

*CSPA  
GENERAL  
MEMBERSHIP  
MEETING  
AUGUST 7,  
2019 @ 5 PM*



*2 CASH  
DRAWING  
PRIZES WILL  
BE DRAWN*

**SPECIAL  
POINTS OF  
INTEREST:**

- **Upcoming Events**
- **Union Membership Benefits**
- **Election Candidate Bios**

# Civil Service Personnel Association, Inc.

AUGUST 2019

## A Message From The President

What now?

On Monday, July 29, Akron City Council passed ordinances confirming our contract through December 2021. I am sure the question that is on your mind is: When will I get my retro-active pay?

Payroll will calculate the pay raise and make the adjustment in one of your paychecks as soon as they are able. After that occurs payroll will then be able to go back from the effective date of your raise to the beginning of the year and calculate what you've earned to that date. The calculation can then be made for your retro-active pay.

There is no date set for you to receive the payment, but I imagine sometime in September.

Spend it wisely.

Dan

## The Benefits of Union Membership

Being an Union Member has it's benefits. That well known adage still holds true even today. That's because unions set pay standards and offer workplace protections. Union members, workers like you, benefit the most from your Union's collective bargaining power to negotiate with employers on your behalf. This basic right gives you, as CSPA union member, the right to attend Union meetings, vote on contract ratifications, vote in Union elections or any Union matters, run for elected offices in the Union, & join Time Bank.

When you're a Union member it also affords you the protection against unjust dismissals through our collective bargaining agreement.

In short, being a Union member has it's own very distinct advantages.

In solidarity,

*Kim*



**Elections will be held at:  
720 E. Wolf Ledges Pkwy.,  
Suite #205  
August 7, 2019  
9:30 a.m. - 5:00 p.m. and  
at the meeting.**

It's the U and I in  
**UNION**  
that makes us  
**STRONG**

### Officers

*Dan Sladek* President

*Kim Cherry* V. President

*Jeff VanNatten* Treasurer

*Janice Smith* Secretary

*Megan Prunty*

*Grievance Chair/Benefits*

*Officer*

### Executive Board

*Willette Riley*

*Vinnie Novak*

*Cheryl Johnson*

*Peter Sans*

*Brian Cresswell*

*Regina Thompson*

*Sarah King*

**Justine Burnett:** My name is Justine Burnett and I have been in the Safety Communications Center for almost 2 years. I have been married for almost a year to my amazing husband Nick. We have two rambunctious huskies named Niko and Nikita and we just bought a house in Copley. I would like to join the executive board because I feel that I will bring a fresh new perspective to the ever-changing aspects of our union and I would like to become more involved in the processes and procedures.

**Michelle Kocsis:** Hello, my name is Michelle Kocsis and I currently work in the 911 dispatch center. I began working here at the City of Akron in August 2014. Previously, I have worked as a dispatcher at 3 other agencies and have also worked as a Deputy Sheriff while living in Florida for 9 years. I have been married to my husband, Tim, for almost 6 years now. We have 2 kids, Liam who is 6 years old and Harper who is 5 years old. They both keep us busy going to the pool, park, zoo, library and watching movies. I have great interest in wanting our union to ensure that the employees are able to voice their opinions and maintain a fair and equitable workplace. I often see things I would love to see changed and one of the ways to do this is to be on the Executive Board so I can have a voice not only for myself but for everyone else who is interested in making our union strong. I will not be able to be at the meeting for this vote as I will be out of state on a vacation with my family but I hope the fact that I am not present will not affect your willingness to vote for me if you believe I am a good candidate for this position. Thank you for your consideration in this vote.

**Vincent Novak:** I have worked for the city for 29 years all in Safety Communications. I have been on the Executive Board the last nine years and hope to continue serving this union.

**Willette Riley:** Greetings CSPA Members: As I come to the end of my fourth term as an executive board member of CSPA, I am excited to ask for your vote once again! With my extensive social work background, I often find myself advocating for the rights of those who are unable to do so themselves. During my tenure with CSPA I have participated on several committees including but not limited to soliciting donations for the holiday party, serving on the Time Bank Committee and helping out wherever I'm needed. My leadership skills and volunteerism include the following groups and organizations: CSPA Executive Board Member (12 years), National Association of Social Workers NASW Region 2 (19 years and former Regional Director), Community Welfare Forum CWF (Treasurer 2012 - present), Emergency Assistance Task Force Member, Summit County Children Services Child & Family Awareness Steering Committee (25 years), Project Rise Advisory Council, Neighborhood Leadership Institute of Summit County (NLISC) (Chairperson 2015), & Alpha Kappa Alpha Sorority, Incorporated (AKA) (Connection Committee Chairperson 2013). With that said, I am asking all CSPA members for your vote on August 7, 2019.

**Peter Sans:** Hello, my name is Peter Sans and I have been a part of the board of the CSPA union since 2015. I really believe in what the union is doing. The CSPA has helped me personally and I want to give back. I am the only Board Member from the police record room and that main person to communicate union issues to record room and traffic division personnel. Since I've been on the Union board. I've largely done whatever job they wanted me to do whether it is setting up chairs or taking ballots on a vote. I am married to my wife Clarinda and have a one-year old daughter Melissa. Thank you for your consideration.

## Union Officer Candidates

### President

**Dan Sladek:** I respectfully ask for your vote.

### Vice President

**Kim Cherry:** Hello Fellow C.S.P.A. Members!

I am a 24-year employee with the City of Akron as a Safety Communications Technician for the Akron Police & Fire Departments. I have been married to my husband Eugene for 23 years. We have a blended family of one daughter, Jazmine, one son, Xavier, 2 granddaughters, Kaliah and Akira, and one grandson, Quentin.

I became a member of C.S.P.A. since 1996 and have actively been involved with C.S.P.A.'s Executive Board since 1999 as a Union Steward for my division, two terms as Secretary, two terms as 2<sup>nd</sup> Vice President, on four contract negotiation teams, and am the current Vice President.

My Union related training includes training from The State Employee Relations Board Academy (S.E.R.B.), and The Labor Arbitration Institute focused on contract negotiations, contract interpretation, employees' right, grievances, and the arbitration process.

I am, therefore, humbly seeking your vote for Vice President of our Union. This will allow me to continue to serve and advocate for you as a union member.

### Treasurer

**Sarah King:** I am seeking election as the Treasurer for CSPA. I was union secretary from 2014 until 2018 and prior to that, I served on the Executive Board. My family moved to Virginia last year due to my husband receiving military orders from the Coast Guard- he recently received his honorable discharge after 17+ years of military service and our family has moved back to the great state of Ohio.

I started with the City in 2012 as a Consumer Services Clerk in the UBO and am currently a Buyer I in the Purchasing Department. During my time on the Executive Board for CSPA & as Secretary, I have participated in various training classes that have increased my knowledge in all functions of the union.

I believe my organizational skills and willingness to learn new things are key components needed in this role. Prior to coming to the City, I worked for a large bank for over 11 years as a head teller and in their loss prevention department. I believe this work experience will help me in this position for our union.

I am respectfully asking that you vote for me as Treasurer so that I may once again serve you and the needs of CSPA.

## Union Officer Candidates

### Secretary

**Janice Smith:** Hello fellow CSPA members! My name is Janice Smith & I am the Administrative Assistant at the Water Supply Plant in Kent. I am currently seeking election as the CSPA Union Secretary. I have been with the City of Akron since April 2016. Prior to being a member of the CSPA, I spent 13 years as part of the AFSCME Union working for the Summit County Board of Developmental Disabilities. I was assigned Secretary duties for CSPA in June 2018. I have taken this duty very seriously & I have worked diligently developing skills that will enable me to better serve as Secretary. Since taking on the position I have participated in various training courses which have helped to increase my knowledge of the union process. I am always striving to better myself in order to better serve you, our union. Without you the union means nothing. If elected I will continue to advance my knowledge in the union process and work hard to provide the best service for our union.

**Heather Roush:** Heather Roush is a dispatcher in the safety communications center. Heather has worked for the City of Akron since 2011. In 2017 she received the Tom Schumacher memorial award for dedication and outstanding performance for the citizens of Akron. When she's not working hard in the center she enjoys traveling with her husband and two young children. Heather received her bachelors degree in education from the University of Akron. She prides herself in her organization skills which is key in being a proficient secretary. Heather believes in workers rights. She believes that the strength of the union depends on clear communication between members. Heather can help facilitate that communication.