dismisses "Right to Work" as "Union killing." She wants to make sure that our bargaining unit members realize that "Things that we take for granted, like a lunch break, a forty-hour work week, and the weekend are things that Unions fought for." She views the recourse that is provided by a Union contract as one of the most important things that Union protection offers.

She urges all bargaining unit members to become union members, reminding us that "Becoming a union member will not cost you anything more than the fair share deduction

that you see coming out of your paychecks. Become a member, hold an office, serve, and actively participate." She is succinct about the alternative: "Or shut your mouth."

Membership gives you a voice. You cannot vote to ratify the new contract or attend Chapter meetings unless you are a member. Everyone's involvement matters because, Rose explains, "The more strength the Union shows, the more fear management will face." She and I agree that would be a good way for this year's contract negotiations to start.

If you are not certain about your membership status, contact our Membership Chair, Tom Hurray at ext. 7396, or by email. (Volunteering to help Tom would be a great way to provide service!)

THANK YOU, Rose, and best wishes!

## Importance of COPE

The Committee on Political Education (COPE) is SEIU D1199's Political Action Committee (PAC). Money contributed to COPE goes directly toward electing pro-worker, pro-labor politicians as well as working for or against ballot measures, like levies, that would affect our Union and its members.

Because many of SEIU D1199's members are employed by the state, or agencies which receive funding from the state, having supportive politicians in office is important to funding strong and fair contracts.

COPE is funded by voluntary contributions from our members. As little as \$5 a month makes a difference.

If you do not currently contribute to COPE, or would like to increase your amount, contact one of your Union Delegates or Executive Board Members today!

**Contributing to COPE is an investment in your future.**

## Contract Highlight

### Section 9. Equity Adjustments.

An equity adjustment is a special salary action to correct an inequity that cannot be corrected within the normal salary guidelines. This adjustment is used to react to sudden shifts in the competitive market where the hiring rate of a new candidate may cause an Internal inequity.

Consequently, an adjustment may be applied to individual bargaining unit members or a specific classification affected by the inequity. The University shall provide the SEIU District 1199 Executive Board Member/Chair or designee with supporting documentation prior to the effective date of the equity adjustments. The award (and amount) of any equity adjustments shall be at the discretion of administration and shall not be grievable.



# Right to Work:

## SEIU District 1199 President Becky Williams Makes Case Against Right to Work

From the Canton Repository:

“Have you ever had a moment of déjà vu? That’s how I feel when I hear people talk about “right to work” or “workplace freedom.”

The names they’ve given to these laws are deceptive. In fact, you may remember those bills in Ohio by a different name: Senate Bill 5.

In November 2011, after a long, hard-fought battle, Ohio voters from all different walks of life joined together and repealed Senate Bill 5.

While I may be experiencing déjà vu, it seems as if our legislators in Columbus are experiencing a bout of self-imposed amnesia.

Illustrating this point are House Bills 151 and 152, which aim to put these misleading “right-to-work” policies into law. They are still pending in the Ohio General Assembly.

When Ohioans rejected SB 5, they rejected attacks on working people, and “right to work” is no different.”

**When Ohioans rejected SB 5, they rejected attacks on working people, and “right to work” is no different.”**

# Summer U-PASS : WIN for SEIU



At the beginning of summer, SEIU delegates were made aware of an email sent out by HR notifying employees that were taking summer classes that they would no longer be eligible to purchase the U-pass. After filing a grievance, the following memo was issued by HR:

Dear CSU Employee:

Previously, you were notified that as an employee taking academic classes, you were not eligible to participate in the U-Pass program. In response to employee requests, the University has revisited this item with the Greater Cleveland Regional Transit

Authority (GCRTA). As a result, the Department of Human Resources, in consultation with the University's General Counsel, has determined that, for those employees who choose to enroll in academic classes at the downtown campus, participation in the U-Pass program will be considered an additional employee benefit that is directly associated with enrollment in classes for a specific term. Further, the benefit is only offered and available as a result of the U-Pass agreement between CSU and GCRTA.



# CAT Team Roundup

We are looking for SEIU members that would like to become involved by being part of our Contract Action Team!

As a CAT member, you'll communicate important negotiation updates to co-workers and help mobilize members for key contract actions as contract negotiations move forward. Your responsibility is to make sure information flows from the bargaining table to our members.

If you are interested in being part of this important communication chain, please contact Jami Derry at [j.derry@csuohio.edu](mailto:j.derry@csuohio.edu)



# SEIU 1199 @ CSU Stronger Together



## Union Contacts

CLEVELAND STATE SEIU 1199 WEBSITE:  
[www.csuohio.edu/organizations/SEIU](http://www.csuohio.edu/organizations/SEIU)

To submit stories for the newsletter or to nominate a member to be featured, please email:

[j.derry@csuohio.edu](mailto:j.derry@csuohio.edu)

### How can I get involved in the Union?

Go to meetings, talk with the members of the Executive Team, volunteer for a committee, or run for a position on the Executive Team or Negotiating Team yourself. You'll be glad you did!

#### EXECUTIVE BOARD:

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#### MEMBERSHIP:

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#### NEWSLETTER:

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Jami Derry (Co-Chair)	<a href="mailto:j.derry@csuohio.edu">j.derry@csuohio.edu</a>	216-687-5433

#### WEB MASTER:

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