

## **A.C.P.S.O.P – A History Lesson**

The Association of Cincinnati Public Schools Office Personnel (ACPSOP) was originally a social organization. The main focus of the organization was a fashion show held each year at the tea room of McAlpin's Fourth Street store. Although a social organization it is obvious that school office employees were concerned with many of the same issues facing current school employees. In January, 1958 a survey was sent to office employees asking for suggestions of topics for an upcoming workshop. The following questions were posed:

- How do you handle “angry parents”?
- At certain times of the school year (usually at the beginning and at the end) it is necessary for the school secretary to work many hours overtime in order to complete all reports and school work. We are expected to “volunteer” this time. Is there any plan for additional time off or compensation for overtime?

By 1971, members of ACPSOP began to ask tougher questions when surveyed. Members began to question the purpose of ACPSOP, asking ACPSOP leaders to encourage members to band together to have a more powerful and more effective part in what was happening regarding jobs and in schools. Social issues of the day such as women's lib and racism were impacting the work force and ACPSOP members began questioning civil service regulations and CPS testing. ACPSOP total membership was 236.

On June 12, 1980 an ACPSOP membership meeting was held to vote on whether or not to affiliate with the Cincinnati Federation of Teachers. The Executive Board of ACPSOP recommended affiliation. ACPSOP currently had no effective support or adequate finances for legal defense. If one grievance went to court, it would totally wipe out the entire ACPSOP treasury. ACPSOP members would receive assistance on contract negotiations and members would be entitled to all benefits that CFT members receive. Members voted to affiliate with the Cincinnati Federation of Teachers by a 3-2 margin.

ACPSOP would maintain its status as the recognized collective bargaining agent for office employees, would continue to determine its own bargaining goals and, with CFT assistance, and negotiate a separate contract.

What were the advantages of CFT Affiliation?

### **Bargaining Power**

- ACPSOP President will represent office employees on the United Bargaining Council as part of CFT's delegation.
- Expert assistance in contract negotiations for CFT, OFT and AFT staff and provide salary data and contract provisions.

### **Contract Enforcement and Legal Defense**

- Full-time CFT staff will represent ACPSOP members in all grievances and assist in resolving informal complaints.
- CFT's Legal Defense Fund provides full coverage for members in any job-related problem.

### **Membership Benefits**

- AFT's \$500,000 Professional Liability Insurance policy and \$5,000 Accidental Death Benefit (included in dues).
- CFT/AFT Consumer Discount Program
- CFT's Family Legal Services Plan
- Dues are \$101.08 (\$4.81) deducted from 21 paychecks.

In 1981 ACPSOP negotiated a new CBA. In this contract office workers won advisory arbitration of grievances, fair promotion procedures, due process appraisal suspension and dismissal, stronger layoff and transfer provisions and less restrictive sick leave policies. In 1985 office employees won a 3-year wage hike of 8%, 4%, 5% plus the Benefit Bank. The new CBA included a new salary schedule with progressive experience increments and greatly expanded promotional opportunities.

In 1988, ACPSOP newly elected President Betty Conlin became a full-time staff (CPS union released) member of CFT. At the conclusion of the 1988 CBA negotiations, office employees won comparable raises and benefit gains, plus improved vacation, certification upgrades, joint committees to establish VDT safety standards, job descriptions for all ACPSOP employees and a career ladder.

In 1990 ACPSOP elected a new President, June Campbell. In June of 1991 ACPSOP secured a new contract with 4% raises for each year of the agreement. In June of 1994 a settlement is reached on 1994-95 CBA. It features cost-of-living raises.

In 1997 ACPSOP, under the leadership of re-elected President June Campbell, negotiate a 3 year CBA that includes a salary package worth 3% per year and wins upgrades for various classifications.

In 2000 Betty Hodson is elected President of ACPSOP and makes significant advances with administrators to place every office professional displaced due to central office reorganization or school re-design. An ergonomic budget is negotiated to insure compliance of CBA as it relates to work stations. Under President Hodson's leadership, 70 ACPSOP represented positions are upgraded either through job studies or negotiations. In 2003, ACPSOP agreed to an extension of the current CBA with a 3.5% increase in wages.

In 2004 ACPSOP successfully negotiates a new 3 year CBA. Across the board raises of 3%, 3% and 2.7% are negotiated with significant changes in contract language protecting members' rights.