

Upcoming Dates

- March 25 NEOEA Spring Representative Assembly
- May 9 YSU Staff Recognition Breakfast
- May 10 YSU Staff Recognition Awards Dinner
- May 11 YSU Staff Recognition Happy Hour Reception
- May 12-13 OEA Representative Assembly
- May 14 Mother’s Day
- May 29 Memorial Day
- June 14 Flag Day
- June 18 Father’s Day
- June 21 First day of Summer
- July 4 Independence Day

In Memorium



Timm Needs
2/17/90—11/30/16
Facilities Maintenance

ACE/OEA/NEA

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JOIN OUR TEAM!

ACE ORGANIZING TEAM

Do you want to help make YSU a better place to work? We are gearing up for contract 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 negotiations. Attend an organizing committee meeting and learn how we can work together to ensure a great workplace and learning environment for YSU students.

Light lunch and beverages provided.



Laurie Wittkugle and Shirley Hodge

MEMBERSHIP NEWS

Welcome to our new ACE members!

- David Cirjak**, Grounds, Groundskeeper 2
- Tiffany Hans**, Delivery Services, Mail Clerk Messenger
- Miri Thoens**, Electrical & Computer Engineering, Administrative Assistant 1
- Trish Wirtz**, Dean – STEM, Secretary
- Best wishes to our retired members and those moving on!**
- Cheryl Beil**, Dean - Business Administration, Administrative Assistant 2
- Diane Crowe** – EFRTL, Administrative Assistant 1
- Rodger Hahn**, Grounds, Groundskeeper 3
- Nina Quaintance**, Art, Administrative Assistant 1
- Charles Powers**, Degree Audit, Systems Analyst 1
- Pam Schmalzried**, Dean - Health & Human Services, Secretary
- Laura Thomas**, Financial Aid and Scholarships, Administrative Assistant 1
- Sue Urmson**, Dana School of Music, Secretary
- James Wilson**, Parking Services, Parking Attendant

ACE CONNECTION

YSU ASSOCIATION OF CLASSIFIED EMPLOYEES



Shari McKinney, Laurie Wittkugle and Sylvia Rupert

President’s Update

Fall has been very hectic. It started with our participation in the Homecoming Parade where we teamed up with I Heart Radio in the tailgate lot passing out hotdogs, chips, cookies, and soda or water. Tony Spano utilized his connections and got us four awesome vinyl banners that will last for a very long time. We tied banners to each side of the truck we rented for the parade, having people in the back of the truck and walking beside. Those walking passed out candy and stress penguins with our logo on them. We also passed out the penguins at the tailgate. Those that attended had a very good time.

Keep your eyes open for the fliers for the upcoming All Union Party hosted by faculty. They are trying to set a date and location. I will keep you posted once I hear.

I would also like to remind people that Staff Recognition Week is coming in May, beginning on Tuesday, May 9th. It is launched with a staff breakfast on the 9th from 7:30 to 9:00 a.m., on Wednesday, May 10th, there is the Staff Recognition Awards Dinner. There are numerous individuals being recognized for their years of service, and 18 individuals will receive Distinguished Service Awards. The week finishes up (3 days) on Thursday, May 11th beginning at 4:00 p.m. with a Happy Hour at the MVR. It will be a cash bar, however, light appetizers will be provided. I hope to see as many individuals as possible at each of these events to show support for one another.

Finally, we had a chapter meeting on Monday, February 27th to discuss the results of the survey sent out to provide guidance to our negotiating team. We had a 56% response rate. Team members will be contacting members who didn’t respond because we need everyone’s input. This is going to be an important negotiation. Your entire team attended the NEOEA Mega Conference on March 4th, for conflict resolution and bargaining sessions that were offered. It is not too late to submit your survey. If you need another copy you can contact Melodie Provencher or Melanie Leonard to request one. This is your Union Contract and your Team is ready to work for you!

In Solidarity,

Connie Frisby
President, Association of
Classified Employees

ACE/OEA/NEA

Respect. Trust. Teamwork.

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