



Union Eyes

FALL 2014 ISSUE

Become a Delegate!
 Email nominations to:
ckern@seiu1199.org



What is a Union Delegate?

Article from
[SEIU 1199 Website](http://seiu1199.org)

A union Delegate is an employee just like you. They have a job to do every day, and they answer to the same management that you do. The key difference, though, is that a union Delegate has the training, the tools, and the protections to help you and other employees solve problems at work!

If you think you have a problem, then perhaps your Delegate can help you. He/she has been trained by the union and has special legal protections to enable them to stand up for employees when management isn't being reasonable, or may be in violation of the contract with the union.

The job of a union Delegate involves:

To provide **Representation** when you think you're in trouble. If you have a meeting with management that you believe is an investigatory interview with the possible purpose of taking disciplinary action against you, you have the right to have your union Delegate at the meeting. This is also known as your "Weingarten Rights." A term you may be familiar with is "filing a grievance." A grievance is an allegation that management has violated the terms of the contract. Not every problem is a violation of the contract, and not every problem requires a grievance. Your Delegate may have other ways, both formal and informal, for solving problems.

Communication: Your Delegate will make sure to inform members about what's going on in the union, by handing out informational leaflets, putting information on the union bulletin board, and by simply talking with people. Your Delegate

also plays the role of feeding your ideas and issues back into the other parts of the union, such as the staff, Vice Presidents and Executive Officers.

Education: Your Delegate will work to make sure workers understand their rights, the contract, and any important issues on which the union is working.

Organizing and Mobilizing Members: This is considered the union Delegates' #1 job. The strength of our union at any point in time is simply the total energy and support of the members who can be mobilized. When more members get involved, we can accomplish more, both at our workplaces as well as district-wide. All the other work Delegates do: representation, communication, and education is done with an eye to strengthening and increasing involvement in the union. YOU (that's right,) YOU CAN . . .



The Union leadership is currently taking nominations for delegates. We should have one delegate for every twenty-five members. **This means the CSU chapter should have seventeen delegates!** The more delegates we have, less time commitment is required for each delegate and together we can provide better representation to our membership. **To self nominate or nominate a coworker, email: ckern@seiu1199.org before Feb. 1**

Spring 2015 ISSUE:

- **What is a Delegate**
page 1
- **Become a Delegate**
page 1
- **Goodbye Gail**
page 2
- **Contract Highlight**
Page 2
- **Membership Update**
pages 2
- **No Merit Increase?**
page 3
- **Negotiations Highlight**
page 3
- **Let us Know**
age 3
- **Union Contacts**
page 4

First Professional Staff Union President Retires from CSU after 35 Years

Gail Marredeth started at CSU on January 22, 1979 and retired on December 12, 2014. In 35 years, Gail saw CSU grow from a small, centralized cluster of buildings, remembering when registration was “an adventure” held in the Fenn Tower Ballroom. A founding member of the professional staff union at CSU, Gail was an active union member to her last day on campus. She served most recently as a member of the SEIU negotiating team, planning her retirement so she could be involved in one more contract negotiation! Gail also wants to thank Andi LoPresti for her service as Union President for over nine years, saying that, “Without all that Andi did for CSU, I wouldn’t have been able to work here for 35 years!”

Gail’s decades of work for us defines involvement. She challenges us to “Get involved. Do SOMETHING! Work to fix what’s wrong.” We can honor Gail’s legacy no better way than to take up that challenge. Consider SERVING as a DELEGATE! No previous experience required. Training will be provided.

Contract Highlight

Article 40, Section 2:(A) (3) reads:

“Student employees shall not be used to perform significant components of the position of a laid off employee. It is agreed that this provision shall not apply to students, whether paid or unpaid, performing work in internships, graduate assistantships, practicums or through other programs whose primary purpose is to satisfy a degree requirement.”

Thus, the University can not lay off a SEIU member and then have any type of student perform the duties of the laid off employee. The exception to this is if the student is performing the work through a program whose primary purpose is to satisfy a degree requirement for the student.



Gail Marredeth

Membership Update

Currently, the SEIU1199 CSU Chapter has 392 bargaining unit members. Of those, 260 are full members and 132 are fair share members. Fair share members pay the same union dues as full members, but they cannot take advantage of all of the benefits of membership. For example, fair share members can not vote or attend membership meetings. However, a fair share member has the opportunity to become a full member any time, simply by completing an application and mailing it to membership chair Tom Hurray. Encourage everyone in your area to become a full member TODAY! There is power in numbers and the more full members, the more power we have!

Membership Chair
Tom Hurray
t.hurray@csuohio.edu
 216-523-7396

No Merit Increases?

Sorry, but no. Not this year. However, for this first year of the contract, **all** SEIU bargaining unit employees will receive the full 2% wage increase that only those who earned merit increases would have received this year.

Note that the contract language that was originally ratified called for a 1.75% across the board increase and a .25% merit increase for the first contract year. A 1.5% ATB increase with a 1% MI are scheduled for contract years 2 and 3.

While some members who receive the merit increases think that they are a good idea, many members have indicated that their supervisors may be unfair and are highly subjective when evaluating performance. During the one-year hiatus, Management will work towards fair and objective evaluation guidelines, **with** Union involvement! Contact your delegate with your suggestions.

LET US KNOW:

Your responsibility as a Union Member

The only way the Union leadership can benefit YOU is if we know when you are having an issue! It is the responsibility of our membership to let a Union delegate know when something is going on in your area that does not seem right. Even if you are unsure, contact a Union delegate

when something seems to be out of the ordinary. The delegate's job is to investigate the situation and determine if Union action needs to be taken.

Furthermore, it is the responsibility of our members to request Union representation at meetings with management. You have the

right to Union representation in any meeting that could lead to discipline. Even if you do not have the "right" to Union representation at a meeting, management will usually allow a delegate to sit in. It can only benefit you to keep your delegates informed!

What (and How) Did We Do? Highlights of Negotiations:

- Successfully fought for a higher percentage of wage increases across the board. This led to management increasing our overall yearly raises to preserve merit increases.
- Got our first year wage increases to be retroactive to July 1, 2014.
- The Union now gets two SEIU delegates in each grievance meeting instead of one.
- Better contract language for employees seeking consulting or extramural employment.
- Added compensatory time for employees who required to be "on-call."
- Moved union material distribution for new employees from paper to electronic means.
- Added language to ensure negotiating team members attend negotiations during work hours without forfeiting vacation time.



"It can only benefit you to keep your delegates informed!"



Union Contacts

CLEVELAND STATE SEIU 1199 WEBSITE:
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

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!

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