

# The Professionals Guild of Ohio



## PGO UNION NEWS

August 2017

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Secretary  
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### **U.S. Housing Out of Reach for Millions**

A new report recently released by the National Low Income Housing Coalition (NLIHC), entitled *Out of Reach: The High Cost of Housing*, reveals that on average a full-time worker in the U.S. must earn \$21.21 per hour to afford a modest two-bedroom apartment and \$17.14 to afford a one-bedroom apartment. The report indicates that housing costs are “out of reach” for both the average renter and for millions of low-wage workers, seniors and people with disabilities living on fixed incomes, and other low-income households.

*Out of Reach* reports on the Housing Wage—the hourly wage a full-time worker must earn to afford a modest rental home without spending more than 30 percent of his or her income on housing costs—for every state, county, and metropolitan area in the country. The average hourly wage of renters in the U.S. is \$16.38, \$4.83 lower than the two-bedroom Housing Wage and nearly \$1 lower than the one-bedroom Housing Wage.

In no state, even those where the minimum wage has been set above the federal level, can a minimum wage renter working a 40-hour work

week afford a modest two-bedroom rental unit. A worker earning the federal minimum wage of \$7.25 per hour would need to work 117 hours per week for 52 weeks of the year (or nearly three full-time jobs) to afford a modest two-bedroom rental home and 94.5 hours per week (2.4 full time jobs) to afford a modest one-bedroom apartment.

Six of the seven occupations projected to add the greatest number of new jobs by 2014—customer service representatives, personal care aides, nursing assistants, retail salespersons, home health aides, and food prep and service workers—provide a median wage lower than the one-and two-bedroom Housing Wage. Personal care aides, for example, earn on average just \$10.75 per hour and

### **RESTORE FREEDOM'S RING**





"The grand prize is a job that pays union scale."

nursing assistants earn \$13.04 per hour, both well below the national Housing Wage.

The disparity between the Housing Wage needed to afford a rental home and workers' wages results in a shortage of 7.4 million rental homes nationwide that are affordable and available to extremely low income households. More than 11 million rental households in the U.S. are spending more than half their incomes on their housing, and hundreds of thousands go homeless on any given night, underscoring the need for greater investments in affordable housing solutions.

In Ohio, the Fair Market Value (FMR) for a two-bedroom apartment is \$780. In order to afford this level of rent and utilities—without paying more than 30 percent of income on housing—a household must earn \$2,600 monthly or \$31,194 annually. Assuming a 40-hour work week, 52 weeks per year, this level of income translates into an hourly Housing Wage of \$15 per hour. Ohio has the 41st highest Housing Wage in the country.

The minimum wage in Ohio is \$8.15. It would take 74 hours of work per week at the minimum wage to afford a two-bedroom rental home at FMR. 57 work hours per week at the minimum wage would be required to afford a one-bedroom rental home at FMR. This translates into 1.8 full-time jobs at minimum wage to afford a two-bedroom home and 1.4 full-time jobs at minimum wage to afford a one-bedroom home.

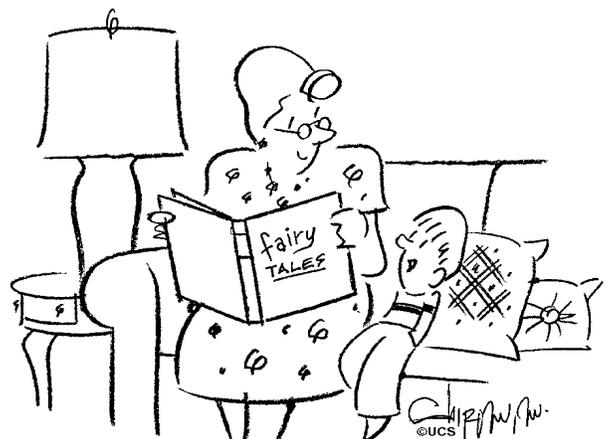
## Ohio Supreme Court Rules on Traffic Cameras, Again

The Supreme Court has now issued its third opinion regarding the use of traffic cameras for the purpose of issuing citations for speeding and failing to stop at an intersection. In 2006, the Court ruled that cities had the authority to issue traffic citations via the use of a traffic camera. This decision was clarified and reaffirmed the Court in 2013.

Responding to numerous complaints by the citizens of Ohio, the Ohio Legislature passed a bill limiting the ability of cities to issue citations through the use of traffic cameras (Am.Sub.S.B. No. 342). The Bill became effective in 2014.

Three of the limitations created by the Bill are: (1) that a police officer be physically present in the vicinity of the camera when the violation occurs; (2) that the vehicle being cited must be traveling at least 6 mph in excess of the posted speed limit in a school zone or area near a park, or 10 mph elsewhere; (3) prior to implementing a traffic camera citation location, the local authority must conduct a study of the location, make the study available to the public, and conduct a public information campaign to inform the public about the intended use of a traffic camera system.

In 2015, the City of Dayton sued the State of Ohio arguing that the three enumerated restrictions were an unconstitutional infringement on its "home-rule" authority to exercise all powers of local self-government. On July 26, 2017, the Supreme Court ruled in favor of the City of Dayton, clearing the way



"If they wanted to live happily ever after, shouldn't they have organized a union?"



"You pay my salary, huh? Well, I want to talk to you about a raise."

for municipalities to use traffic cameras much as they did prior to the passage of the Bill in 2014.

Despite the Supreme Court ruling, some municipalities have not yet reimplemented the use traffic camera citation systems. Also, State Representative Thomas Patton (R-Strongsville) has introduced legislation that will limit, and in some cases prohibit, smaller communities from using a traffic camera citation system. As it becomes available, information on this new legislation will be reported in future newsletters.

**Election Results in PGO Councils**

Congratulations to the following members for being elected to office in their respective councils.

**PGO Council 12, Montgomery County Children Services:**

- President: *Jane Hay*
- Vice President: *Dan Rice*
- Secretary: *Shannon Kidwell*
- Treasurer: *Bianca Hand*
- Executive Board Delegate: *Stacey Jones*
- AFL-CIO Delegate: *Darren Staten*

**PGO Council 20, Montgomery County Board of Developmental Disabilities:**

- President: *Patty Burcham*
- Vice President: *Shelia Brannon*
- Secretary-Treasurer: *Roberta Farmer*
- Executive Board/AFL-CIO Delegate: *Kenny Novak*
- Chief Steward: *Gary Gilkey*
- Stewards: *Rhonda Daniel* and *Wanda Jackson*

Thanks for standing up for your Union and co-workers by accepting these important jobs. We look

forward to working with each of you over the next two years.

**PGO Contract Negotiations**

**PGO Council 12**

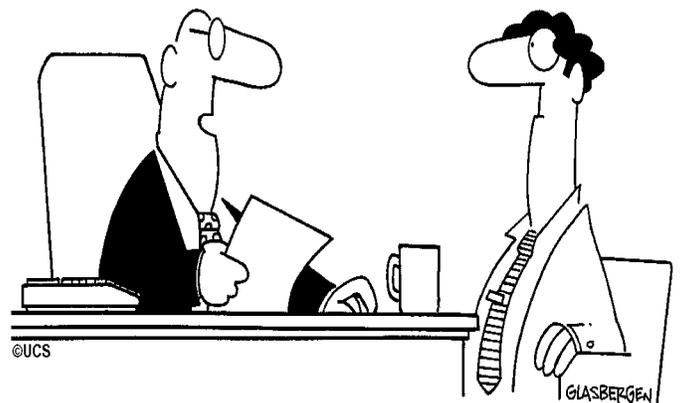
Members at Montgomery County Children Services recently approved a new 3-year contract that will run through March 31, 2020. Members will receive a 2.5 percent increase effective April 1, 2017 with a \$500 lump sum payment. Another 2.5 percent increase will be provided April 1, 2018 with a \$250 lump sum payment. The contract will be reopened in 2019 to negotiate wages.

The Council 12 bargaining committee included president *Jane Hay*, vice president *Deborah Wilson-Robinson*, secretary *Charity Loranzan*, treasurer *Dan Rice*, chief steward *Eric Kanthak*, *Shannon Gutierrez*, *Joe Atkinson* and PGO executive director *Chauncey Mason*.

**PGO Council 13**

PGO members employed by the Lucas County Children Services Board approved a 3 percent general wage increase and anniversary step increases negotiated under a third-year wage reopener.

The Council 13 bargaining committee included president *Joe Destazio*, vice president *Lynn Pinkelman*, vice president *Dave Rudebock*, treasurer *Nancy Reineke*, steward *Becky Davenport*, steward *Vonda Williams*, AFSCME regional director *Steve Kowalik*, and PGO executive director *Chauncey Mason*.



"We're very pleased with the results of your urine test. We found traces of greed, ambition and ruthlessness!"



"I don't think that 'Marketed in the USA' is quite the same as 'Made in the USA,' sir."

### Democratic Leaders Work to Reconnect With the Working Class

Following the 2016 Presidential election, former Vice President Joseph R. Biden Jr. lamented, "My party did not talk about what it always stood for." Biden was referring to the failure to connect with the union and working-class voters once considered the base of the Democratic Party. The union members voting for the Democrat in 2016 declined by 7 percentage points from 2012 when former President Barack Obama was re-elected.

Looking to find a means of reversing this trend, Representatives Mark DeSaulnier of California, Mark Pocan of Wisconsin, Debbie Dingell of Michigan, and Donald Norcross of New Jersey went on a year-long, four-state tour meeting with union members and other workers to hear what they had to say about the issues facing working-class families.

Many workers seemed surprised to learn that Representative Norcross had been working to introduce bills aimed at addressing some of their interests, such as his bill to direct the Department of Energy to provide training for energy industry jobs and another that would allow people paying for apprenticeships to receive the same tax benefits as those paying for traditional college. As a result of their discussions, the Representatives see how elected Democratic officials, and the Party as a whole, needs to do a better job of communicating their activities supporting workers' issues.

Sometime in the next few months, the Representatives will release a report entitled, "The Future of Work, Wages and Labor," documenting the issues and concerns shared by the workers interviewed during the tour.

### Maysville Teachers Win Back Step-Raises

From 2011 through 2014, the teachers in Maysville, Ohio had suffered a wage freeze. During the 2014 contract negotiations, the teachers agreed to replace their traditional wage structure with a merit pay system, which was administration's requirement for ending the wage freeze. Once the money for sweeteners and merit pay incentives dried up, several of the teachers committed to winning back their prior pay structure.

Membership support for the return to the old structure was not universal because nearly 25 percent of the teachers received higher pay with the merit system than they would make under the traditional system. Other teachers wouldn't get raises with the new schedule, since they were at the top step on the old scale.

Still, 75 percent of the teachers had seen their pay stagnate for years and sought to convince those who were benefiting from the new system to support a return to the old system.

Through tireless efforts by the union leadership, a large majority of the membership became engaged in the effort. These efforts resulted in 90 of the 140 bargaining unit members attending a school board meeting with 122 members signing a petition agreeing to do "whatever it takes" to return to a traditional pay schedule.

On June 2<sup>nd</sup>, Maysville became the first local school district in Ohio to win back a traditional salary schedule after negotiating it away. The lone concession to the administration was lengthening the work day by 15 minutes, bringing it into alignment with other local districts. The contract was ratified with a 91 percent yes vote.

