

The Professionals Guild of Ohio



PGO UNION NEWS

PGO Officers:

President

Eric Kanthak

Vice President

Joe Atkinson

Secretary

Jane Hay

Treasurer

Jenny Gardner

Executive Director

Chauncey M. Mason

Published by
Professionals Guild
of Ohio
P.O. Box 7139
Columbus, Ohio 43205

Questions or comments can
be directed to the Executive
Director.

E-Mail:
cmason@professionalsguild.org

Website:
www.professionalsguild.org

Phone:
614-258-4401 or
800-331-5428

Fax:
614-258-4465

*Produced and printed in-
house by members of the
PGO Staff Employees Union*

“Right-to-Work” (For Less) Infects Nation

The Indiana state legislature is currently pushing through a “Right-to-Work” bill while a group in Ohio seeks to add a Right-to-Work amendment to the state constitution.

Right-to-Work is legislation designed to weaken unions by eliminating fair share fee provisions from collective bargaining agreements. Fair share fee provisions are negotiated into contracts to require “free-riders” (bargaining unit employees that choose not to join the union representing them) to pay a service fee to the union for the benefits of collective bargaining.

The sad history in Indiana is that Governor Mitch Daniels opposed changing the labor laws in Indiana in 2007, informing a crowd of union members he opposed Right to Work laws. He has since changed his position and is backing the current Right-to-Work legislation. Daniels was recently met by thousands of angry protesters at the statehouse, reminiscent of the protests we participated in last year against Senate Bill 5.

Ohio is not immune from this anti-union disease spreading across the nation. The effort in Ohio for a Right-to-Work constitutional amendment is in the preliminary stages.

January/February 2012

The group behind this effort will need to gather almost 400,000 signatures over the next six months in order to successfully place the amendment on the ballot. Please be aware of this effort to gather signatures on a Right-to-Work petition in your community; be sure to read the fine print of any petition you are asked to sign before signing.

Take a Hike: Wisconsin Seeks to Recall Anti-Union Governor

In 2011 Wisconsin’s Governor, Scott Walker, championed a law that gutted collective bargaining rights for public-sector employees. This effort by Walker and his allies in the Republican-controlled state legislature sparked massive protests in Wisconsin and even prompted Democratic senators to flee the state in an attempt to stop the law from being passed. Ultimately, however, the law did pass. Subsequently, its opponents successfully recalled two state legislators who had supported the new law, reducing the Republic majority in the state senate to 17-16 (one Democratic legislator also was recalled).

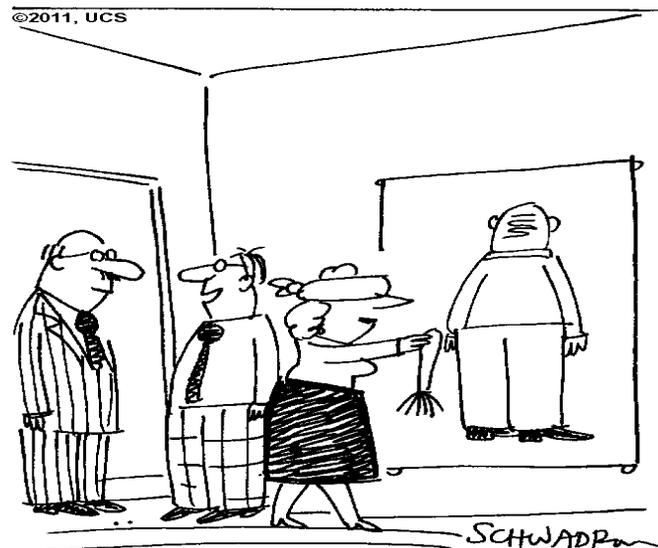
Since Wisconsin citizens cannot directly repeal unpopular laws, opponents of the new law now have set their sights on recalling the Governor himself. In order to force an election

in which voters will decide whether to keep Walker as Governor the group opposing the law, called Wisconsin United, needed to submit 540,000 signatures supporting a recall election. They recently delivered approximately one million signatures supporting a recall election, nearly twice the required amount. They also delivered more than enough signatures to force recall elections for the Lieutenant Governor as well as four Republican senators, including the majority leader

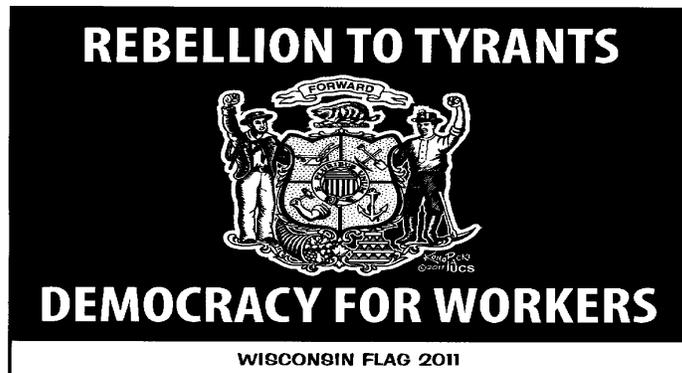
In some states recall elections take place in essentially two phases. In the first phase voters determine whether the current politician should be recalled. If voters choose to recall the politician, then there is a second phase in which voters determine who should replace the recalled politician. In Wisconsin, however, the recall process is one phase. If enough signatures are gathered to force a recall election, then voters must choose between the incumbent politician and another candidate.

COPE Helps Win the Fight for Workers' Rights

The PGO Committee on Political Education (COPE) gives you an opportunity to contribute to our efforts to defeat legislation that will negatively impact your job and help elect politicians that support workers. PGO utilized COPE last year to help defeat Issue 2/Senate Bill 5.



"We're playing pin the blame on the workers."



COPE is strictly voluntary and you can elect to have it deducted from your pay if you are in a council that has automatic deduction for COPE or you can contribute directly to the PGO. Check your contract or call our office if you want to contribute and you aren't sure how to do it. We hope you will consider contributing to COPE and join our continuing efforts to oppose bad legislation and support pro-worker politicians.

PGO Contract Settlements

These are difficult economic and political times to be negotiating collective bargaining agreements. Many county agencies depend on county, state, and federal funds to operate. While county funds have shrunk due to the economy and federal funds have decreased for the same reason, the Governor also drastically reduced state funding for county agencies. Despite the difficult circumstances, PGO remains committed to negotiating the best collective bargaining agreements under the circumstances for its members. Below are several negotiations that were recently concluded.

PGO Council 15, Lucas County Correctional Treatment Facility

Many county agencies have had their step increases frozen, so PGO is pleased to report that we reached a two year agreement with Lucas County Correctional Treatment Facility in which employees will remain eligible for step increases during both years of the agreement. In addition, employees received a one-half percent general wage increase the first year of the new agreement. The PGO bargaining team consisted of *Council 15 President Henry King, Matt Slick, Greg Davis, and PGO General Counsel John Campbell-Orde.*

PGO Council 21, Butler County Board of Developmental Disabilities (EIS Unit):

PGO and Butler County Board of DD agreed to a three year contract with two percent wage increases each year of the agreement. These increases will go into effect if the agency is not forecasting an operating deficit. Even if the agency does forecast an operating deficit the increases will still go into effect as long as other employee(s) receive a wage increase. Among other improvements, vacation accrual rates were increased, with employees now receiving an extra week of vacation one year sooner than they were before. Also, PGO was successful in fighting off concessions sought by the employer. The PGO bargaining team consisted of *Council 21 President Mindy Flora, Beverly Nagel, Crystal Rack, and PGO General Counsel John Campbell-Orde.*

PGO Council 7, Butler County Board of Developmental Disabilities (Paraprofessional Unit):

PGO and Butler County Board of DD settled on a three year agreement with two percent wage increases each year of the agreement. These increases will go into effect if the agency is not forecasting an operating deficit. Even if the agency does forecast an operating deficit the increases will still go into effect as long as other employee(s) receive a wage increase. No agency employees (other than the EIS unit) will be permitted to cash in personal leave anymore. However, restrictions were lifted on the use of personal leave. In addition, written reprimands will now be subject to the grievance procedure and may be processed through Step 3 in the procedure. PGO also was able to prevent certain concessions, such as management's demand that breaks be unpaid. The PGO bargaining team consisted of *Council 7 President Kelly Ray, John Ferrando, Rhonda Rice, and PGO General Counsel John Campbell-Orde.*

PGO Council 17, Clark County Board of DD:

PGO and Clark County Board of DD have a new three year agreement. There will be a two percent wage increase in the first year of the agreement. In the second and third years of the agreement employees will receive a two percent wage increase or any higher amount received by non-union employees, if the levy passes. If the levy does not pass, employees will receive the same wage increase as non-union employees, if any. Employees also will now be able

to cash in sick leave and vacation leave in accordance with agency policy. The PGO bargaining team consisted of *Council 17 President Gregg Fry, Sabine Schulte, Mary Bussard, and PGO General Counsel John Campbell-Orde.*

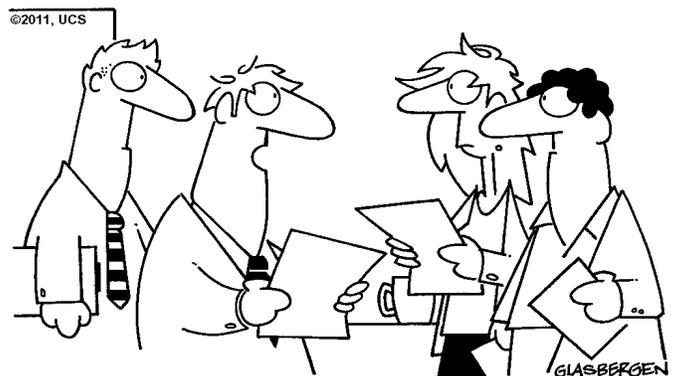
PGO Council 3, Cuyahoga Falls Library:

PGO and Cuyahoga Falls Library recently reached agreement on a one year wage reopener. Despite the difficult economic times, eligible employees received a three percent step increase. Employees who were ineligible because they had reached the top of the wage schedule received a lump sum payment of \$750 if they work full-time or \$350 if they work part-time. The PGO bargaining team consisted of *Council 3 President Barb Holdren, Joni Kennedy, Kathy Jacobs, Dave Parvin, and PGO Executive Director Chauncey Mason.*

Thanks to all of these Union bargaining committee members for their time and effort!

2011 Cost of Living Increase

Inflation is the increase in the cost of things over time. Thus when there is inflation, it takes more money to buy the same things (food, gasoline, etc.) than it did in the past. Inflation is regularly measured on a monthly and yearly basis. Inflation is important because it can effectively decrease your real wages. For instance, over the past twelve months inflation has been three percent. This means that on the whole you will need to earn three percent more money this year than you did one year ago in order to maintain the same purchasing power that you had one year ago.



"If we want to succeed as a team, we need to put aside our own selfish, individual interests and start doing things my way."

Cooper Tire Lockout

Employees at Cooper Tire in Findlay, Ohio have been locked out of their jobs since the end of November and the company is demanding major concessions before allowing the employees to return to work. The lockout began after employees rejected a take-it-or-leave-it deal management put on the table involving the pay structure.

According to Tony Montana, a spokesman for the United Steelworkers, the union offered to work under the previous agreement until the parties could work something out, but the company refused this offer and padlocked the gates to the facility. Employees working at the plant at the start of the lockout were escorted from the facility. Employees expecting calls from the plant following the Thanksgiving break shut down, telling them what their schedule was, instead received a phone call to not return to work. If employees showed up for work, they were told to go home.

The company has been busing in scabs from other plants around the country to try and maintain production, but the expectation is that the plant is not producing nearly enough tires without their union employees. The union employees are receiving tremendous community support despite the antics of the company in painting itself as the victim in this scenario, having gone so far as to take out a full page ad in the Findlay newspaper detailing the company's offer to the union.

During negotiations in 2008, the union agreed to \$30 million in concessions due to the down turned economy. The company itself has not been negatively impacted by the recession and in fact, posted over \$300 million in profits since 2009. If you are interested in finding out more about this situation or if you would like to help in some way, go to <http://stopcooptire.usw.org/>.

2012 Minimum Wage

The minimum wage in Ohio has been increased to \$7.70 per hour, effective January 1, 2012. Please keep in mind that this is a minimum hourly wage for all hours worked in a work week in Ohio up to forty hours. Overtime (time and a half) rates apply to any hours worked beyond forty hours in a work week.

2012 IRS Mileage Rate

If your collective bargaining agreement provides for the IRS mileage rate for mileage reimbursement, you should have noticed an increase in your mileage check. The IRS mileage rate for 2012 will be 55.5 cents per mile. The mileage rate for 2011 was 51 cents per mile until the mid-year, when the IRS increased the mileage rate to 55.5 cents per mile due to the increased cost of fuel.

PGO Council 20 Celebrates the Holidays

Many Montgomery County Board of Developmental Disabilities Transportation employees, members of PGO Council 20, had a memorable evening when they attended the annual 2011 Christmas party. The council members and their guests danced the night away at the Irish Club and enjoyed the culinary talents of retired employee and *former PGO Council 20 Vice President Anita Zachary*. Thanks to *Chief Steward Ron Bonner, Sheila Brannon, Melissa Harden* and *Patty Burcham* for coordinating this event.



Kneeling front row: *April Hernandez, Tiffany Williams*. Front Row L-R: *Lakita Oliver, Anita Zachary, Melissa Harden, Patty Burcham, Roberta Farmer, Christine Mathews, Larry Mobley*. Second Row L-R: *Lisa Woodall, Tonja Muhammad, Jose Woods, Tiffany Singleton, Lamar Mobley*. Third Row: *Anthony Hockett*