

ACE Grievance Report

Since our last newsletter, we have finalized closing a large number of grievances, either by signing settlement agreements with the University or by filing withdrawal forms. We currently have 22 open grievances.

Article 9, Grievance Procedure, walks us through the process of filing a grievance. Depending on the particular circumstances, hearings can start at Step 1, 2 or 3. And although a bargaining unit member may file a grievance without the Union, it is always best to consult with Union representatives to be sure that procedures are followed correctly and that your rights are protected.

OEA has hired Tara Reynolds as the new Labor Relations Consultant (LRC) for our area, and several arbitrations have been scheduled over the next few months. Connie and I are meeting with her on a regular basis to discuss past and current grievances.

You can find the current language on either the HR website or our website: ysuace.ohea.us.

Connie and I are always available if you have questions.

Melanie Leonard, Grievance Chair, **Phone Ext. 2979**

Where does it say **THAT** in the contract?

Our first contest in the Fall Newsletter was fun. There were 23 entries submitted. That excerpt,

“Each member of the bargaining unit who is promoted, or reclassified, to a higher classification within the bargaining unit shall be paid at the entry rate for the higher pay grade, or the employee will receive a five percent (5%) increase to his or her hourly rate of pay, whichever is greater.”

was found at **Article 3, Wages, Section 3.4(A)**. The winners were: Donna Tarbet (Bursar), Cindy Blevins (Human Resources), Carol Hovanes (Maag Library), Patty Gillis (Procurement) and Esther Stamford (Controller’s Office).

The line for this issue’s Where does it say **THAT** in the contract? is as follows:

“A bargaining unit member who retires with ten (10) or more years of University service is entitled to convert to cash payment part of his/her accrued but unused sick leave.”

Your entry must contain the article number, name, and section. Five (5) winners will be drawn from all correct entries submitted, and each will win a \$5.00 gift certificate to a food vendor on campus. (Let us hear your thoughts on the prize.)

Email or mail your entry to Melanie Leonard by April 14, 2017. Please be sure to include your contact information so we can get back to you if you are selected. You will receive an acknowledgement that your entry was received.

By email: mleonard@ysu.edu

By campus mail: Jones Hall Room 3001

ACE is Ready to Bargain

The YSU ACE Negotiating Team attended the NEOEA Megaconference on Sat. March 4. They did a session on Enhancing Problem Solving during the Contract Term, as well as a double session on Preparing for Bargaining.



First row: Rick Ritchie, Connie Frisby, Jeff Wormley. Second row: Tony Spano, Melanie Leonard, Rodney Harden. Not pictured: Cameron Hughes

ACE MEMBER SPOTLIGHT

Cameron Hughes

This month [Spotlight](#) features Cameron Hughes, Programmer/Analyst 4 in IT Application Services. Cameron, an expert in software engineering and a researcher in artificial intelligence, recently published his tenth book, co-written with his wife, Tracey. The book, *Robot Programming: A Guide to Controlling Autonomous Robots* draws on years of experience in the field of artificial intelligence and introduces the readers to programming robots to execute tasks autonomously.

A dedicated member of YSU-ACE, Cameron is part of the negotiating team this year. He recognizes that the diverse membership of YSU-ACE, along with their wealth of knowledge and commitment to the University’s Mission and Vision, are an important asset for negotiations.



During his 19 years of employment at YSU, Cameron has valued the wonderful relationships he has established with the faculty, staff and students. Hired as Programmer/Analyst 4 Cameron says that it is all he has ever been interested in although, he does teach occasionally. He graduated from YSU with a Bachelor in Computer Science and a Masters in Computing & Information Systems.

In addition to being engaged in several community service activities Cameron volunteers as the co-director at Oak Hill Robotics Makerspace, located at the Oak Hill Collaborative. The Oak Hill Robotics Makerspace is currently working on designing robots to help with testing the water quality in Youngstown through computer and automation with other non-profit organizations within the Collaborative.

On a personal side, he and Tracey have three adult children, “all old enough to treat me and Tracey to dinner and put it on their charge cards!” When he is not causing “trouble” with artificial intelligence, robotics and other computer technologies Cameron enjoys playing jazz piano and video games, particularly PS3/4 Virtua Fighter, Mass Effect and Armored Core.

Spotlight By, Grimilda Ocasio