



Winter 2010

The OAPMRDD

Newsline

Ohio Association of Professionals for the Mentally Retarded/Developmentally Disabled
An Affiliated Department of the Ohio Education Association

Bargaining unit success story in Cuyahoga County

The strength of your contract relies on many links in a chain. The language, your knowledge of the contract, and your ability to support its correct application are all key parts of its effectiveness.

Our local association has had some successes lately due to our ability to communicate to each other quickly, having knowledgeable representatives at sites, an experienced executive committee, and the support of our membership.

ACCESS (Association of Cuyahoga County Employees for

Special Students) represents approximately 180 employees of the Cuyahoga County Board of Developmental Disabilities in northeastern Ohio.

Our 2009-2012 Master Agreement was negotiated this past summer and early fall.

More than a month into negotiations, the board's team declared impasse after reviewing our first financial package counterproposal. ACCESS was put under considerable pressure to concede on several financial points, including collapsing our salary schedule. This would

have eliminated annual step increases in salary and salary increases for continuing education.

While many of our members have advanced to the highest step on the salary schedule, we've been fortunate to gain new members in some program areas. New members and members not yet at the highest salary step make up more than 25% of our membership.

The collapse of the salary schedule would have had a crippling effect on their future income and retirement planning. It also would have made positions within our unit (many of which require advanced degrees) less desirable to potential job candidates.

- continued on page 2



Plans set for OAPMRDD conference

The 2010 OAPMRDD Leadership Conference will be held Friday, March 5th, and Saturday, March 6th, at Mohican State Park Conference Center. Registration forms have been mailed to all members, but you could also check our website, www.oapmrdd.org, for a registration form. This entire conference has been tailored to MRDD staff concerns.

On Friday we'll hear from Bill Liebensperger, OEA Vice-President, and Jim Timlin, OEA Secretary-Treasurer. Melissa Clark from OEA Governmental Services will update us on recent legislation.

Saturday's morning presentations include legal briefings from Kathy McKinley, OEA Attorney; another speaker to be announced; a short OAPMRDD business meeting; and an FCPE drive led by Bonnie Joseph from OEA Governmental Services. Saturday's lunch will be followed by an entertaining guest speaker and then we'll have roundtable discussions on Public Relations, association newsletters, and ideas to increase membership involvement. The conference is a great opportunity to network with other OAPMRDD members. Please plan to join us.



Steve Spall
OAPMRDD Vice-Chairperson

All are welcome to the next OAPMRDD Executive Committee meeting:

Saturday
April 17th, 2010
10:30 am - 12:30 pm

Hudson UniServ Office
591 Boston Mills Road
Hudson, Ohio
800/654-4034
330/929-2882





OAPMRDD providing input for new 5-year state plan

OAPMRDD Executive Committee members, along with the OEA, will be providing input to the Ohio Developmental Disabilities Council for development of the next 5-year State Plan for individuals with disabilities.



The OAPMRDD and OEA will be providing input and ideas in the areas of education, early intervention, employment and transportation. The OAPMRDD will be taking a strong stand to ensure continued support for County Boards of DD, since the staff is the best provider of services for individuals with developmental disabilities.

Individuals are also invited to give input. By February 1st, 2010, send a two-paragraph abstract that explains your proposed solution to Fatica.Ayers@dodd.ohio.gov. Be creative and innovative!

Bob Matkowski, LRC
OEA Liaison

Bargaining unit success story

- continued from page one

Fortunately, through brief mediation and considerable sidebars, we were able to reach an agreement that included annual pay increases each of the three years of the contract, a bonus pay for the 27th pay period of the 2nd year, retention of the salary schedule, no increase in days or hours, and a modest increase in health care costs.



The lengthy negotiations period made our members nervous, but their support and trust gave the negotiations team the wherewithal to stand their ground and reach a favorable agreement.

ACCESS and CCBDD are now in the process of putting the new contract language to work. For example, recent "snow days" gave us our first chance to revisit our negotiations discussions and stand our ground on what ACCESS felt was very clear new contract language. Administration instructed all staff to report despite clear language indicating that certain positions were not to report. A call to our HR Director that morning stating that, "the longer these staff were kept at work, the more comp time they'd be paying them on top of their daily rate," had the issue resolved and staff dismissed within 15 minutes. Knowledge of the contract and quick Association action made this "snow day" a little less chilly.

Joe McCrone
ACCESS, Cuyahoga County

OAPMRDD 2009-2010 calendar

Executive Committee meetings - open to all members!

- April 17th, 2010
- July 10th, 2010

OAPMRDD Annual Issues Conference @ Mohican State Lodge

- March 5th- 6th, 2010

Lunch Mixer at OEA Rep Assemblies

- May 7th, 2010

Website winners

Congratulations to each of the five Lake County PATMR members who were winners of \$40 gift cards in the fall OAPMRDD website giveaway.

Five new randomly selected OEA membership numbers will be posted at www.oapmrdd.org for the winter giveaway - are you feeling lucky?

Visit www.oapmrdd.org today!

Jené Wilson
OAPMRDD Chairperson



The OAPMRDD Newsline

Newsletter of the Ohio Association of Professionals for the Mentally Retarded/Developmentally Disabled

Editor: Gloria Stansberry
Associate Editor: Jené Wilson
OEA MR/DD Liaison: Bob Matkowski

Send inquiries to Jené Wilson, phone: 440/449-1597 or e-mail: jwilson@oapmrdd.org. The OAPMRDD Newsline is published quarterly by OAPMRDD, an affiliated department of the Ohio Education Association, and is distributed to all OAPMRDD members. For membership information contact Joe McCrone, 4431 West 210th St., Fairview Park, OH 44126, 216/344-1703, jmccrone@oapmrdd.org.

High Standards for Services Provided: what you can do to make the goal meaningful

At the 2009 OAPMRDD Annual Conference, members adopted a Mission Statement and four Strategic Goals for the organization, with the idea that these would become guiding principles for our association.

The Executive Committee decided to offer ideas for implementation of one goal each over four issues of *The Newslines*. See our website, oapmrdd.org, for the Mission Statement and all the goals, as well as *The Newslines* containing the ideas for the first three goals.

The fourth Strategic Goal is: *Promote high standards for services provided* –

- Promote adequate health and safety standards for consumer housing options.
 - How can locals and members work to make this meaningful for them? Here are some ideas to get you started; feel free to think of your own. Please report your ideas and progress to: Jené Wilson, jwilson@oapmrdd.org.
- Encourage staff to become knowledgeable about services available to consumers and families.
- Share information about services with consumers and families.
- Help consumers and families express their needs for services to appropriate CBDD departments and workers.



- Help consumers and families brainstorm about other services that would improve the quality of their lives.
- Use Labor-Management meetings or other interactions with administrators to keep updated on available services and how consumers and families can be informed of and access them.
- Encourage consumers and families to be aware of health and safety issues when considering housing options.
- Develop a list of health and safety standards and questions to ask providers. Share the list with families who are considering alternate housing options.

Jené Wilson
OAPMRDD Chairperson

Name change proposed, voting at annual conference



The OAPMRDD Executive Committee, at its January 9th meeting, voted to propose a Constitution and Bylaws amendment that would change the name of the organization to the "Ohio Association of Developmental Disabilities Professionals" (OADDP) and remove all references to "Mental Retardation/MR".

Voting will take place at the General Membership Meeting on Saturday, March 6th, 2010, during the OAPMRDD Leadership Conference at the Mohican State Park Conference Center. The ballot language is printed below. A majority of the members voting at the annual meeting is required for passage. The current Constitution and Bylaws is available on the OAPMRDD website, www.oapmrdd.org.

Hank Haynes
OAPMRDD Retired

Election of officers

Every two years at the OAPMRDD Leadership Conference we conduct an election of officers: Chairperson, Vice-Chairperson, Secretary, and Treasurer. All positions are up for election this year.

Get involved with the Executive Committee - nominate one of your own - or better still, throw **your** hat in the ring! See you at Mohican in March!

Sue Bour
SCEPTA, Stark County

Shall the OAPMRDD Constitution and Bylaws, Article I, Section 1, be amended to change the name of the organization to: "Ohio Association of Developmental Disabilities Professionals" (OADDP) with corresponding name changes throughout the document and deletion of references to "Mental Retardation/ MR"? YES NO



local focus 4

Geauga County's Metzenbaum Employees Association fights to hold onto rights, benefits

During the last round of negotiations, the Metzenbaum Employees Association (MEA) worked very hard to get a good contract for its members. The job was made more difficult because the Board used the firm Clemens and Nelson as their negotiations representatives.

The Board's agenda included many issues that eroded member protections and benefits, as well as changed job duties. As has happened in other CBDD negotiations, the Board wanted to eliminate the salary schedules and were successful in their push for that. Staff also agreed to a wage freeze to avoid layoffs, because the board indicated it had no money.

Delegated nursing was instituted for all staff, including transportation, with no additional compensation. Additionally, the Board unilaterally developed two new jobs that combined directly working

with children or adults during the day while also driving a morning or evening bus run. In the Early Intervention program, the largest part of the responsibility fell to assistants, as teachers are not in attendance much of the time.

When members stood together to protest the continued request for give-backs and additional duties, the Board offered an improved benefits package. Without asking members to pay part of the premium, five health care plan choices were offered to staff. In the end, it seemed that the Board had too much money!



Kathy Abrahamson
MEA, Geauga County