



# Union Eyes

SUMMER 2015 ISSUE

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## MEET OUR DELEGATES

### Wendy Densmore

Wendy received her B.A. in English from the University of Akron in 1987. After receiving her degree, she taught English in China until June of 1989. Wendy first began working at Cleveland State in August of 2009 at the Confucius Institute. She has been in my current position in Campus Support Services as the Operations Coordinator since October of 2011. In January of 2013 she finished her M.A. in English from National University. Wendy became involved with SEIU at CSU in 2013 because she didn't want to just "hear" about what was going on but really wanted to be a part of the solution for a better workplace.



Rita claims to be "genetically pre-disposed to be pro-union."

### Rita Grabowski

Rita, a double alumna of Cleveland State University (B.A., 1980, M.A., 1996, both in English), is a current NEOMFA student in non-fiction. She is the author of a poetry chapbook, *My Life as a Nerve*, and her poetry and prose has appeared in a number of journals and anthologies. Rita currently works as the Administrative Coordinator of the Doctoral Studies Program in the College of Education. Previously, she worked for the Career Services Center (now the Career Success Network) at CSU, for the CSU Poetry Center for fifteen years, and has owned a restaurant. January of 2015 marked twenty years as a CSU employee, thanks in large part to the union contract. She was at CSU when the professional staff first voted to join District 925, served as an SEIU E-Board member from 2003 – 2008, and claims to be "genetically pre-disposed to be pro-union."

### Meghan Salkin

Meghan is the Special Programs Coordinator for the Centers for Outreach and Engagement in the Monte Ahuja College of Business. In her position, she is responsible for planning and facilitating internal and external programs, events and conferences including content development, logistics, marketing, communications, speaker/presenter cultivation and volunteer management. Annual programming highlights include GlobalTarget™, NASBITE International Annual Conference, Startup Vikes and TEDxClevelandStateUniversity. Meghan holds a

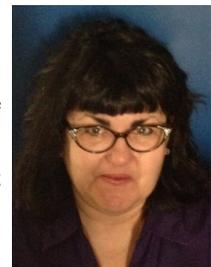


Bachelor of Arts in Political Science and a Master of Arts in Global Interactions (MAGI) both from Cleveland State University.

### Susan Moreno-Molek

Susan lives in Bay Village, Ohio with her

husband, Andy. She works at Cleveland State University as a Laboratory Coordinator in the Biological, Geological and Environmental Department. Also, Susan is an adjunct faculty member at Lorain County Community College. She teaches in the Biology department, where her main focus of classes is the Anatomy & Physiology courses for the major science and nursing students. Currently, Susan is pursuing her MBA at Cleveland State University. She is excited to be part of the SEIU 1199 union family and plans to contribute as a union delegate.



**DEDICATE YOUR TIME!**

**SEIU 1199 @ CSU** Stronger Together



# Meet Our Delegates

**Charlene Jones**

Charlene is a double alum of Cleveland State University and holds a Bachelor of Arts in Mathematics and an MBA in Management and Labor Relations. Ms. Jones has also completed a number of continuing educational programs. Ms. Jones brings over 15 years of experience in training and development, career advising, financial services, business development, non-profit leadership, building relationships, consulting, and diversity and inclusion. Prior to joining Cleveland State University, she worked at Youth Opportunities Unlimited, JumpStart Inc., National City Corporation (now PNC) and Cuyahoga Community College. Ms. Jones is past President of the Cleveland Public Library Board of Trustees and of The Junior League of Cleveland, Inc. She has been an Officer and a member of the Girl Scouts of Lake Erie Council, Downtown YMCA, and Hitchcock Center for Women. Ms. Jones has also served as General Chair of the YWCA's Greater Cleveland Women of Achievement Awards and Fundraising Luncheon, as the Speakers Bureau Trainer for UNCF, and as an Inroads Advisor.



Tom looks forward to meeting his fellow union members, especially at future meetings and socials. So, he encourages members to please try to show up at the meetings and events.



**Tom Hurray**

Tom is an Alumnus of Cleveland State and has been a staff member since 1998. He works at the Law Library's Access Services Department. Tom has been membership chair for SEIU since October 2012. Chairing involves orienting new SEIU employees, and educating them as to the benefits of our local professional union (SEIU 1199). He is grateful to SEIU 1199 and everything it has accomplished over the years, and he's also interested in giving back any way that he can. Tom feels we have a first-class executive board and union organizer. Tom looks forward to meeting his fellow union members, especially at future meetings and socials. So, he encourages members to please try to show up at the meetings and events. Tom feels it is important that we stick together to become stronger as a group. He thinks it also helps to make sure everyone is on the same page. This year Tom will be contributing to the SEIU Committee on Political Education (COPE), and he's challenging others to do the same. If you do give (because of seeing this bio) let Tom know! He believes even a small amount will go a long way to help our union and our chapter continue to be successful.



**Midori Lebron**

Midori is a proud Cleveland native and first in her family to earn a degree. She attended Baldwin-Wallace College and earned her Bachelor of Arts degree double majoring in Sociology and Criminal Justice Studies. As a result of her curricular and co-curricular involvement she decided to pursue a career in higher education. She chose Bowling Green State University and earned her Master of Arts degree in College Student Personnel. She is excited to be a Viking at Cleveland State University, working as a First Year Advisor.



## SEIU Web Master

**Sharon Bliss**

Sharon received a Master's degree in Library and Information Science and Bachelor's degree in English from Kent State University. She also holds certifications in Database Systems Technology and Web Design, and was formerly a Librarian and Researcher in the private and governmental sectors. She is a member of the American Library Association and the Association of Public Data Users, and is a Northeast Ohio regional contact for the U.S. Census State Data Center Affiliate Program.

Ms. Bliss manages the NODIS Information Center's operations, research projects, and data requests. During her tenure at NODIS, she has provided hundreds of clients with demographic information in the form of customized demographic reports, project related data analysis, and "how to" reference services. She is also responsible for the development and maintenance of many NODIS-supported websites and databases. In addition, Ms. Bliss provides data, analysis, and narrative writing to college publications and serves as the Webmaster for the Levin College of Urban Affairs.

Ms. Bliss has taught undergraduate computer and cartography courses and conducts data-driven workshops and presentations for both internal (within Cleveland State University) and external clients.



**Nancy Erhardt**

Nancy began her career in the University's Bursar's Office (now Treasury Services) in 1998 and spent ten years at the CSU West Center. She is now the Coordinator in the Office of Career Planning at the Cleveland-Marshall College of Law. Thanks to the

SEIU District 1199 & CSU Staff Career Development Grant, Nancy was able to attend the NALP (National Association for Law Placement) Conference in Long Beach, California in February, 2014.



**Joe Vainner**

Joe is an Enrollment Representative with the Office of Undergraduate Admissions. He works primarily with transfer students, non-traditional students, military veterans, and College Credit Plus (formerly PSEO) applicants. He received his Bachelor of Arts in English from CSU and holds a Master of Fine Arts in Creative Writing from Sarah Lawrence College and an M.A. in Higher Education Administration from Eastern Michigan University.



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## Contract Highlight: Reclassification Procedure

### Q: Who can initiate a reclassification?

A: Article 14 sec. 3 (B): A request for reclassification may be submitted to the Human Resources Department by an Employee, and/or a supervisor/department head.

### Q: What if I am told my department doesn't have money or the work I am doing falls under "other duties as assigned"?

A: Article 14 sec. 3 (A): Initiation of the reclassification review process is subject to a department/unit's ability to fund any potential salary increases. If the department/unit head does not have a current ability to fund a potential salary increase resulting from the reclassification review process, the reclassification request will be denied without further review. If no additional funding is available, the additional duties that incurred the reclassification request will be eliminated.

### Q: How long do I need to be doing additional duties in order to qualify for reclassification?

A: Article 14 sec. 3 (A): To be eligible for a reclassification review, an employee must be performing significant additional work of a higher level and/or broader scope of responsibility. The duties must be a continuing and recurrent part of the employee's job duties and not temporary or infrequent job requirements. Ordinarily, the employee will need to perform the significant additional duties for a period of four (4) months to be eligible for a reclassification review although that time period may be reduced or extended to no more than six (6) months at the discretion of the Human Resources Department.

### Q: How do I get started?

A: Article 14 sec. 3 (B) A request for reclassification may be submitted to the Human Resources Department by an employee, and/or a supervisor/department head. Prior to a request for reclassification, an employee shall be entitled to review a copy of his/her job description, the Point Factor Evaluation System and the specific point factors for his/her position. A Reclassification Request Form must be submitted by the employee to HRD and the SEIU District 1199 Executive Board Member/Chair. The Request Form is available through HRD or at HRD's web page through the University's web site.



### Q: What happens after I submit the paperwork?

A: First, you will be contacted by HR to have an interview. Article 14 sec. 3 (C): Then as part of the reclassification review process, HRD shall provide the employee and the supervisor/department head with a draft of the revised job description. Within fourteen (14) calendar days after receipt of the revised job description, the employee shall submit in writing to HRD agreement with, or identify any substantive disagreements about the job description. Following receipt, HRD shall review the disputed items, if any, with the employee and/or supervisor. Unless subject to an agreed extension or waiver of time limits, an employee's failure to respond within fourteen (14) calendar days shall constitute a withdrawal of the reclassification review request.

### Q: I have had my interview and reviewed/approved my new job description, now what?

A: Article 14 sec. 3 (D): HRD will issue a written decision on the request to the employee, the SEIU District 1199 Executive Board Member/Chair and the supervisor/department head within ninety (90) calendar days of receipt of the request. The written decision will include a written rationale for the decision and quote the contractual time limit for an appeal. The written rationale shall include the employee's job grading scores and point totals before and after the reclassification request.

### Q: What if I do not agree with the outcome of my reclassification request?

A: Article 14 sec. 3 (D): The affected employee and/or the supervisor/department head may submit an appeal. A written appeal must be submitted to the SEIU District 1199 Executive Board Member/Chair and the Director of Compensation for review within ten (10) University working days of the employee's receipt of the HRD's written decision. The Director of Compensation will immediately forward the appeal to the Union/Management Reclassification Review Committee (hereinafter the "Reclassification Review Committee") which shall review the Reclassification and make its decision within thirty (30) calendar days after the receipt of the appeal. A written decision and rationale shall be forwarded to the employee, the SEIU District 1199 Executive Board Member/Chair, the supervisor/department head, and HRD within that time period. Prior to convening, the members of the Reclassification Review Committee will be provided with the employee's job grading scores and point totals before and after the reclassification request, and the scores of other positions HRD utilized in its analysis, if any.

## 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.

## COPE: The Power

## of Collective Contributions

One of the basic tenets of union activity is the strength and benefits provided to its members through collective bargaining. The same concept applies to voluntary contributions made to The Committee on Political Education.

A member's contribution of \$5 twice a month comes to \$120. That amount does not have much power to support candidates or work towards political change. But if 1.75 million of SEIU's total membership of 2 million made that same contribution, the union would have 210 million dollars of Political Action Committee funding. Political campaigns cost billions to conduct. COPE contributions are a way to be politically Stronger Together!

**SEIU 1199 @ CSU** Stronger Together



## Union Contacts

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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