

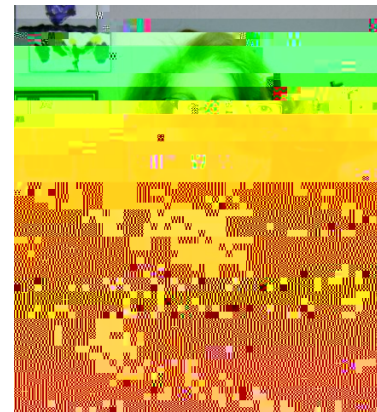


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## ARTICLE 36: TRAINING AND PROFESSIONAL DEVELOPMENT

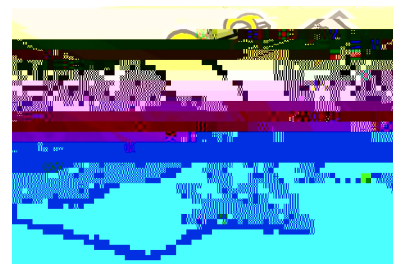
The University will endeavor, within budgetary constraints, to provide opportunities that promote continuing education, training, and upgrading of employees. Training and Professional Development is a shared responsibility, and it is intended that these opportunities will enable employees to increase their knowledge and skill, enhance their promotional opportunities and advance their career goals.

For more information on free training or register for classes being offered through Human resources, please visit the



Distinguished Service Award

Congrats to Eileen J. Guttmann for receiving the Distinguished Service Award for Professional Staff! Eileen is the MSN Supervisor and a Nurse Practitioner in the CSU Health and Wellness Services Department.



I want to thank my

Chair, Sandra English, for organizing the event and rallying the delegates into action. I appreciate everyone who was able to stop by and who helped out. It was great time and we are doing it again this spring!

**Make plans to attend on April 17th!**  
MC 122, Noon - 2 PM. Hope to see you there. -- Rose Begalla,  
Executive Co-Chair

2013  
Spring Social  
Wed April 17  
Noon - 2 PM  
MC 122

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## Recent and Upcoming Events

The 2012 Holiday Social was very well attended, nearly 40 bargaining unit members stopped by to enjoy food and good times. The delegates and executive board were able to provide some refreshments, but more people came than were expected! Next time, more food!

The Social is a way for our community to come together and socialize outside of a traditional meeting setting. This relaxed atmosphere provides the space to meet some new people and spend time with veteran SEIU members.

## Gail Marredeth: Past President, CSU Chapter, SEIU District 1199 by Rita M. Grabowski

**Note:** It was my pleasure and honor to talk with Gail Marredeth, who probably knows more about the unionization history of anyone else on campus. Following are a

**RG:** Management relations were like when you started working at CSU.

**GM:** I started on January 22, 1979, and at that time, staff across campus were having problems with the Director of Human Resources. He was an ineffectual leader and loved the ladies. Several formal accusations were filed.

### Gail Marredeth

**RG:** How did you get involved with professional staff issues, especially with the issue of unionization?

**GM:** When I started at CSU, I was a member of management. I was hired in as the Head of Circulation Services and I no longer had supervisory responsibility. I was removed from my management position even though there was nothing in my Performance Evaluations that justified this move. A new Director was hired into the Library with the intent of making personnel changes. Circulation Services did not improve, and five years later the position opened again but was filled internally by a very competent manager. I was not asked to reapply for my old job.

I was kind of set-up into getting involved when the union (at that time, 9 to 5) came onto campus in 1998. My librarian colleagues asked me to represent them. The CSU faculty had unionized with AAUP [American Association of University Professors] less than a year before. Librarians are considered faculty members at many Universities, but the

CSU faculty did not want the librarians as part of their bargaining unit. Librarians did not have tenure and our fight would

I attended 9 to 5 organizing meetings and helped with the effort to organize, although Calvin Knight [who has recently retired], was the best organizer. He asked me if I would serve as chapter first president for over five years. [Gail also stepped up to help during contract negotiations in the spring of 2012 when Andi LoPresti retired due to health concerns.]

**RG:** What were some of the reasons for unionization?

**GM:** The librarians had always had a separate set of by-laws that determined policies and procedures. But the rest of the professional staff was divided up into rankings through a study done by Peat-Marwick. A lot of it was inaccurate.

Prior to this, I had attended meetings of the Professional Staff Association, but they had no bite. Their view seemed to be and they pretty much did what management told them to do.

Because there was no contract, we really had to start at the beginning. At that time, all professional staff were considered and wait every year for a letter asking them to sign a new contract for employment.

This was a huge battle with management. This and fair share\* were probably the

most difficult issues to work out. [\*Fair share is the policy where all staff who are represented by the union pay dues into the union whether they choose to become members of the union or not.] This is something that Anne Hill fought for after negotiations were over. I remember going to bed and getting a call around 11:30. It was Anne or Peggy [Torzewski, SEIU District 1199] and they were trying to get me to join the union.

**RG:** How are we doing with getting pegged?



# WELCOME TO THE BARGAINING UNIT

Hyacinthe Raven! by Rita M. Grabowski

Cb VY\U'ZcZYj Yfmcby 'jb 7GI f'g VUf! gaining unit, I want to welcome Hyacinthe Raven to the Cleveland State Chapter of SEIU.

Hyacinthe started working at CSU as a student employee in the Career Services Center in October, 2001. Subsequently, she was hired full-time as a Public Inquiries Assistant in the Office of Financial Aid, and was a member of CWA.

She became a part of SEIU in December of last year (retroactive to October), as a result of successfully completing the Reclassification process. I know from personal experience that this is a time-consuming endeavor, but it can be done.

Within SEIU, when a bargaining unit member performs significant additional responsibilities (that are not included in their current job description) for a period of four months, they are eligible to apply for a reclass. Even if you are not successful

in moving up in grade, you might be eligible for an in-grade promotion that could warrant an increase in salary.

One catch-22 is that when additional responsibilities are taken on, it may be even more difficult to find the time to file a reclassification. Nevertheless, in my opinion, this is one of the greatest benefits that union representation offers here on campus, and can definitely be worth the effort.

Hyacinthe has been one of my favorite people on campus for the past twelve years. In the cold, gray murk of much of the year in Cleveland, Hyacinthe is (and I say this realizing it could be construed as a cliché), an absolute beam of sunny yellow joy.

Not only does she continue as a tireless advocate to CSU students (now in her new position as Coordinator, Student Employment Program), but I find it impossible not to feel better



about everything, including the weather in Cleveland, after talking with her for a few minutes.

Hyacinthe is also a published poet and a talented creative writer. You do not need to be a published poet and a talented creative writer to complete a success reclassification, Vi h'jhVei 'XbN\i fñ

However, if you have a draft of the sections of a reclassification, and would like to have them proofread, and have some suggestions offered, email them to me at: rita.grabowski@att.net.



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Weingarten Rights are certain steps that are designed to protect members of a union in dealings with management that could potentially lead to discipline and/or termination. You have the right to union representation during conversations with your supervisor if you believe the conversation is disciplinary in nature. To invoke your rights, simply say



I-Zh Jg XJgW gg]cb Wci 'X'jb 'Ubrik Um'YUX' to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative, officer, or delegate be present at the meeting. Without representation, I choose not to answer any question. **This is my right under the U.S. Supreme Court decision called K Y]b[ UffYbI**



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

[j.derry@csuohio.edu](mailto:j.derry@csuohio.edu)