

You're invited to Join Staff Association

Why join Staff Association?

- We inform you!
- We connect you!
- We look out for you!
- We have fun too!

Contact **Amber Elfrink** (TA), **Nona Ethington** (ST), **Matt Kurtz** (Events) or meet us at the Staff Association Membership Table on **STAFF DEVELOPMENT DAY**

Membership year: July 1-June 30

Annual Membership Dues:

Staff: \$6

Student Assistant: \$1

*Your passport to
voting rights!*



CONSTITUTION OF THE AKRON-SUMMIT COUNTY PUBLIC LIBRARY

Staff Association

ARTICLE I NAME

The name of this organization shall be the Akron-Summit County Public Library Staff Association (hereinafter referred to as the Staff Association).

ARTICLE II PURPOSE

The purpose of this Association shall be:

- To promote staff knowledge and development, morale, and staff relations.
- To maintain and improve communication among library staff and between library staff and administration.
- To encourage goodwill and facilitate a greater awareness of the library's role within the community.

ARTICLE III MEMBERSHIP

Section 1:

The membership in the Staff Association shall be open to all members of the staff except the Director, Deputy Director, Branch Library General Manager, Human Resources Director and Generalists and assistant. For Staff Association, staff members shall include all full-time, part-time, and job-share employees, substitutes and student assistants.

Section 2:

The membership year of the Staff Association shall begin July 1 and end on June 30 of the following year. Individuals may join Staff Association subject to Article VIII,

Section 3.

Dues shall be at least \$6.00 per person. Student Assistants shall pay \$1.00.

Since 1984, Staff Association has given \$17,000 to the library levy campaigns! We raise our money through small dues, bake and plant sales, and other fun basket and art raffles.

Here's the bang you get for your buck:

- We make Education Grants to staff members.
- We have brought about an increase in annuity opportunities.
- We lobbied for and obtained dental insurance.
- We asked for the ability to claim emergency leave.
- We were responsible for several increases in mileage reimbursement rates until Administration began processing at the standard rates and increases.
- We asked for an increase in the number of sick leave days that are compensated for at retirement. It was raised from 20-30 days.
- We lobbied for the original increase in the amount of sick leave earned.
- We appealed to Administration for job-share opportunities.
- We requested paid vacation and sick leave for part-time employees.
- We asked for the equalization of vacation time for non-librarian staff.
- We lobbied for additional holidays, and got MLK day, our birthday, and Columbus Day (currently a floating holiday).
- We asked for e-mail for non-librarian staff.
- We appealed to Administration for flexible spending accounts.
- We were responsible for the broadening of compassionate leave immediate family definition.
- We asked for staff ID badges.
- We brought about early closing on the evening before Thanksgiving.
- We have sick and vacation hours listed on our pay stubs because of our appeals.
- We requested direct deposit of pay checks.
- We lobbied for a ban on smoking in ASCPL buildings.
- We asked for and obtained vision insurance.
- We were responsible for a prescription plan added to our insurance.
- We have made collections of both food and money to the Akron-Canton Regional Food Bank.
- We have helped staff in need in various ways including paying their insurance when they were out of sick leave.

ASCPL STAFF ASSOCIATION MEMBERSHIP FORM

Please detach completed form and return to **Amber Elfrink** (TA). Include **\$6 for dues** (\$1 for Student Assistants).

Name: _____

Agency: _____

Job Title: _____ **Call Me to Volunteer:**