



May 2010

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CWA LOCAL 4502

1350 West Fifth Avenue Columbus, OH 43215 Phone # 485-1265 Fax # 485-1165

From the President

For over two decades, CWA has tirelessly fought to defend the rights of its members. Our strength has come from our membership's dedication and solidarity. The Union is proud to announce that, through this dedication and solidarity, we have won a hard-fought victory in our dispute with the City over bumping rights.

In 2008, the City attempted to limit the bumping rights of our members by prohibiting the bumping of less-senior AFSCME workers (by allowing language in the AFSCME Contract). The City claimed that its contract with AFSCME had changed the terms of an earlier contract with the Union. According to our contract, both the City and the Union had to follow the Civil Service Commission's rules dealing with layoffs. These rules allowed employees to bump less-senior employees in the same job family. However, the AFSCME contract said that AFSCME workers could be bumped only by other AFSCME workers. The City claimed that AFSCME's contract amended the Civil Service Commission's layoff rules and thus amended our contractual rights. As a result, several of our members were denied the right to bump AFSCME workers on the basis of the AFSCME contract and your current CWA leadership stepped in.

CWA fought to defend our contract, first before the Civil Service Commission and

then the Franklin County Court of Common Pleas, both to no avail. Unwilling to accept defeat, Local 4502 appealed the case to Ohio's Tenth District Court of Appeals. On June 10, 2010, the court decided the case in our favor and upheld the right of our members to bump less-senior AFSCME workers. The court specifically found that "the city 'negotiated itself into this mess' by making mutually exclusive and inconsistent promises to AFSCME and CWA with respect to classified employee 'bumping rights' in layoff situations, and 'while that may be a problem for the City, it cannot be [CWA's] problem.'"

This victory demonstrates the value and the importance of union representation. Individually, we would have neither the time nor the resources to pursue a legal battle such as this. But, together we can defend the rights that we've struggled to establish and preserve our much-cherished quality of life.

The City has just recently exercised its right of appeal to the Ohio Supreme Court on this matter. It is yet to be seen if the Court will hear the case or how they would rule. As the Union receives information on the status of the case, we will quickly pass it along to you!



CWA Contract Benefit Training

Pursuant to Article 18.8 of the collective bargaining agreement, your Union leadership is working with Risk Management and Labor Relations to coordinate a benefit training for all members on the new insurance language.

There are several details to work out, but Local 4502 will be communicating with the membership in the near future on the date(s) and location(s) of the contractual training.

The Officers and Executive Board strongly encourage you to attend this negotiated training! It will highlight the newest language and allow for questions and answers. When the details are confirmed, we will give ample notice so you can make plans to attend.

One more way CWA Local 4502 is raising the standard of representation, training, and support.



**Brien Bellous
President**

To increase the political and bargaining power of our Union, your elected leadership has voted to affiliate with the Central Ohio Labor Council; AFL-CIO. This organization is essentially a group of Unions throughout central Ohio who have banded together to project strength and solidarity on local issues and other matters that are of benefit to Labor. There are 84 Unions in our region that are members and are politically well connected. The clout of the AFL-CIO cannot be overlooked with its long history of achieving major wins for local elected officials, local and statewide issues that improve the Union's strength and charitable work that Labor is well known for.

Local 4502 are proud to stand with our Union brothers and sisters throughout central Ohio in unity and solidarity. It is our collective voice that will gain success for our membership in matters of bargaining and other high profile political issues. There is never a loss of identity for a Local when joining the COLC. Each and every Local is free to support or reject a matter that the Labor Council pursues and is supported by AFL-CIO. It is truly how Labor gets things done!

More information and a link to the AFL-CIO website will be added to our website soon for your reference. If you have any comments or questions, feel free to contact us at the Union office at gcastlin@cmage.org or 485-1265.

Union Representatives are Mission Critical by Dave McCune



**Dave McCune
Vice-President**

For over a year, Local 4502 have put substantial resources in to training, educating and meeting with our Union department representatives. This resource of finance and time is critically important for our first line of defense, our reps, to have the knowledge and experience to help our members when they are needed. Your Union officers have mandated a total of four days CWA training for our representatives since they have been in office. In addition to this, we meet every other month at the Union office to discuss pending issues and train on contractual and work rule interpretation. Per our new contract, the Union can use representatives to sit in on investigative meetings. This seemingly small thing will make a huge difference in Union operation and allow the President and Vice President more latitude to attend the business of grievances, discipline hearings,

administration and political agendas. Things that all strong and viable Unions do as a matter of daily business. Local 4502 elected leaders continue to raise the standard of representation and service to our membership through the use of our trained representatives. We encourage you to know who your department rep is, and contact that person with your day to day questions. We list all representatives on our website: www.cmage.org if there is no rep listed for your department, your rep will default to the President or Vice President.

If you believe that helping others is a worthy cause, and support the Union mission, we encourage you to contact us at the Union office. Your Union always needs those willing to help, to heal and to move our Union forward.

“We gain strength in numbers. Become an active member.”

Monthly Grievance Update

| | March to July | YTD |
|---------------------------------|---------------|------------|
| Investigations Conducted | 73 | 127 |
| Disciplinary Actions | 18 | 30 |
| Grievances | 15 | 35 |
| Arbitrations/Mediations | 4 | 8 |



Union Committees

Here are all the current Union committees working on your behalf. If you have any questions or comments, or if you are willing to volunteer your time for this critical work, please contact the people listed below.

Professional Development – Bill Mahaffey; wtmahaffey@columbus.gov

Social Committee – Jan Guess; jguess@columbus.gov

Election Committee – Rita Stone; rmstone@columbus.gov

Safety Committee – Robert Hutchinson; rehutchinson@columbus.gov

Insurance Committee – Kim Bentley; kabentley@columbus.gov

Finance Committee – TJ Black; tjblack@columbus.gov

Incentive Pay Committee – Brien Bellous; bellous@cmage.org

CWA Proudly Announces College Scholarship Fund for Dependants of Local 4502

Local 4502 will fund \$10,000.00 in financial aid for college

- The Union will accept entries at the beginning of the August 26, 2010 membership meeting
- The Union will draw the winners at the end of the August 26, 2010 membership meeting
- The Union will award up to a maximum of **TEN - \$1,000 each** College SCHOLARSHIPS at the MEMBERSHIP meeting to be held in December, 2010. Location is to be determined as the date gets closer - PLEASE check the CMAGE website for date/time/location. www.cmage.org

*****College Student name/entry may ONLY be submitted in person by the full paying member in good standing, no exceptions; at the August MEMBERSHIP meeting to be held on August 26, 2010 @ 5:30.*****

- College Student is defined as a dependant college age - 26 (spouses do not qualify)
- College Student **MUST** be enrolled/accepted in an accredited college/university (verification is required in order to receive the scholarship)
- **ONLY ONE** entry **PER** college **STUDENT** per college year (a member in good standing may submit **ONLY ONE** entry **PER** student **PER** year; however a full paying member in good standing **MAY** submit multiple entries for multiple college students/dependants)
- College Student will only be allowed to receive **one** scholarship **PER** college year with a limit of **TWO** scholarships awarded per lifetime award
- The entry **WILL ONLY** be accepted at the **August 26, 2010** membership meeting
- Scholarships will be distributed at the **December, 2010** membership meeting (member and or student **must be present** to accept)
- Please go the www.cmage.org website to see the date, time and location
- The awarded check will be made payable to the college/university

FINANCIAL REPORTS are available for review to any member in good standing by simply calling the Union office at 485-1265 for an appointment or emailing gcastlin@cmage.org.

Membership Meeting

Please join us!

WHEN: August 26, 2010
5:30 P.M.—7:00 P.M.

WHERE: CWA Local 4320 - Baker's Hall
4140 East Broad Street
Columbus, OH 43213



TOPICS: Scholarship Program
Building Purchase
Committee Reports
Contract Negotiation Items
Open Forum