

A union Delegate is an employee just like you. They have a job to do every day, and they answer to the same management that you do. The key difference, though, is that a union Delegate has the training, the tools, and the protections to help you and other employees solve problems at work!

No Merit Increases?

Sorry, but no. Not this year. However, for this first year of the contract, SEIU bargaining unit employees will receive the full 2% wage increase that only those who earned merit increases would have received this year.

Note that the contract language that was originally ratified called for a 1.75% across the board increase and a .25% merit increase for the first contract year. A 1.5% ATB increase with a 1% MI are scheduled for contract years 2 and 3.

While some members who receive the merit increases think that they are a good idea, many members have indicated that their supervisors may be unfair and are highly subjective when evaluating performance.

During the one-year hiatus, Management will work towards fair and objective evaluation guidelines,

Union involvement!

Contact your delegate with your suggestions.

LET US KNOW:

Your responsibility as a Union Member

The only way the Union leadership can benefit YOU is if we know when you are having an issue! It is the responsibility of our membership to let a Union delegate know when something is going on in your area that does not seem right. Even if you are unsure, contact a Union delegate

when something seems to be out of the ordinary. The delegate's job is to investigate the situation and determine if Union action needs to be taken.

Furthermore, it is the responsibility of our members to request Union representation at meetings with management. You have the

What (and How) Did We Do? Highlights of Negotiations:

Successfully fought for a higher percentage of wage increases across the board. This led to management increasing our overall yearly raises to preserve merit increases.

Got our first year wage increases to be retroactive to July 1, 2014.

The Union now gets two SEIU delegates in each grievance meeting instead of one.

Better contract language for employees seeking consulting or extramural employment.

Added compensatory time for employees who required to be "on-call."

Moved union material distribution for new employees from paper to electronic means.

Added language to ensure negotiating team members attend negotiations during work hours without forfeiting vacation time.

"It can only benefit you to keep your delegates

right to Union representation in any meeting that could lead to discipline. Even if you do not have the "right" to Union representation at a meeting, management will usually allow a delegate to sit in. It can only benefit you to keep your delegates informed!



Union Contacts

To submit stories for the newsletter or to nominate a member to be featured, please email:

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