

REGULAR MEETING OF THE YSU-ACE EXECUTIVE COMMITTEE
Thursday, June 13, 2024

Present

Officers: Melanie Leonard- President

Nancy O'Hara – 1st VP (virtual)

Jill Mogg – 2nd VP (virtual)

Cassie Nespor – Secretary

Kim Jenkins – Treasurer

Committee members: Joe Audia Steve Katros, Kay Helscel, Kevin Hood, Sherry Massaro

Excused: Lisa Devore

CALL TO ORDER: Melanie Leonard called the meeting to order at 11:36am in Cushwa Hall Room #3227.

APPROVAL OF AGENDA. The agenda was sent to members electronically before the meeting. Melanie added the LOU committee to Old Business. Steve Katros made a motion to approve the agenda with flexibility. It was seconded and passed unanimously.

APPROVAL OF MINUTES. The minutes from the May 9, 2024 meeting were sent to members electronically before the meeting. Cassie Nespor commented that she was absent for the meeting and would appreciate if another committee member would take minutes if it happens again. Its too much for the President to run the meeting and record minutes. Steve Katros made a motion to approve the minutes. It was seconded and approved unanimously.

TREASURER'S REPORT. The May 2024 report was sent to members electronically before the meeting and presented by Kim Jenkins. Account balances, income, and expenses were reviewed. Steve Katros made a motion to approve the report. It was seconded and approved unanimously.

MEMBERSHIP REPORT. Jill Mogg reported that in June we had 169 members. Five members still need paperwork. Jill will call those members. The new boiler tech already resigned. Sherry Massaro asked if someone could buy a lifetime OEA membership. Melanie explained that OEA offers lifetime memberships, but not for YSU ACE specifically. Non-YSU employees can be an honorary member of YSU ACE with no voting rights and \$30/year dues. Sherry asked because she objected to Connie Kolarik's presence at the union social at the MVR. Melanie Leonard commented that she would hope to be welcome at union social events after she's retired.

COMMITTEE REPORTS

Negotiations Committee: no report

Grievance Committee: none. Melanie was contacted by one member about a reclassification that was denied. Nancy O'Hara motioned to go into executive session about this matter at 11:48. It was seconded and approved. Came out of Executive session at 11:56.

Elections Committee: Jill Mogg sent out a ballot via email on Tuesday afternoon, June 11. As of today, we had received 73 ballots. Kevin Hood brought up that they had an issue in Facilities where they share computers. Members had to log out and clear the browser cache so another member could

vote on same computer. It was agreed that Jill will not send ballot links to individuals since she can't verify who has already voted. Members can use computers in a campus lab if they have problems. Results will be announced on Thursday, June 20.

Constitution and Bylaws: no report. One member volunteered to be on this committee.

Communications Committee: Cassie Nespor reported that the next newsletter will come out in August and include election results, information about the YSU-Pitt football game bus, health insurance premium increase and raises. Joe Audia updated the website with election information.

ACE Membership Engagement Committee: A deposit was made for the bus rental for September 21. Kay Helscel reported that the committee is working on a big giveaway for beginning of the semester on campus. Plans include a table with a branded tablecloth and members in ACE t-shirts handing out popsicles or icecream sandwiches to students, staff, and faculty.

HCAC: No report. This committee will resume in the Fall). Melanie Leonard reported that HR should notify us soon about the new costs for healthcare that goes into effect July 1. The higher premiums will show up on our paychecks on 7/24. Our raise goes into effect on 8/16, so we'll see it in our 8/30 paycheck. HR will check that the 2% raise is correct. After that, they will disperse the negotiated bonus (\$500 for full-time employees or a prorated full-time equivalent), probably around the end of September.

OLD BUSINESS

Seniority Committee: no report.

OEA Grant: Rob Chance submitted receipts for Take Your Break with ACE donut & coffee events. Eric Barr and Rob are working on a new 2-year OEA grant application.

Joint public records requests with other unions: Melanie has heard nothing.

LOU Ad hoc committee for wages: Melanie reported that several LOUs are already complete: Grounds 1 and 2; Library Assistant; Electrician; Museum specialist. The committee for these agreements includes Melanie, an ACE officer, and a representative from the position's department. Kay Helscel talked about how LOUs affect others in the department- it leads to inequality in the department and staff who want to leave their position to get the position that got bump. That leads to an empty position that didn't have a bump and needs to be filled (and maybe another LOU). The fact that there's no longevity pay anymore impacts employees who have been here and should make more than new hires. Melanie Leonard mentioned that LOUs let positions be hired when the University could have brought in contractors. In her opinion it gives us a better position in our next contract negotiation and avoids needing to strike over a few job categories. Joe Audia added that certifications and credentials should be incentivized with pay, instead of simply added on to a job description.

NEW BUSINESS

OEA Meeting: Joe Audia attended an OEA meeting where an OEA Board member mentioned doing listening tours regularly. Melanie Leonard said she wants to reach out to different members. For example, holding a monthly lunch for specific groups like employees who have worked one year or less. It would be a casual atmosphere where people would feel comfortable talking about issues. Kay Helscel said that some members still won't feel comfortable coming. She suggested that we should target those clusters that don't participate, maybe we bring lunch to them. Joe also mentioned talking

to this Board member about his concern with discussions about shared-services models between YSU, Kent State, and NEOMED for IT, HR, etc. The Board member said that OEA knows about that issue.
Joint event with APAS: Joe Audia brought up organizing an event with APAS in the near future just to keep the communication open.

ADJOURN: Having no further business, the meeting was adjourned 12:37pm. Next meeting is July 11 at 11:30am.

Respectfully submitted,
Cassie Nesor, YSU ACE Secretary