

- **SAVE THE DATE!** Holiday Party 12/15/23 at 6:00pm

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## Covid Arbitration Update

In September 2021, the Arbitrator sustained all seven (7) of the grievances presented and made an award in favor of CSPA. The City then filed an appeal with the Summit County Common Pleas Court, (case # CV-2021-12-3964).

On September 13, 2023, the court ruled that the Arbitrator exceeded her authority and vacated (which means to set aside or overturn) the Arbitrator's award. After reviewing all the details and consulting with our attorney, the CSPA Legal Committee voted to appeal the judge's decision to the 9th District Court of Appeals. It has taken us roughly three years to get this far and we have appreciated the encouraging words from members and non-members.

We will continue to advise you of developments when they occur.

In Solidarity,

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 drawings are at \$250.00 & \$100.00! Tickets for our holiday party will also be available.

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**  
**November 1, 2023 at 5:00 p.m.**  
**720 Wolf Ledges Pkwy.**

## “Me Too” Arbitration

Earlier this year, CSPA filed for arbitration with the City of Akron over the “Me-Too” clause (Article XIV) of our contract. This section of our contract has been in effect for many years. It states that if the city negotiates a higher wage increase with a different union, than we shall receive an amount equal to the said increase.

The hearing was held on August 17, 2023, and post hearing briefs are due on October 19, 2023. Once the Arbitrator receives the briefs, he will continue the process and arrive at a decision.

Dan Sladek  
President



## Holiday Party 2023 Winter Wonderland

The CSPA Holiday Party is on **Friday, December 15th at 6:00pm** (doors open at 5:30pm). We are so excited to announce that this year’s party is at a new location: Coventry Oaks Lodge in Firestone Metro Park (40 Axline Ave., Akron 44319)

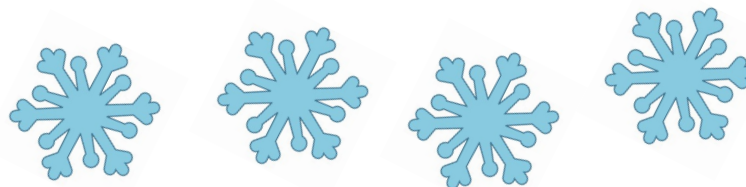
CSPA Members are \$20.00 while their guests are \$25.00. Ticket sales begin October 20th and end December 1st.

The following will have tickets available for purchase during that time:

Jordon Busch (Water Supply—Kent)  
Sarah King (Purchasing—Municipal Building)  
Margaret Krim (Water Distribution—Triplett Blvd.)  
Cindy Robinson (UBO—1180 S. Main St.)  
Tom Zoccolo (WRF)



We will also have tickets for sale at our general membership meeting so be sure to bring your money!



Sarah King  
Vice President

*“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 “*

## “Prepared Live” ULP

On August 10, 2023, CSPA sent the City a “Demand to Bargain” letter regarding the Technicians in the 911 Center using a program to receive video calls. CSPA believes there is potential for the Technicians to be mentally scarred for life from the use of any program that has the type of communication possibilities of video calling.

The City had previously explained that, on a case-by-case basis, the Technicians may be disciplined for not using the program. They went on to release a procedure for the usage of the program which may leave the Technicians open for other discipline and legal actions. Damned if you do and damned if you don't!

The City stated that they will not bargain on this issue. This has forced CSPA to file an Unfair Labor Practice with the State Employment Relations Board (SERB), against the City.

Stay Tuned!

Dan Sladek  
President

## Side Letter—Job Study

After many requests and many months, the City finally sat down with CSPA regarding the side letter that was agreed upon in negotiations.

The letter covers pay scales in several classifications as well as discussing the possibility of reducing the pay steps from seven, to three or four steps.

The City presented some information to CSPA at the meeting. We will have another meeting with the City, at which time, we will present the information that we have gathered and other information that supports our position.

Dan Sladek  
President



# Benefits & Healthcare

## Open Enrollment Season is Upon Us

Active Employees should have received notice that benefits open enrollment for the City opened 10/16/23. Employees are eligible to make their benefit elections until 11/3/23 when it closes. Again this year, it is a passive enrollment so those without changes do not need do anything. All employees with spouses must return their completed spousal forms by 11/17/23.

There have been CSPA members in the past that have not returned their spousal forms by the due date which has caused issues with their benefits. Please be sure you are submitting everything that is required by the City to ensure no problems with your coverage.

## Workforce Development Program

The Department of Human Resources is now accepting applications for the Spring 2024 semester at Stark State College under the Open Seat Model of the Workforce Development Program.

Applications to the city are due by December 20, 2023 and registration for classes begins January 2, 2024 for those approved.

Have you or your IRS dependents used the City's Workforce Development Program to attend free college classes? What has your experience been with the process? Do you have any tips or tricks for your fellow union co-workers about the process? Please let us know by sending an email to [sking@akronohio.gov](mailto:sking@akronohio.gov)

## Akron YMCA Discount Announced by City

The City recently announced that employees are now eligible to join the YMCA and receive a 20% discount on their membership.

Employees should bring their driver's license/photo ID along with their employee ID number when signing up at one of the six (6) area locations.

## 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>

The Time Bank Committee reviews all requests and votes to render a decision.

We are coming up on open enrollment season for the time bank. Those members that are not currently members are eligible to join during the month of January each year. Keep an eye out for an email in late December!

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

Sarah King  
Benefits Officer

**October 2023**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9 ★	10	11	12	13	14
15	16 ★	17	18	19	20 ★	21
22	23	24	25	26	27	28
29	30	31 ★				

**November 2023**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 ★	2	3 ★	4
5 ★	6	7 ★	8	9	10 ★	11
12	13	14	15	16	17 ★	18
19	20	21	22	23 ★	24 ★	25
26	27	28	29	30		

**December 2023**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7 ★	8	9
10	11	12	13	14	15 ★	16
17	18	19	20 ★	21 ★	22	23
24	25 ★	26	27	28	29	30
31 ★						

**Dates to Remember**

**10/9/23 Columbus Day—City Offices Closed**

**10/16/23 Benefits Open Enrollment Starts for Active City Employees**

**10/20/23 CSPA Holiday Ticket Sales Begin**

**10/31/23 Halloween**

**11/1/23 CSPA Quarterly Membership Meeting 5:00pm**

**11/3/23 Benefits Open Enrollment Closes for Active City Employees**

**11/5/23 Daylight Savings Time Ends**

**11/7/23 Election Day**

**11/10/23 Veteran's Day Observed—City Offices Closed**

**11/17/23 Spousal Forms due to the City**

**11/23 & 11/24/23 Thanksgiving Break—City Offices Closed**

**12/7/23 Hanukkah—Begins at Sunset**

**12/15/23 CSPA Holiday Party 6:00pm**

**12/20/23 Workforce Dev. Program Open Seat Model Apps. Due**

**12/21/23 First Day of Winter**

**12/25/23 Christmas Day—City Offices Closed**

**12/31/23 New Year's Eve**



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Cindy Robinson

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Becca Wilkerson

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.