



The Civil Service Personnel Association, Inc.

AUGUST 2020

Over Due Update!

What will happen in the last half of this year? I wish we had a crystal ball to see the future and predict the outcome. Sadly, the crystal balls I've seen only show me a distorted view of the other side. Will the virus come back? Will America's economy grind to a halt, or will the City Lay-off employees again?

Many members have asked for a prediction for the rest of the year. The only answers I can give are; "It depends" and "We have to wait and see". Those answers are not usually received well; but with so many variables to life still unknown or unpredictable, any other answer would be a guess. With the lack of answers, some people spread rumors of what they believe. As the rumor travels, different "facts" are added and the rumor morphs into a bizarre tale that shocks the conscience. If you have a question, just ask.

As of today, the arbitration process is moving slowly, but it is moving. In March, CSPA filed our first

grievance regarding the City's course that unnecessarily forced many of our members to exhaust the time they had accumulated. Between then and now, CSPA filed seventeen additional grievances regarding the City's actions.

Upon the advise of our attorney, we have combined our eighteen grievances into four separate arbitration cases. One arbitration is scheduled for October and the other three are tentative for December. It is possible that we may have a decision on the first arbitration case by the end of the year but unlikely.

If you have encountered an issue related to the City's recent actions and have not previously notified us, please advise us of the issue so we can continue to prepare for the upcoming arbitration. Also, if anyone has a crystal ball that doesn't get distorted, please send it to me.

Dan
President

C.S.P.A Union Meeting

F.O.P. LODGE

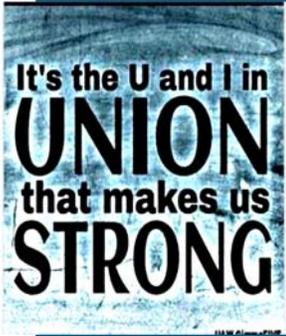
2610 Ley Drive

August 26, 2020 @ 5:30
p.m.

ELECTION DAY IS AUGUST 26, 2020

*- VOTING FROM 9—5 PM AT 720 WOLF LEDGES
PKWY*

*- If you are unable to vote during the day, Voting will
resume at the beginning of the General Membership
meeting at the FOP Lodge*



President:

Dan Sladek

Vice President:

Kim Cherry

Treasurer:

Sarah King

Secretary:

Janice Smith

Grievance Chair/Benefits

Officer:

Megan Prunty

Executive Board:

Vinnie Novak

Cheryl Johnson

Brian Cresswell

Michelle Kocsis

A BLAST FROM THE PAST

Our Own Worst Enemies!

"There are times when we can become our own worst enemies. A recent event makes this cliché ring truer than ever. Here's the scenario; a situation arises in an office setting and before allegations can be looked into or prior to even the most cursory of investigations, the whole office is abuzz with the story."

"Only problem is the story going around is filled with half-truths, innuendos and rumors. Everyone seems to know more than the next about the details, and further, all are clamoring for more. It's like a feeding frenzy in a shark tank. Some are overjoyed at the prospect of potential trouble for someone. Others are dismayed over the outcome, even though that has yet to be determined. Yet, there is a common thread among the two factions; both camps are guilty of the same thing. Run with the story. If details are missing, fill in the blanks, make it up, makes for a better story."

*"Suggestion to all – stop it! Let any potential investigations run their course. What if you happened to be the one in the barrel? Think how you might feel. Let's hear all the facts before jumping to conclusions. If each person was a little **MORE** concerned with themselves, and a little less with what others do or do not do, this would be a better place. And lest anyone think this is directed only to employees or management, "If the shoe fits."*

**Author Unknown

We found the above article and thought it would be appropriate to reprint it for our members.

CSPA REQUIRES THAT ALL THOSE IN ATTENDANCE AT THE UPCOMING GENERAL MEMBERSHIP MEETING (AUGUST 26TH) MUST WEAR A MASK AND PRACTICE SOCIAL DISTANCING!

Executive Board Candidates

THOMAS DONAHUE

I'm asking for your vote to join the CSPA Executive Board. I've been employed by the City of Akron since 2002. I'm currently working in the Safety Communications Center where I've been for the past eight years. The first ten years I worked in the police division. I have a Criminal Justice degree from the University of Akron. I believe this is an important election, because I think our union will be faced with many challenges ahead. These extraordinary times, will call for strong sound leadership. Thank You for your consideration.

KIMBERLY STEVENOR

I became a part of the Akron Safety Communications team in 2018. Before coming to the dispatch center, I taught 15 years for Tallmadge City Schools. Prior to that, I managed five residence halls at Kent State University for 10 years. I also had the pleasure of coaching high school tennis for 4 years as well as coaching soccer for nearly 14 years. I feel these experiences have given me the leadership skills needed to communicate, listen, and lead by example. These skills are a necessity to serve and lead any organization. I am pleased to say that I've been married for 30 years to an amazing husband who is a professional firefighter. Together

we've raised three successful children. Our daughter is a post partum nurse at Akron Summa hospital, our oldest son is a mechanical engineer who is currently working in Silicon Valley, and our youngest son is finishing his last year at Arizona State University majoring in aerospace engineering. My passion was enjoying and watching my children grow up and seeing who they've become today. I enjoy the outdoors and spending time with my family. Even though COVID-19 has changed our way of life, it hasn't changed who we are but has taught us the importance of respect for each other. I believe the adventure of life is to learn and the purpose of life is to grow.

HALEY ROBERTS

I am 26 years old. I have worked for the city for just over two years as a Safety Communication Technician. Prior to that, I worked as a paramedic at AMR for 4 years. During my time at AMR I worked as a Field Training Officer and as a union representative. My passion has always been helping others. I love being a Paramedic and 911 dispatcher, I couldn't imagine doing anything else. It is such an honor being able to serve the community I live in, every single day. Outside of work I am a wife to my wonderful husband, Benjamin who is also a paramedic. Between my hus-

band and I we have a 12 year old son, a 2.5 year old daughter, and an 11 month old son. One of the things that bonded my husband and I together was our strong work ethic. We both dedicate ourselves to providing a good future for our children. I would consider myself to be family oriented and would take a day at home with them over just about anything in the world. I would love the opportunity to serve on the union. I plan to have a long career with the City of Akron and would like to be able to serve my fellow employees during that time. I will come into this position with the same dedication I give to all other aspects of my career and family. Thank you for considering me, I look forward to getting to know everyone!

HEATHER ROUSH

Hello fellow Union Members I have worked in the 9-1-1 Center 9 years and counting. When I am not busy helping the City of Akron citizens, I enjoy spending time with my two boys and husband.. I have a bachelors degree in Education from the University of Akron. I believe in a strong Union and holding management and the city accountable to the contract they signed. Vote for me. Many thanks. Stay safe and healthy.

**Let your
VOTE
Be your
VOICE**



Union Dues

We can all agree that so far 2020 has been a challenging year both professionally and most certainly, personally for everyone. Time has passed very quickly these past several months. As many may remember at our last General Membership meeting in February, we discussed some of the financial issues that the union is facing - reduction in our membership over the years and the rising costs of doing business. We have produced a balanced budget for several years without needing to increase membership dues; however, the time has come where we must ask all members to take a forward-thinking approach and vote YES to increase the dues.

We know that there is never a good time to implement a dues increase. The Legal Committee and Executive Board continually look for ways to cut costs and save money but we need your help. The dues increase will continue to allow CSPA to promote and protect the interests and well-being of all members while maintaining a sound financial position.

Reasons for increasing dues:

- The last dues increase was 8 years ago
- To cover the rising costs of utilities, insurance, office expenses, and other costs of doing business
- The Executive Board has been listening to our members. We are diligently working on new ways to keep the membership informed, but these programs take time and money
- We cannot rely on investment returns as income due to the volatility of the market

The value we receive as CSPA members compared to the other unions is undeniable. We are a local union therefore we don't have a National or International affiliate mandating annual increases or making decisions for us. We, as members, have the power to make our own decisions when it comes to the success of this union.

Respectfully,

Sarah King

Treasurer

Spousal Coverage

Did your spouse lose insurance coverage through their employer during the Covid-19 pandemic? Loss of coverage is considered a qualifying event. The City of Akron is allowing employees to place their spouses back on the City insurance plan without penalty. Please make sure you contact the Benefits Department at 330.375.2700 for further information.

Covid-19

Information overload? Confused by all the information from policies regarding Covid-19? Do you know where to find the information needed?

The City of Akron has flooded our email inboxes with loads of information to keep us in the know. I, myself, find all the information very overwhelming as I am sure so do many of you. As more data and information is learned about the Coronavirus, policies are being updated and enforced to keep us all healthy and safe. The City has created a webpage to help ease the confusion. Please visit mycityofakronbenefits.com and click on Covid-19 for further up-to-date information. The link shares DIY mask instructions, how to prevent and manage stress, and forms for the Emergency Responder Paid Sick Leave (EPSL) and the Families First Coronavirus Response Act Paid Sick Leave (FFCRA).

Grievances

Throughout this major health crisis known as Covid-19 many of you are already aware that CSPA has continued to fight for each of you. As we all become more affected everyday by the ever-evolving changes of City policies and procedures we are doing our absolute best to keep our Collective Bargaining Agreement (CBA) applicable. Currently, CSPA has 18 grievances filed with the City and are set to embark on the journey of Arbitration. Arbitration will hopefully begin in early to mid-October. We have collected all e-mails and other documentation that many of you have submitted to the Union as evidence to help fight our case against the City. If there is something you feel is important for the Union to be made aware of please do not hesitate to reach out. We are usually just an e-mail or phone call away. Just remember we are in this together and CSPA will stand up for what is right.

Longevity

Longevity payments are just around the corner. The City shall begin paying longevity payments to employees who qualify starting the first pay period in November. Longevity payments are based upon the years of service prior to November 1st of each year. During the last contract negotiations, CSPA and the City set into agreement to allow employees to elect longevity payments be submitted into an existing deferred compensation account on a pre-taxed basis. Anyone wishing to elect this option is asked to contact Kim Guseman, Accounting Manager at 330.375.2620. Requests for the Deferred Compensation change form must be made by September 18th, 2020 and must be submitted by September 25th, 2020.

Megan Prunty-Webster

Benefits Officer/Grievance Chair

Holiday Party

DUE TO THE UNCERTAINTY OF THE COVID-19 PANDEMIC, THE EXECUTIVE BOARD HAS MADE THE EXTREMELY HARD DECISION TO NOT HOST AN ANNUAL HOLIDAY PARTY THIS YEAR. WHILE THIS DECISION WAS NOT AN EASY ONE TO MAKE, WE HAD TO PUT THE HEALTH AND SAFETY OF OUR MEMBERSHIP AT THE FOREFRONT OF THAT DECISION.

WE DO LOOK FORWARD TO THE HOLIDAY PARTY RETURNING IN 2021 WHEN HOPEFULLY OUR LIVES CAN RETURN TO A MORE NORMAL RHYTHM.

IN THE MEAN TIME, PLEASE CONTINUE TO PRACTICE HABITS THAT WILL HELP THE SPREAD OF COVID-19 TO SLOW DOWN AND HOPEFULLY START TO RETREAT.

IN SOLIDARITY, HEALTH AND WELLNESS

KIM CHERRY

VICE PRESIDENT & HOLIDAY PARTY CHAIR

THE CIVIL SERVICE PERSONNEL ASSOCIATION, INC.