

Communications Workers of America



Local 4501 Communicator

March/April 2015

Watch Membership Meetings
at Youtube: 4501 CWA

"Like" us on Facebook
& join us at

27 Euclid Avenue, Columbus, Ohio 43201 Phone: (614) 294-5265 Fax: (614) 294-6562 www.cwa4501.org

OSU MAIN CAMPUS, WOOSTER, LIMA, MANSFIELD, NEWARK, MARION, PUT-IN BAY, FACULTY CLUB, SECRETARY OF STATE'S OFFICE, PICKAWAY COUNTY JOBS AND FAMILY SERVICES, FRANKLIN COUNTY VETERAN'S COMMISSION

Local 4501 Officers

President: Cynthia Stewart

Executive Vice President: Tim Quinn

Secretary, E. Mae Adams:

Treasurer, Runoff needed

Vice President: (SOS) Amy Stumbo

Board Members: Anthony Brown, Wayne Crawford, Lisa Frew,
Lynn Kornegay, Mericle Long, Darlene Sunderland



Local 4501 Communicator

Michael Secrest msecrest@cwa4501.org, Editor/Contributor. Writes all articles not specifically attributed to others.

Cynthia Stewart contributes a quarterly message and oversight
Sheila Collins keeps our Facebook current and serves with Lolita Thomas,
Lee Paul, Cynthia Stewart and Michael Secrest, chair, on the Communications Committee.



President Cynthia Stewart

THERE'S NO FAT OVER HERE!

AS WE PREPARE TO NEGOTIATE....

**WE
MUST
STAND
STRONG!**

Letters of Intent will soon fly back and forth between CWA (us) and OSU (them).

Only a united work force will hold our ground and move us forward. **You must act quickly to get involved.** The rough economy of the past many years has emboldened the

administrations we negotiate with.

Through attrition and contracting out our ranks have been diminished, but not weakened.

As citizens of this Great State we want to work, take care of our family and ourselves. We want to have shelter, put food on the table and just maybe have enough for a car, savings and/or dinner and a movie every now and again.

Our membership has experienced a reduction in staff and in some cases, members have absorbed extra du

ties.

It is my belief the membership wants to be a part of the *solution* as it pertains to savings by holding meetings with us to come up with suggestions as to where there's some "fat" in places that needs "slimming down."

During the 2014 United Way "Food Basket" campaign, **Local 4501, Communications Workers of America**, received over 300 applications for food! That tells me a few things...we're hungry, we're broke and we need help!

Continued on page 2

For more negotiations news come to the next membership meeting on Saturday, April 4, at your union hall!!

Spring, a time for new beginnings

Those who work for **The Ohio State University** and want to provide a safe and clean environment for the students and patients as well as the employees of this great university, should have

the opportunity to join in on providing information on savings, of all kinds. Let's work together! Your fellow workers are calling on you to help negotiate on their behalf. The University

expects us to do more with less. **We can stand together and show OSU how we fight for more with fewer.** Contact us at 294-5265 As Soon As Possible to help us prepare for the years

Contract violated as OSU tries to outsource union jobs

Phase I: Request for Qualifications (issued Feb. 17)

The RFQ is designed to gauge interest from potential partners so that we can evaluate their qualifications, including their capabilities and experience.

The document gives a broad description of Ohio State's energy system and

commitment to improving sustainability, supply, operations and affinity opportunities.

The goal is to gather information, so it does not go into great detail to specify what exactly Ohio State will want in the end from an energy partner.* There

will be decision points at each step, but rest assured that the final project — using recommendations of the campus community, outside experts and the best ideas from potential partners — will spell out our sustainability, service and financial goals in detail.

Phase II: Request for Information (estimated to begin mid-2015)

After we evaluate the responses to the RFQ, Ohio State could issue a request for information to get a better sense of how a partnership might work.

At this stage, qualified companies would take a more detailed look at Ohio State's energy system and goals. Their responses would allow the uni-

versity to assess the potential value of a partnership and the level of interest in the market.

Phase III: Request for Proposals (estimated to begin late 2015)

The university would use the information provided by companies in the first two phases to determine what, if any, energy partnership makes sense for Ohio State.

A RFP would essentially ask qualified companies to bid on the university's proposal.

If Ohio State leaders believe that one of the bids serves our sustainability,

academic and financial goals, a proposal would be brought forward to the Board of Trustees for their consideration.

RFP Grievance 2015 Filed March 3, 2015

Violation: By its issuance of the RFP on the eve of negotiations, the University has commenced the process for erosion of the bargaining unit by proposing establishment of a program for maintenance, upkeep and operating responsibility of the campus utilities and energy system, functions currently performed by bargaining unit personnel. The 3-step program, timed for completion after negotiations for a successor agreement end on July 1, 2015, was allegedly planned after 20 meetings with the university community, none of which the Union was involved in. The RFP issuance reflects a decision already made to do much more than contract out bargaining unit work, as the decision to lease an "asset"—i.e., taxpayer-funded infrastructure—has already been made as evidenced by the hiring of an exclusive financial advisor, legal advisors, and technical advisors. The commencement of this process after discussions with seemingly every segment of the University community, *but the Union*, demonstrates an "...intent to contract to the harm or detriment of its employees" by establishment of a long-term release and an "affinity relationship" with a private concessionaire.

***Editor's note:** This is the first time I've heard a **Union Buster** referred to as an "energy partner". We have to stop standing on the sidelines and not only watching the wolves dress in sheep's clothing but watching them eat our sheep. They pick 'em off one at a time and we just shrug and say, "It's only one sheep", or "It's not my sheep." But hey, guess what!! **By the time they get to your sheep, they'll be so damned scrawny nobody'll want 'em.**

Union History: Cripple Creek, Colorado

The greed, the brutality, the dead.

Be thankful for those who died for your rights. And remember, those who do not learn from history are doomed to repeat it



These days, the town of Cripple Creek, Colo., is best known for casinos—14 of them. A century ago, Cripple Creek was famous for important, dramatic battles where

workers fought to win their rights.

It all began in 1894. Cripple Creek had become a boom town after gold was discovered. Some 150 mines sprang up. So did a strong miners union—the Free Coinage Union No. 19, which was part of the militant Western Federation of Miners (WFM).

Workers started pouring in from around the country desperate for jobs, and soon Cripple Creek had a huge labor surplus. That's when the mine owners pounced. In January 1894, they proclaimed that the working day would increase from eight hours to nine and 10—with no increase in pay. However, the owners did offer an alternative. Workers could keep the eight-hour day, but for a reduction of 50 cents in their daily pay.

The WFM members opposed both plans. Miners went on strike, set up roving

picket lines and closed most of the mines. They showed what solidarity is all about. The miners who were still going down in the working mines assessed themselves 10 percent of their wages to support the strikers, and the union set up soup kitchens.

There had been plenty of labor battles in the West, but this one differed in several ways. The mine owners failed to get the military or police force they demanded to suppress the strikers. The Populist governor of Colorado, David Waite, was no help to the bosses. They did have County Sheriff Frank Bowers under their thumb, but when he sent a team of six deputies to defend a mine, they were captured by the local marshal's "special police," who were on the side of the strikers.

The mine owners were furious. They secretly organized and paid for a small army to protect strikebreakers and put Sheriff Bowers in charge. When the first group of deputized gunmen under Bowers' control arrived by train, they were greeted by a dynamite explosion at a nearby mine. They climbed back on the train and backed away.

A small war was beginning with shootings and dynamite explosions on both sides. Then, Waite intervened as a benevolent neutral. He sent the state mili-

tia to calm things down. Just as important, he sat down with labor and management and helped negotiate an eight-hour day and a \$3 daily wage.

As labor historian Sidney Lens writes, the outcome was "a stunning victory for the Western Federation of Miners."

Another great battle at Cripple Creek had a more tragic ending. When miners went out on a sympathy strike for striking miners at the Standard reduction mill in nearby Colorado City, the employers retaliated. This time, they had a powerful tool in their arsenal lacked previously: a viciously anti-union governor, Jim Peabody. He sent in hundreds of troops under Gen. Sherman Bell, who arrested union leaders and activists, city and county officials, and staffers of a newspaper that published an editorial he didn't like—all without legal warrants or any charges other than "military necessity."

The Mine Owners' Association was at least as ruthless. The owners blacklisted pro-union miners, and a mine explosion was blamed on the union despite evidence of the mine owners' guilt. The anti-union tactics worked. The strike was broken and the WFM in Cripple Creek was crushed. It was years before the miners could—and did—organize openly and win their rights.



Give them rest with the devout and the just, in the place of the pasture of rest and refreshment, of waters in the paradise of delight; whence grief and pain and sighing have fled away.

In late August, **Greg Arline, of Kennedy Commons**, lost his father *Wendell F. Arline*. And in mid-September, **Diarra Davis, from the Secretary of State's Office** lost her grandmother, *Elizabeth "Babe" Martin*

In mid-January, **OSUHP** lost *Benjamin Lionel Rudolph (Ben) Macauley* and in early February, they lost *Steven Ellis "Mickey" Michael, Sr.*

And in mid February, **FOD** lost *Richard "Andy" Birney*.

And in early March, **Gordon Robert Edmond, a Systems Tech 3 in the James Cancer Hospital**, lost his wife *Monica Lynn Edmond*.

And in mid March 4501 CWA lost a legend, *Michael Ervin from Student Life*. Mr. Ervin spent his life fighting tirelessly for working people. (See next issue's *Union History*.).

Prayer for the grieved: *"May the LORD bless you and keep you; May the LORD make His face shine upon you, and be gracious to you; may the LORD lift up His countenance upon you, and give you peace."*
Numbers 6:24-26

O.U.C.H.!!! Remember to think “Our Union Can Help”

MAJOR VICTORY FOR MEMBERS AT SECRETARY OF STATE

“Me Too” Clause Upheld in Arbitration

The Agreement of the Ohio Secretary of State and the Communications Workers of America, Article 36.7 – Parity/Me Too; **Wow, what can I say!** In January 2013, a meeting took place and on May 10, 2013, a grievance was filed and appealed to arbitration. We knew it was going to be a lot of work and we went to work! First, we had to prove we filed the grievance on time, we did and WON! Now it was time to prove they violated the contract. It was a horrendous task, but working together we did prove they violated Article 36.7 – Parity/Me Too. Specifically, the grievance alleges that the Employer’s action denied the unit members their rights to pay increases as required by Section 36.7 – Parity/Me Too, which states:

“For the duration of the 2012-2015

(CBA), if the Employer grants exempt employees of the (SOS’s) office wage increases, step increases, or merit increases not comparable to the bargaining unit the same adjustment will be implemented for this bargaining unit. This does not include awards from an administrative body, or court, increases provided in accordance with promotions, individual reassignments based upon a substantial change in duties which would warrant a promotional opportunity if the employee were in the classified service, job audit changes, or classification revision changes.”

On August 28th, 2014, **WE WON!** The Award was stated as: “The grievance is sustained in part. The Employer shall provide and pay to bargaining unit member on the Employer’s payroll on July

1, 2012 an increase in their base pay of 5.48%, retroactive to July 1, 2012. Jurisdiction is reserved to resolve and all issued that may arise by reason of the issuance of this remedy.”

Now, we must come together as we are in the appeal process in the Franklin County Clerk of Courts Office, we need to be positive that we will prevail! Stay Strong, together, we can do anything!

In the coming months, we have negotiations. We must have the same attitude. Have the strength, willing to work together, positive attitude and fight for everything we work so hard to have!

Stay Strong!,

Amy

Franklin County Recorder Terry J. Brown (D) Loses Third ruling over termination of three women.

The judge ruled that the three civil service employees were wrongly terminated (by job abolishment) in May of 2013. Recorder Brown replaced the jobs with one position not covered by civil service. All three women had been hired by Daphne Hawk, the Republican appointee that Brown defeated for the office in 2012.

Brown supposedly made the change in the name of efficiency, but there was no evidence nearly two years later that the abolishment of jobs resulted in increased efficiency in any way..

Two of the women, Kory Miller and Gabrielle Wonnell appealed to the State Personnel Board of Review. The rulings apply to all three women who should receive back pay when rehired. And the longer Brown fights, the more they’ll receive.

What does this have to do with Local 4501, CWA? We do not represent these women. But **Michael Moses, our Legal Representative**, represented them while county prosecutor Ron O’Brien represented Recorder Brown.

How much more good money will be thrown after bad in appeals attempts?

Great victory, Michael. **A victory for any worker is a victory for all workers**, and Local 4501, CWA, retains Michael to represent our members in all work related legal battles.