

## REGULAR MEETING OF THE YSU-ACE EXECUTIVE COMMITTEE

THURSDAY, April 10, 2025

### PRESENT:

Officers: President – Melanie Leonard (virtual)

1<sup>st</sup> VP – Nancy O'Hara

2<sup>nd</sup> VP – Jill Mogg (virtual)

Secretary – Cassie Nespor

Treasurer – Tatiana O'Dell

Committee: Joe Audia, Kay Helscel, Kevin Hood, Eric Barr, Lisa Devore (virtual), Rob Chance

**CALL TO ORDER.** Melanie Leonard called the meeting to order at 11:38m.

**APPROVAL OF AGENDA.** The agenda was distributed to the Executive Committee before the meeting. Melanie added an item in the Treasurer's report to discuss a comment from OEA about local dues. Also under New Business, she added a letter from APAS. Nancy made a motion to approve the agenda with the additions. It was seconded and passed.

**APPROVAL OF MINUTES.** The minutes from the March 13, 2025 regular meeting were sent to the Executive Committee electronically before the meeting and reviewed. Melanie corrected the spelling of a committee member's name in the Seniority committee. She also corrected a statement under New Business AOS/BOS: the raise for the AOS/BOS 3 is only the starting salary. Kevin Hood made a motion to approve the minutes as amended. It was seconded and passed.

**TREASURER'S REPORT.** A copy of the Treasurer's report dated April 2025 was sent to the Executive Committee electronically before the meeting and reviewed. It was accepted as submitted. The saving account earns about .05% in interest. There is discussion about changing the OEA Education Support Professionals (ESP) dues structure. They want to amend OEA bylaws to calculate ESP dues based on earnings compared to average teacher salary, not hours worked. They will vote in May OEA meeting. (Joe Audia, Jalon Tirado and Berry Jenkins are our reps to that meeting in Columbus.) We will need to find out what the average teacher's salary is to see how this might effect our dues.

**MEMBERSHIP REPORT.** Jill Mogg reported that we have one new member for 163 members total.

### COMMITTEE REPORTS

Negotiations: none. New team will be selected in June elections.

Grievance: Meeting monthly for training. Currently no grievances filed.

Elections: Coming up in June. Committee chair is Jill Mogg. She will check with Shelly Urchick, Kay Helscel, and Desa Pavlichich to see if they want to still be on it. Also call for volunteers at Chapter meeting in May.

Constitution and Bylaws: no report.

Communications: We posted photos from the Take a Break with ACE event in Kilcawley Center. Joe Audia would like to add photos of events to website. Rob Chance asked whether we should post about job openings on Facebook to get more applicants. Members can send postings to Jill or Cassie to post.

Membership engagement: The Take A Break with ACE event on Monday April 7 was attended by 36 ACE members and 15 from APAS. Sign up sheet used so we can submit it to the OEA grant. Kay got reimbursed for donuts. Melanie paid Chartwells for Dunkin coffee. APAS has invited us to several events. Best way to let our member know is for APAS to send a flier to Jill Mogg to email to our members. ACE would reimburse APAS for any tickets, etc. APAS gave us \$64 for members' hockey tickets.

HCAC: The committee heard presentations from Medical Mutual and USI. There's a program to opt out of our insurance and go on Medicare if you're 65 or older.

Seniority committee: Letters from HR went out to members in March with new seniority calculations which includes new criteria for start dates and qualified service. Members have until April 30 to ask questions. A few members had questions and have been able to adjust dates and make changes if they wanted. Committee will meet to adjust language in Articles 16 and 29 in our contract.

Ad hoc committee: nothing from HR or union.

OEA grant: Application submitted for a one-year grant for \$2,400, but it was past the deadline. Waiting to hear if it was accepted.

## **NEW BUSINESS:**

Scholarship: The committee recommends awarding three scholarships: Isabella Appiah (Tiffany Moore), Martin Baird (Kathy Palladino) and Stephen Malkovits (Kay Helscel). Eric Barr made a motion to add \$625 from ACE account to increase the disbursement from our endowment with the YSU Foundation. The motion was seconded and passed. Cassie will tell the Foundation about winners and \$500 award. Eric Barr makes a motion that in the future, each award will be \$500 and union will pay difference. It was seconded and passed. Fundraiser ideas for endowment: donations at meetings, baskets, something at picnic. Award dinner planned for Monday, April 28 at 5pm in Jones Hall Larricia Lounge catered by Chartwells.

Chapter meeting: Scheduled for Wednesday, May 14 at noon at McKay Auditorium. No reservations needed. Lunch provided. Eric will investigate lunch options. Jill will send save the date email to members about chapter meeting.

Campus photo: Eric reports that there are 4' by 4' photos of campus in 1965 and 1982 on the 5<sup>th</sup> floor of Maag Library. Matt Cowles has a drone he could use to take a new photo. Eric would like the union to pay for a large print to add to the display. Cassie Nespor, who works in the University Archives and makes the exhibits in that space, will get a quote for the print and installation.

AOS/BOS position descriptions: The new descriptions cover both AOS and BOS duties and they're very vague. Each employee has been given the new descriptions. Some people have signed off and some haven't. If they don't sign, it's still their new job description. Brandon Barlow (OEA rep) and Melanie have

a meeting with HR next week to discuss the matter. In our contract, the definition of position description is supposed to reference a specific job description for their department. HR says they're a guide to the level of work an employee is doing. Kay Helscel reported that this is an issue for building maintenance supervisors in Facilities as well – their job descriptions include tasks that are someone else's job or things they don't do. How do supervisors know what to ask employees to do? HR says the level (not quantity) of work decides the job title.

APAS letter from OEA: The APAS union shared an open letter titled "Protect Speech on College and University Campuses" and invited us to endorse it with them in solidarity as a union. After a discussion, the committee agrees the letter is too political to endorse as a union.

Having no other business, the meeting was adjourned at 12:58pm. Our next meeting is scheduled for May 8<sup>th</sup> at 11:30am in WBCA Room 3313.

Respectfully submitted,

Cassie Nespor

YSU ACE secretary