

POINTS OF INTEREST:

- General Membership Meeting 5/3/23 @ 5:00pm
- City Offices closed Memorial Day 5/29/23

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COVID Arbitration

As most of you remember, we filed grievances and proceeded to arbitration regarding the city sending you home and making you use your own time during the COVID situation.

There were many grievances filed regarding the city's actions and we split the grievances into two different arbitration hearings. During the first hearing, all the grievances that were heard were found in our favor. The second group of grievances are on hold pending the outcome of the first group.



In December of 2021, the city filed a motion to vacate the arbitrator's award, which essentially means to set aside or overturn the arbitrator's award. Since that time, we have been in a holding pattern waiting for the court to act.

On April 12, 2023, there was a meeting between our attorney, the city, and the court to see if anything has changed between the two parties (nothing has). We can consider this movement by the court, if nothing else, they haven't forgot about us.

We ask you to continue your patience while our case proceeds through the litigation process, one baby step at a time.

Dan Sladek—President

General Membership Meeting

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

If so, you should join us at our quarterly general membership meetings. We love seeing our members, those old and new, coming out to the

meetings. Our cash prize drawing is at \$250.00!

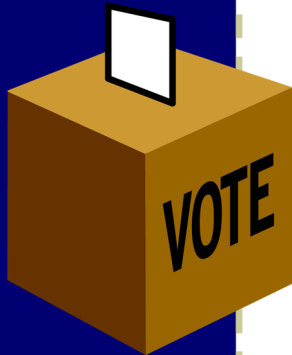
If you're too shy, bring a fellow CSPA member. If you're too busy, we understand. We all are. If you're not feeling well, get well soon. If you're not interested, you should be.

Are you interested in getting more involved in your union?

Please send us an email & let us know.

Sarah King -Vice President

**Membership Meeting
May 3, 2023 at 5:00 p.m.
720 Wolf Ledges Pkwy.**



*"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 "*



More Than It Appears

As we get ready to decide who, from your party, will be the elected officials to represent us for the November general election; what are we actually voting for? I have found that question to be difficult to answer.

We vote for an individual, but do we really know the candidates' views on all the issues that we believe need addressed? Probably not. Unless you have broken bread with the individuals and had a chance to speak with them one-on-one, you probably only know what you have read or seen in the newspapers or social media sites. Once we get past the one or two issues that are the topics of today, we are left guessing what the candidate really believes, has the ability to do, and will take action to complete.

In the few days we have left, I encourage you to dig deeper into what your vote will represent. The candidates will always put their best photo on anything they send out even if it has been touched-up, and if anything is put out by the opponent, rest assured that it shows a not so pretty photo of the other candidate. Look past how God has made the candidate and look into what they have done, what they are doing and envision what you really believe the candidate is capable of accomplishing.

When the drum beating has silenced, the winning candidate takes action on the topics of today, and they then look at their clean desktop, what then? The term is for four years, what will they do for the city with the other three years and nine months?

I encourage you to find the answers to your questions and then vote!

Dan Sladek
President

Holiday Party 2023

For those members that are fans of the television show "The Office", you will know what the abbreviation PPC means.

We are calling upon all members to see if you would like to also be a member of the powerful PPC, "Party Planning Committee". I would like the PPC to plan our best holiday party ever!

For anyone that is interested please send me an email at "dsladek@cspaunion.com". I look forward to hearing from you and having fun at this years holiday party.

Please send me an Email me by May 4, so that the fourth may be with us.

Dan Sladek
President

Benefits & Healthcare

New Benefit for City Employees - Jet Dental

The City announced last month that Jet Dental is a new benefit for city employees. Jet Dental is a dental group that will come directly to our city locations to provide dental services.

There is no cost for those employees currently enrolled for dental coverage. Jet is able to provide comprehensive exams, preventative cleanings, and x-rays at no cost.

There was recently a clinic on March 23rd at the Akron Water Reclamation facility. Future dates will be advertised by Human Resources as they are available. Employees should follow the instructions provided in the email correspondence on how to reserve an appointment space.

Have you used Jet Dental? Let us know what you think!



New Member Orientation



CSPA held a new member orientation on February 8, 2023 for members that have been with our union for less than 3 years. We touched on several topics including discussion on our constitution, contract, benefits, and wages. The meeting was informative for our members and for our union.

We plan on having another orientation in the next few months. Please let us know if you would be interested in attending and any topics of interest.

Time Bank

Information on how to apply for the Time Bank and the application for use are on CSPA's website: <http://www.cspaunion.com/time-bank.html>

CSPA's contract and constitution spell out how the Time Bank works. Members wanting to apply for hours must meet certain requirements and provide the required documentation for their application to be considered. The Time Bank Committee reviews all requests and votes to render a decision.

Please reach out if you have any questions about using the Time Bank.

Sarah King
Benefits Officer



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Kim Stevenor

Jonathan Waszkiewicz

Tom Zocolo

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.