



May 2010

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CMAGE/CWA LOCAL 4502

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

From the President



Arbitration Wins for Local 4502

Some of the hard work and perseverance your Union leadership is focusing on important issues is beginning to pay off. Over the last two months, Two major wins have been achieved on the Arbitration front. First, we had the merit pay issue set for an arbitration date, but prior to the hearing the City agreed to discuss settlement of the grievance. Local 4502 and City leaders negotiated a settlement on the denial of merit increases that our bargaining unit has suffered over the last year. A positive outcome was agreed, to and both parties were able to receive consideration on important issues. The City agreed to re-review all merits denied to our members based on the "moratorium" Mayor Coleman decreed last February, and left the door open for each Department to determine if they were financially able to grant retroactive pay on these merit increases. All of the reviews are to be done by July 1, 2010, unless mutually agreed to by both parties. For a more in- depth review of the settlement agreement, please go to the CMAGE/

CWA website at:

www.cmage.org and click on the "Latest News" tab.

The second arbitration win was awarded to Local 4502 by virtue of a full hearing on a wrongful termination case. In the end, the arbitrator found in the Unions favor and was ordered to reinstate a CMAGE/CWA member with over one year of back pay. This type of achievement is important to our bargaining unit and shows that proper legal expenditures pay off with huge dividends to our membership. It is the beginning of a new day of respect being garnered by thoughtful, professional perseverance and something that will create a more positive environment for our members.

There are numerous arbitrations in queue, such as one case that has progressed all the way to the Court of Appeals. This case deals with the City's action of allowing language in another collective bargaining agreement to that restrict the Civil Service bumping rights of our membership. As we progress with these actions, we will let you know the results as they are achieved.

Local 4502 Sets Up Scholarship Fund for Our Children

The CMAGE/CWA Executive Board has just implemented a historic financial benefit for the children of Local 4502 members who will be attending college. Starting this year, Local 4502 will fund \$10,000.00 in financial aid for college bound seniors. In order to provide the fairest allocation of this resource, a lottery will be held at a future membership meeting for all those who have applied for the Local 4502 Scholarship. There will be a total of ten - \$1000.00 scholarships available. Each individual child can qualify for one scholarship per year for a total of two years of lifetime award. If all ten scholarships are not applied

for, the money will be rolled over to the next year. A complete guide on the process and how to apply will be posted on the CMAGE website in the coming weeks. The Executive Board estimates the first scholarship lottery to be held at the Fall membership meeting.

It is this type of commitment to Local membership that makes our Union a strong and viable resource. Your elected leadership strongly supports our children's future, and the future of Central Ohio. We hope that in the coming years there will be stories to share of victories achieved and lives changed due in part to this generous show of financial aid.



In the SPOTLIGHT



**Jan Guess
Board Trustee**

Executive Committee Member in the Spotlight

I have worked for the City of Columbus for well over three decades with the Department of Recreation and Parks. I have worked under the direction of four different Directors. I began my career in the Department as a seasonal playground leader. I am currently the Center Manager of Dodge Multi-generational Recreation Center. I joined AFSCME early on in my career. I was quite active in the Union and became Chief Steward for the Recreation Section for many years. I have several years of service with the Teamsters.

I joined CMAGE when it was first formed. I have served as a Department Representative and Board Member for two terms. There have been a multitude of changes in wages and benefits throughout the years. We must continue to stay strong and fight for our health and retirement benefits. These benefits are in serious jeopardy throughout the entire country. Always remember that we are allowed to disagree with how we are treated and demand fairness on all accounts for everyone.

Q & A

Questions and Answers

Question: What is the deadline to file a grievance?

Answer: The Union has up to 14 days from the event/action to file a grievance.

Question: How long do I have to wait to receive an answer from a grievance?

Answer: The City has up to 10 days to schedule the grievance hearing and then they have 10 days from the hearing date to answer.

Question: When should I have Union representation?

Answer: Employees have Weingarten rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct. 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 union representation.

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

Monthly Grievance Update

	March	YTD
Investigations Conducted	43	54
Disciplinary Actions	10	12
Grievances	12	20
Arbitrations/Mediations	3	4

FINANCIAL REPORTS are available for review to any member in good standing by simply calling the Union office at 485-1265 for an appointment



Get Involved Make a Difference Join a Committee

Insurance Committee — Kim Bentley, Chair

Mission Statement

“To provide education to all CMAGE/CWA members concerning benefits available to them in order to maximize benefit usage which in turn would promote employee wellness and assist with cost containment.”

Utilize your Union Paid Legal Plan Today...

Legal issues are all around us. Did you know that there are many services in the basic membership plan that is 100% paid-in-full when you use a Network Attorney? Some of those services consist of General Legal Advice, Standard and Living Will Preparation, Durable Powers of Attorney, Small Claims Assistance and Real Estate needs, just to name a few. Visit the ARAG website www.Service@ARAGgroup.com or call 1-800-247-4184 for additional information.

The ARAG plan was only used 114 times in 2009 by our members! There are a total of 1168 members in our bargaining unit. The total amount paid for this benefit in 2009 was over \$98,000.00.

Listed below are attorneys recommended by our members:

- Eileen Y. Paley 614-536-0392 Fax: 614-536-0397
- Roger Weaver 614-834-1750
- Suzanne Stasiewicz 614-536-0392
- Gregory Dupont 614-408-0529

Insurance Committee Contacts

Please contact anyone on the Insurance Committee with suggestions so that you too can make a difference. The Insurance Committee Members e-mail addresses and phone numbers are listed below:

Kim Bentley	Technology	5-5712	kabentley@columbus.gov
Robert Hutchinson	Utilities	5-4785	rehutchinson@columbus.gov
Patti Orders	Police	5-4631	porders@columbuspolice.org
Lorraine Schirtzinger	Police	5-0124	lschirtzinger@columbuspolice.org
Rita Stone	Utilities	5-8044	rmstone@columbus.gov
Scott Wilson	Technology	5-3698	shwilson@columbus.gov

For additional information regarding insurance issues, contact the Union office at 485-1265 or Kim Bentley at 645-5712. Below are additional numbers for your convenience:

- UNITED HEALTH CARE (UHC) www.myuhc.com VISION SERVICE PLAN www.vsp.com 1-800-877-7195
- Claim/Appeal questions 1-800-681-3849
- Optum/Nurseline 1-877-365-7922 DELTA (Dental) www.deltadentaloh.com 1-800-524-0149
- United Behavioral Health 1-800-358-0365
- Pharmacy/Mail Order 1-800-681-3849 ARAG LEGAL SERVICES www.aragggroup.com 1-800-247-4184

Social Committee — Jan Guess, Chair

Mission Statement

“To create an environment of social interaction to network with members, sustain solidarity, and boost the camaraderie within the Union. The Union will accomplish this mission through the interaction of fun, social activities and projects. Our goal is for members to know the Union is there for them during work and leisure.

The Social Committee is seeking additional members and volunteers. This is a fun and exciting committee formed to meet the social needs of our local. We need to come together informally and socially to mobilize and form some unity within our union. Our meetings will be brief and direct to the projects at large. Please consider joining this unique committee by contacting Jan Guess at 218-6804.



CMAGE/CWA Local 4502

1350 W 5th Avenue, Suite 300
Columbus, Ohio 43212

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Membership Meeting

Please join us!

WHEN: May 27, 2010
5:30 P.M.—7:00 P.M.

WHERE: Teamsters International Local #284
555 E. Rich Street
Columbus, OH 43215

TOPICS: 2011 Contract Issues
Open Items

