



POINTS OF INTEREST:

- **General Membership Meeting**
11/4/2015 @ 5:00pm
- **City Offices closed Veteran's Day** 11/11 & **Thanksgiving** 11/26-27

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President's Letter—Negotiations

Negotiations are about to start and don't we all wish we had a crystal ball to see what is about to happen? I wish I do, but unfortunately I have yet to find that crystal ball. Will there be raises, will our health care benefits diminish, and will we still be gainfully employed? All of which are serious questions.

will not receive our longevity checks because the city needs the money to pay for police body cameras, the longevity

upcoming negotiations. Although the City is self insured, it requests bids to administer the plan. As we know, the language in our current plan is ancient. The unions have joined together to attempt to revise language that will continue to provide the same level of coverage that we currently enjoy.



As CSPA and the other unions begin contract negotiations soon, rumors will begin to spread regarding something very good or very bad. Despite warnings to not rely on rumors, some people still will. The latest rumor I have heard from several people is that we

checks were issued Friday to those who qualified. Don't always believe what you hear.

The City's four unions have been working collectively to address concerns regarding our health care plan for the

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General Membership Meeting

Have questions & looking for an answer? Do you like free food and the chance to win money?

new faces are great to see.

If you're too shy, bring a fellow CSPA member. If you're too busy, we understand. We all are. If you're not feeling well, get well soon. If you're not interested, you should be.

Are you interested in getting more involved in your union? Feel free to contact Dan Sladek—President for more info.

If so, you should join us at our quarterly general membership meetings. We're always looking for a crowd and

...Sarah Hykes
(Utilities Business Office)
Secretary

Membership Meeting
November 4, 2015 at 5:00 p.m.
720 Wolf Ledges Pkwy.



CSPA and the other unions begin contract negotiations soon .

*“It is important to remember that **YOU** are the **Union**. This community is only as strong and powerful as the members who participate in it “*

President’s Letter—Continued...

With the language being ancient, there are very few companies that still have the ability to administer our plan. The thought is that with the revision of the language, there will be more competition bidding and that will reduce costs as different companies compete against each other for the City’s business.

The negotiating committee will try to provide the best package that increases wages, maintains health care, and provides job security for the members. We will keep you updated as negotiations progress. In the meantime, if you find a crystal ball or even a genie in a bottle, please send it my way.

...Dan Sladek
(911 Safety Communications)
President

Relevance of the Union

For nearly a decade, new workers hired at unionized auto plants across the country have started their jobs knowing a troubling fact: They made less than their colleagues, sometimes half as much.

This was the result of concessions the United Auto Workers (UAW) made in a series of negotiations with the Big Three automakers: General Motors, Ford, and Chrysler (now called FCA after being acquired by Fiat). Under the “two-tier” system, as it was called, new workers would never be able to make as much as longtime workers, even though they were often doing the exact same job.

In a deal reached Sunday night, the UAW and GM announced that they had hammered out an agreement that would get rid of the two-tier wage system. FCA made a similar deal with the UAW last week; Ford is still negotiating with the union.

That the UAW was able to get both FCA Chrysler and GM to agree to phase out this two-tier system in contract negotiations this month is an impressive testament to the continued relevance of the union. It also suggests that businesses can make money while still treating their employees well.

Excerpt from "A Significant Deal for Automakers and Unions" by Alana Semuels

To Continue reading please visit:

<http://www.theatlantic.com/business/archive/2015/10/what-the-unions-won/412501/>

....Jeff VanNatten
(Water Supply)
Treasurer

Holiday Party—Mark Your Calendars!



CSPA's annual Holiday Party will be held on December 4, 2015 at 6:30pm. Once again, we will be celebrating at Guy's Party Center located at 500 E. Waterloo Rd.

Please stay tuned for information on ticket sales!

Welcome to Our Newest CSPA Members

Please join us in welcoming our newest members. If you happen to work with one of these individuals, please take the time to introduce yourself and welcome them to CSPA.

- Lisa George
- Cara Snyder
- Michael Mull
- Thomas Zocolo
- Brian Maxwell
- Douglas Herchenroeder

We look forward to answering any questions you may have and representing you throughout your employment!



Who Will Be Our Next Mayor?

The Akron mayor race moves to the polls on November 3, 2015. Dan Horrigan, Freddie Sipplen, and William Melver are the 3 candidates on the ballot. As citizens and employees of Akron, it is very important to head out to the polls to vote for our next leader. The Beacon Journal compiled a Q & A with answers from both Mr. Horrigan & Mr. Sipplen. It neatly brings together some of the key items and how they will address them.

The article can be found at: <http://www.ohio.com/news/local/akron-mayoral-candidates-answer-questions-on-city-s-issues-1.635209?iub>

...Sarah Hykes
(Utilities Business Office)
Secretary



Info from the E- Board

Executive Board Members are the governing board of the Union.

Questions about the Time Bank?

Please contact

Kim Cherry -

2nd Vice President

Why We Need Unions

Let's say you get in trouble at work - then on the same day, your boss tells you that you are suspended. You need to know what your rights are. They should not suspend you without notifying the Union. If this does happen to you, advise them in a very respectful way that you are requesting Union representation. Management is required to notify the union that they intend to suspend you.

The Union will review and discuss the suspension with management. My advice to you is to please stay out of trouble - but if something does happen to you call the a Union representative right away. There is a process and everything should be done in order. The City does know this.

This is why I say you should attend Union meetings. This kind of advice comes up at the meetings. If you know how the system works and what is expected of you, then it is easier to work through a problem.

Learn how a grievance works and what you must do. Tell your supervisor within 3 days of the occurrence that you are giving a verbal grievance and document the date, time and supervisor. The Union will help you through the process.

I have a true story that illustrates why we need unions. Around 80 years ago there were 5 men that came to the USA from Italy. They were: Joseph Consatino, Francisco Fiono, Nunzo Pontillo, Dominco Legata, and one other man. They worked in a non-union gas shop. The company had bought a huge gas tank made out of heavy steel and it weighed several tons. The boss ordered them to crawl under the tank to do some repairs. They had no union and did not know any better so they got under the heavy tank and started the repairs. The tank moved and all 5 of them were crushed to death.

If there had been a Union, they may have felt that they had the ability to address their safety concerns with

the supervisor. Instead, they followed the unsafe orders and died.

Unions have fought hard for better working conditions and have said you can't ask us to do something that is going to get us killed. These five men did not need to die.

We are here for you. We want to help. Don't do anything wrong, but if you do, don't be shy - just call us.

....Dennis Paonessa
(Taxation)
Executive Board Member

Know the Issues Before You Vote



It is time to exercise your voting rights on a number of issues throughout the district and nation. According to the American Civil Liberties Union (ACLU), Ohioans will have the opportunity to defend their civil liber-

ties in the November 3, 2015 election. The following are very important issues on the ballot:

Issue 1: Calls for redistricting reform to ensure legislative maps are drawn more fairly and Ohioans have a true say in who represents them.

Issue 2: Issue 2 would change Ohio's democratic process to make it harder for certain citizen-initiated constitutional amendments to pass.

Issue 3: Would legalize marijuana in our state.

CSPA encourages our members to investigate the various ballot issues to make an informed voting decision.

...Willette Riley
(Dept of Planning/Urban Dev)
Executive Board

City Life Insurance

Bargaining unit members who retire from the City of Akron depart with life insurance coverage of \$50,000.00 for the first 12 months and \$25,000.00 thereafter.

You need to let the person who will handle your affairs know that you have a life

insurance policy with the City of Akron. You can have the City print you out a copy of your beneficiary page to keep with your important papers since you do not receive a copy of the actual policy. This page will also have the City's contact information on it.

Of course, our life insurance amount is contractual and can change.

...Phyllis Poulson
(911 Safety Communications)
Executive Board

General Membership Meetings are held quarterly on the 1st Wednesday of the Month

What is a Union?

When I was asked to write an 'article' for the CSPA Newsletter, I was at a loss. What could I possibly write about? Well, this IS a UNION Newsletter...there's a clue!

WHAT is a UNION and what's the purpose? I could get scholarly and educated but anybody that knows me knows that simple is better. A Union, to me, is a group of ordinary employees that come together to watch each others' backs. An employee's advocate when needed &

ALWAYS on retainer. A UNION is there to stand for what is RIGHT and to ensure FAIR treatment for the parties involved. A UNION EDUCATES, assists us in understanding our contract and gives knowledge of the boundaries (what actions CAN and CANNOT happen). I ask YOU, the reader, what are WE as a Union?

WE are ALL in this TOGETHER...Let's START working TOGETHER to achieve a common goal. I hope to hear from you with suggestions, critiques, or concerns.

Shout out to Ms. Terry Latson, Couldn't have done it without you. Thank you.

...Cheryl Johnson
(Motor Equipment)
Executive Board



CIVIL SERVICE PERSONNEL ASSOC., INC.

720 Wolf Ledges Pkwy

Suite #203

Akron, OH 44311-1524

Phone: 330-434-CSPA (2772)

E-mail: info@cspaunion.com

Officers

President - Dan Sladek
2nd Vice President - Kim Cherry
Treasurer - Jeff VanNatten
Secretary - Sarah Hykes

Executive Board

Phyllis Poulson
Vince Novak
Robert Jackson
Dennis Paonessa
Willette Riley
Karen Smith
Cheryl Johnson
Thomas Donahue

Visit Us on the Web:
<http://www.CSPAUnion.com>



Our Mission Statement

The purpose of C.S.P.A. is to promote and protect the interests and the well being of all members through employment representation with the City of Akron in matters that shall include, but not limited to wages, benefits, working conditions, grievances, and collective bargaining.