

Upcoming Dates

July 4	Independence Day
August 7	YSU-ACE Picnic
August 15	Imposed Contract Ends
August 23	1st Day of Fall Semester
September 4	Labor Day
November 10	Veteran's Day

ACE Negotiation Information Meetings—12:15 pm

July 11	James Gallery in Kilcawley Center
July 18	James Gallery in Kilcawley Center
July 25	Cochran Room in Kilcawley Center
August 1	Cochran Room in Kilcawley Center



Scholarship winner, Alexis Fisher with her mother (Marnie) and her father (Ken); along with President, Connie Frisby (in red).

ACE/OEA/NEA
ysuace.ohea.us

ACE Connection Issue 03 Summer 2017

JOIN OUR TEAM!

ACE ORGANIZING TEAM

★ Do you want to help make ★
★ YSU a better place to work? ★
★ We are gearing up for con- ★
★ tract negotiations and need ★
★ everyone's voice to be ★
★ heard. Organizing team ★
★ members will be our eyes ★
★ and ears, making sure that ★
★ our membership's concerns ★
★ are represented in negotia- ★
★ tions. Attend an organizing ★
★ committee meeting and ★
★ learn how we can work to- ★
★ gether to ensure a great ★
★ workplace and learning en- ★
★ vironment for YSU students. ★

Light lunch and beverages provided.



Scholarship winner, Amanda Cutlip with her mother (Karen) and Father (Leo). President, Connie Frisby (in red) and Melanie Leonard (secretary of the Union) who nominated her.

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MEMBERSHIP NEWS

Welcome to our new ACE members!

David Doak—Facilities Maintenance, Maintenance Repair Worker 2

Tiffany Hans—Delivery Services, Mail Clerk Messenger

Connie Kolarik—Facilities
Maintenance, Electrician 1

Tiffany Moore—
Williamson College of
Business, Administrative
Assistant

Charles Shaffer—Facilities Maintenance, Maintenance Repair Worker 2

Sharon Texter
Dana School of Music,
Administrative Assistant 1

Dixie Weisgarber—
Financial Aid and Scholar-
ships, Financial Aid Associ-
ate

Jonathan Zelezniak—Bliss Hall, Theater Engineer

Best wishes to our retired members !

Laurissa Rusnak, Student Services Counselor

ACE CONNECTION

YSU ASSOCIATION OF CLASSIFIED EMPLOYEES



Social Committee: Anne Monroe, Shirley Hodge and Carol Franklin (organizer of the dinner) at Butler Atrium. Collections catered the wonderful meal.

President's Update

April, May and into June have been extremely busy with much happening. We began negotiations with the first joint meeting of the University and ACE teams on April 18th. We have exchanged all non-economic articles, which totaled approximately 20, and have tentatively agreed and signed off on 10 of them. There have been Healthcare and Budget presentations and we will begin presenting our economic package on the 21st. We are negotiating every Wednesday from 9:00 a.m. to 1:00 p.m. so don't forget to wear red on Wednesdays to show support for ACE.

We were granted a half-hour release time to attend a luncheon to hear President Tressel and Provost Abraham address the unit. Thank you to Tony Spano for coordinating that. A list of questions submitted by our membership was approved by me and had been forwarded to the President and Provost in advance as agreed upon. They were surprised at the number of questions and didn't feel they had time to address each one. In my discussions with their offices, I suggested that they could address them in groups, (i.e., there were about 3 or 4 questions dealing with supervisory issues). Mr. Tressel did acknowledge the questions, but did not address them, giving a long version of his "Town Hall" speech. He then abruptly departed, leaving Dr. Abraham to finish. Dr. Abraham spoke on the progress of the YES Committee dealing with the campus climate survey, and then did answer a couple of the questions. Tony and myself were extremely embarrassed and felt like we were both taken advantage of.

That same day, we had our Scholarship dinner at Collections. It was a beautiful evening as we gathered to eat an amazing meal with two of our four scholarship award recipients, Amanda Cutlip and Alexis Fisher, and their families. Two other recipients, Brigitte Petras and Ahlam Mishmish were not in attendance as they had other commitments. We awarded a total of \$750 in scholarships. Members of the executive committee were in attendance as well as those who nominated the recipients, our scholarship committee, and our social committee. Everyone worked very hard to make this a very successful and memorable event. Thank you to everyone.

In Solidarity,

Connie Frisby

ACE/OEA/NEA

Respect. Trust. Teamwork.

ACE Grievance Report

Let's discuss our Weingarten Rights.

"If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her *Weingarten* rights; it is the employee's responsibility to know and request." 1975 case of NLRB vs. Weingarten, Inc., 420 U.S. 251, 88 LRRM 2689.

It is the EMPLOYEE'S RESPONSIBILITY to know and request union representation. When called into a meeting with your supervisor and/or Human Resources, you have the right to ask what it is about. If in any way it is regarding disciplinary action or an investigation of any type, you have the right to request union representation. If you are in a meeting that turns into a discussion regarding discipline, reprimand, investigation, etc., you have the right to ask that the meeting be stopped until you have union representation.

When an employee makes the request for an association representative to be present, the employer can do any of the following: (1) stop questioning until the representative arrives; (2) cancel the interview; or (3) tell the employee it will cancel the interview unless the employee voluntarily gives up his or her rights to representation. No member should ever waive their right to representation.

Attached to this newsletter is a card that reminds us of our Weingarten rights. You should keep it in your wallet or desk at all times. Remember, it is your legal right to have union representation.

Melanie Leonard, Grievance Chair, Phone Ext. 2979
(Information taken from OEA website.)

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

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

We had 27 entries for our contest in the Spring Newsletter. That excerpt,

"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."

was found at **Article 21, Retirement, Section 21.5**. The winners were: Sherry Massaro (Admissions), Christine Dilanni (Center for Student Progress), Carol Hovanes (Maag Library), Debbie Moy (Disability Services) and Mary Dillingham (Career and Academic Advising).

The excerpt for this issue's "Where does it say *THAT* in the contract?" is as follows:

"If a department head or supervisor has decided to hold a meeting or investigatory interview and the employee has a reasonable belief that discipline or other adverse consequences may result from what he says, the employee has the right to request union representation."

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 July 14, 2017. Please be sure to include your contact information (name, department and extension) so we can get back to you if you are selected. You will receive acknowledgment that your entry was received.

By email: mlleonard@ysu.edu

By campus mail: Jones Hall Room 3001



Scholarship winners, Alexis Fisher (left) Amanda Cutlip, (right)



ACE members at the Ohio room in Kilcawley Center

ACE MEMBER SPOTLIGHT

Tiffany Hans and Jonathan Zeleznial



Tiffany Hans—Tiffany graduated from Mount Union College with a degree in education and works in Delivery Services as the Mail Clerk Messenger. She and her husband Nick live in Austintown and have two energetic sons, Zachary and Nico along with Brutus, a Husky puppy. She loves spending time with her family on bike rides and at festivals and enjoys scrapbooking and sewing. Tiffany's wide taste in music ranges from Meatloaf to Broadway musicals; oldies to country; and anything Disney.

Formerly employed at the Things Remembered distribution center and at Falcon Transport, where there were no unions, gives Tiffany a deeper appreciation of having union representation. She looks forward to learning more about YSU ACE and being a part of the team!



Jonathan Zeleznial—Jonathan is an alumnus of the YSU Theater and Dance Department, where he now works as the Theater Productions Assistant. He is also the technical director and master electrician for the St. Louis Actors Studio and the LaBute New Theater Festival in New York City. Jonathan is excited about sharing his knowledge with the upcoming new group of students at YSU. He resides in Midland, PA and spends a lot of time with his wife, Amanda and two daughters, River and Rory, as well as his three-legged rescue dog, Angel. They enjoy biking, fishing, and visiting the park, the zoo and Kennywood, and plan to go camping for the first time this summer.

Jonathan knows first-hand about the importance of union representation. While working at a private event, the client refused to pay for the services provided. The International Alliance of Theatrical Stage Employees Union was notified, stepped in, and hired a legal team to retrieve their earnings. Jonathan believes that, "unions help ensure a fair wage and higher standard of living for their employees while helping to keep employees safe!"

Welcome Tiffany & Jonathan!

Spotlight By, Grimilda Ocasio