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1           **RECOMMITMENT TO CONTINUED NEW EMPLOYEE ORIENTATION**  
2           **PROGRAM UTILIZING FACE-TO-FACE AND TECHNOLOGICAL RESOURCES**  
3           **BY THE OHIO CIVIL SERVICE EMPLOYEES' ASSOCIATION (OCSEA)**

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5           WHEREAS, the Ohio Civil Service Employees Association (OCSEA)  
6 acknowledges the crucial role of a comprehensive and effective New Employee  
7 Orientation program in promoting successful onboarding and long-term employee  
8 satisfaction; and

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10           WHEREAS, OCSEA understands the significance of utilizing both face-to-  
11 face interactions and technological resources to enhance the orientation  
12 experience; and

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14           WHEREAS, OCSEA recognizes the evolving nature of work environments  
15 and the need to adapt orientation programs accordingly; and

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17           WHEREAS, OCSEA emphasizes the importance of fostering a positive and  
18 inclusive organizational culture through effective onboarding; now

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20           BE IT RESOLVED that OCSEA reaffirms its commitment to providing a  
21 continued and comprehensive New Employee Orientation program for all  
22 individuals entering public service employment in Ohio; and

SUBMITTED BY:  
BOARD OF DIRECTORS

RESOLUTION #1  
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23

24           BE IT FURTHER RESOLVED that OCSEA will prioritize the integration of  
25 face-to-face interactions as an essential component of the New Employee  
26 Orientation process, aiming to establish meaningful connections, facilitate effective  
27 communication, and promote a positive work environment; and

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29           BE IT FURTHER RESOLVED that OCSEA recognizes the potential benefits  
30 of incorporating technological resources to enhance the New Employee Orientation  
31 experience. This may include virtual meetings, online training modules, webinars,  
32 and video tutorials, among other tools and platforms; and

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34           BE IT FURTHER RESOLVED that OCSEA commits to regularly evaluating  
35 the effectiveness of the New Employee Orientation program and making necessary  
36 improvements based on feedback, emerging best practices, and advancements in  
37 technology, to ensure its relevance, engagement, and alignment with the needs  
38 and objectives of public service employees in Ohio; and

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40           BE IT FURTHER RESOLVED that OCSEA encourages collaboration among  
41 relevant stakeholders, including government agencies, human resources  
42 departments, and management, to allocate sufficient resources for the  
43 implementation and continuous improvement of the New Employee Orientation

44 program. This includes providing the necessary technological infrastructure,  
45 training, and support to effectively utilize technological resources; and

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47 BE IT FURTHER RESOLVED that OCSEA recognizes the value of gathering  
48 feedback from newly hired employees to enhance the orientation program. The  
49 association will establish mechanisms for collecting feedback, ensuring that the  
50 voices of new employees are heard, and incorporating their perspectives into the  
51 orientation process. OCSEA is committed to creating an inclusive environment that  
52 respects and values the diverse backgrounds and experiences of its members; and

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54 BE IT FURTHER RESOLVED that OCSEA will develop and maintain  
55 comprehensive documentation of the policies, procedures, and materials related to  
56 the New Employee Orientation program. These resources will be easily accessible  
57 to all employees, utilizing digital platforms or other appropriate means, to ensure  
58 that individuals can reference them as needed throughout their employment; and

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60 BE IT FURTHER RESOLVED that OCSEA recognizes the importance of  
61 providing comprehensive training and development opportunities for individuals  
62 responsible for delivering the New Employee Orientation program. This includes  
63 equipping them with the necessary skills to effectively utilize face-to-face and  
64 technological resources, deliver engaging sessions, and provide a positive  
65 onboarding experience for new employees; and

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67           BE IT FINALLY RESOLVED that OCSEA will actively communicate this  
68 resolution to its members, public service employees, relevant government  
69 agencies, and stakeholders to raise awareness of the association's commitment to  
70 a continued New Employee Orientation program that effectively utilizes both face-  
71 to-face and technological resources.

1           **40<sup>TH</sup> ANNIVERSARY OF OHIO'S COLLECTIVE BARGAINING LAW**

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3           WHEREAS, OCSEA members and this body recognize the 40<sup>th</sup> anniversary  
4 of Ohio's Collective Bargaining Law, and

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6           WHEREAS, OCSEA members and other public sector workers gain a voice  
7 at work and the power to shape their working lives through collectively bargaining,  
8 and

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10          WHEREAS, OCSEA recognizes the Honorable Governor Richard F. Celeste  
11 for the signing of the law delivered by a Democratic legislature after two prior  
12 attempts failed when Republican James A. Rhodes had vetoed bills both in 1975  
13 and 1977, and

14

15          WHEREAS, OCSEA/AFSCME Local 11, AFL-CIO recognizes that Collective  
16 Bargaining agreements obtained pursuant to the Law have benefited our members  
17 and their families by securing wages, benefits and terms and conditions of  
18 employment, now

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20          THEREFORE, BE IT RESOLVED that OCSEA/AFSCME Local 11 leaders,  
21 staff and membership RECOGNIZES that political forces and special interests are

- 22 always working to take away workers' voices and rights, we vow to fight any and all
- 23 attempts to erode the Ohio Collective Bargaining Law.

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**THE FUTURE OF WORK**

WHEREAS, the world is undergoing rapid technological advancements and changes that are transforming the nature of work across various industries; and

WHEREAS, OCSEA recognizes the importance of ensuring that its workforce remains adaptable, resilient, and competitive in the face of these changes; and

WHEREAS, embracing the future of work requires a comprehensive approach that acknowledges the evolving needs and expectations of OCSEA members; and

WHEREAS, the Ohio Civil Service Employees Association (OCSEA) represents the interests of Ohio state employees and advocates for their professional growth and well-being; now

THEREFORE, BE IT RESOLVED that OCSEA will actively engage to promote and implement strategies that embrace the future of work for Ohio state employees; and



22 BE IT FURTHER RESOLVED OCSEA will strive to develop and implement  
23 comprehensive training and development programs to equip state employees with  
24 the necessary skills and knowledge to thrive in the digital age; and

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26 BE IT FURTHER RESOLVED OCSEA will establish a task force or working  
27 group to explore and recommend policies, initiatives, and best practices related to  
28 the future of work for Ohio state employees; and

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30 BE IT FURTHER RESOLVED OCSEA will engage the State of Ohio to  
31 prioritize employee well-being by promoting work-life balance, flexible work  
32 arrangements, and mental health support programs; and

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34 BE IT FURTHER RESOLVED OCSEA will continually assess the impact of  
35 technological advancements and evolving work trends on state employees and  
36 make necessary adjustments to policies, procedures, and training programs; and

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38 BE IT FURTHER RESOLVED OCSEA will actively engage with its members  
39 and advocates for their perspectives and interests in discussions and decision-  
40 making processes related to the future of work; and

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42 BE IT FURTHER RESOLVED OCSEA will allocate resources to support the  
43 implementation of future work initiatives; and

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45           BE IT FURTHER RESOLVED OCSEA will communicate transparently and  
46 timely with members about the progress and updates related to the future of work  
47 initiatives; and

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49           BE IT FURTHER RESOLVED OCSEA will monitor national and international  
50 best practices in the realm of future work and adapt relevant strategies as  
51 appropriate; and

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53           BE IT FURTHER RESOLVED OCSEA will actively advocate for the rights  
54 and interests of Ohio state employees in matters related to the future of work; and

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56           BE IT FINALLY RESOLVED OCSEA will actively explore opportunities to  
57 leverage emerging technologies and digital platforms to streamline administrative  
58 processes, enhance efficiency, and improve service delivery to Ohio citizens.

1                   **FIGHTING ATTACKS AGAINST PUBLIC SECTOR UNIONS**

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3                   WHEREAS, billionaire-funded groups like the Freedom Foundation (AKA;  
4 Opt Out Today), the Buckeye Institute, Americans with Prosperity and others are  
5 seeking to destroy workers' rights and weaken public sector unions while taking  
6 away workers' real freedom; and

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8                   WHEREAS, these anti-union groups are the same ones behind the Janus v  
9 AFSCME lawsuit in 2018 that tried to silence the voice of public sector union  
10 workers and "defang and defund" unions; and

11

12                   WHEREAS, these anti-union groups seek to decrease public employees'  
13 wages and benefits by eliminating the unions that protect them. Their real agenda  
14 is to dismantle public services, cut public payrolls, privatize public sector jobs, and  
15 deplete public pensions; and

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17                   WHEREAS, these groups will use fraud and deception to try to get union  
18 members to opt out of their union, including scanning the dark web for personal  
19 information, invading members' personal space, emailing them while at work, and  
20 disguising themselves as union leaders; and

21

22 WHEREAS, OCSEA members are putting themselves on the line every day  
23 to provide the public with essential health care, public safety, education, housing  
24 and social services. The last thing they need is to be harassed at work or at their  
25 homes; and

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27 WHEREAS, strong unions are the last best defense against these extreme  
28 efforts to silence workers and their union; and

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30 WHEREAS, the vast majority of OCSEA members have seen through their  
31 lies and deception, and are sticking with their union; now

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33 THEREFORE, BE IT RESOLVED that OCSEA will continue to fight against  
34 these anti-union groups by exposing their lies, calling them out for their deceitful  
35 practices, educating members and the public about their real agenda, and letting  
36 our members know about the real freedom and value of being in a union; and

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38 BE IT FURTHER RESOLVED that these attacks have only made the  
39 OCSEA membership stronger and more dedicated to their union; and

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41 BE IT FINALLY RESOLVED that OCSEA urges all our union brothers and  
42 sisters to help expose these groups' real agenda, which is to undermine our wages,  
43 benefits, and voice on the job and to eliminate public sector unions.

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**UNION EDUCATION TRUST (UET)**

WHEREAS, the quality of life and the employment security for OCSEA/AFSCME Local 11 members are directly linked to the benefits provided by the Union, specifically the Union Education Trust (UET); and

WHEREAS, the administration of this valuable benefit is administered in the best interest of the eligible bargaining unit members; and

WHEREAS, the governance of the UET is by union members; and

WHEREAS, the UET has a history of excellent customer service; and

WHEREAS, the UET has an exceptional record in managing the financial resources and complying with all generally accepted accounting procedures on behalf of the members they serve; and

WHEREAS, it is recognized that the members served by UET work in a variety of agencies and institutions, across the State of Ohio having varying needs for education and skill development; and

22 WHEREAS, the UET is fully committed to the goals of economic mobility  
23 and professional development for all OCSEA/AFSCME Local 11 members; and

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25 WHEREAS, the UET is cognizant of and responsive to the evolving needs  
26 of members in the ever changing world of work; and

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28 WHEREAS, the UET has received national recognition for providing  
29 outstanding educational assistance benefits and preparing union members to  
30 thrive in high performing public sector work environments; now

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32 THEREFORE, BE IT RESOLVED that OCSEA/AFSCME Local 11 will  
33 support efforts to maintain and promote the UET and secure sufficient funding in  
34 all collective bargaining agreements; and

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36 BE IT FINALLY RESOLVED that OCSEA/AFSCME Local 11 will encourage  
37 all members to participate in UET programs.

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**OCSEA’S FINANCIAL STABILITY**

WHEREAS, OCSEA was created to serve its members; and

WHEREAS, OCSEA has the financial resources to serve and assist members; and

WHEREAS, OCSEA strives to be responsible with financial resources in order to serve its members; and

WHEREAS, OCSEA will utilize financial resources to service members, chapter leaders and board members; now

THEREFORE, BE IT RESOLVED OCSEA will continue to conduct business in a fiscally responsible manner to ensure long-term stability for the above purposes.

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**ELECTING LABOR-FRIENDLY CANDIDATES**

WHEREAS, well-funded anti-worker groups and the politicians who they support continue to attack our union members; and

WHEREAS, some Ohio legislators who are members of the 135<sup>th</sup> General Assembly have introduced extreme legislation that will take away OCSEA members' rights and undermine union collective bargaining agreements; and

WHEREAS, House Joint Resolution 1 and Senate Joint Resolution 2 were introduced to make it harder for union members to bring citizen-led initiatives to the ballot. And Senate Bill 83 would eliminate the ability of university employees to strike. And Senate Bill 47 is an attack on our union leave; and

**WHEREAS, this anti-worker political agenda undermines our rights, our ability to thrive, and our union; and**

WHEREAS, we must elect worker-friendly candidates that help us get ahead, secure our rights, and grow our union; and



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21 WHEREAS, OCSEA's District Grassroots Committees (DGCs) screen  
22 candidates and help the union make endorsements for labor-friendly candidates;  
23 and

24 WHEREAS, these DGCs help hold politicians accountable and protect  
25 OCSEA's core union principles, now

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27 THEREFORE, BE IT RESOLVED that OCSEA will continue to build our  
28 political program, including our DGCs and our political action committee, PEOPLE;  
29 and

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31 BE IT FURTHER RESOLVED that OCSEA will continue to educate our  
32 membership about the importance of voting for labor-friendly candidates and  
33 supporting our political program especially in this post-Janus world; and

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35 BE IT FINALLY RESOLVED that OCSEA urges all our union brothers and  
36 sisters to vote their jobs and their pocketbooks and help us hold politicians  
37 accountable who attempt to undermine our rights or our union.

1                                   **OUTSOURCING AND PRIVATIZATION**

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3           WHEREAS, public workers have delivered the majority of governmental  
4 services to the citizens of the State of Ohio and its various counties, municipalities,  
5 and other political subdivisions with pride and efficiency since those services were  
6 established; and

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8           WHEREAS, Ohio public workers, who have achieved the right to jobs with  
9 justice through collective bargaining, have witnessed erosion of those jobs through  
10 privatization and threats to collective bargaining; and

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12           WHEREAS, private companies have become more aggressive in their  
13 lobbying and marketing efforts to reduce public employment and increase  
14 contracting out; and

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16           WHEREAS, contractors often generate profits by understaffing facilities,  
17 paying employees inferior wages and benefits, providing inadequate staff training,  
18 not paying their fair share of taxes, and providing inadequate services. This  
19 endangers communities and workers, erodes local economies, and increases the  
20 liability for the contracting jurisdictions; and

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22           WHEREAS, privatization of public services has, in the long run, cost more,  
23 delivered less service, and lacked accountability; and

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25 WHEREAS, minority and female employees have been disproportionately  
26 harmed by privatization and outsourcing; and

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28 WHEREAS, the employer's comparison of costs between privateers and  
29 public employees most often lacks transparency, neglects to accurately account  
30 for the transfer of costs to other public entities and minimizes tax dollars going to  
31 corporate profit; now

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33 THEREFORE, BE IT RESOLVED that OCSEA/AFSCME Local 11  
34 continues to oppose all policies and practices that threaten the integrity of public  
35 employment and the provision of quality public services including privatization,  
36 outsourcing, and the creation of alternative employment structures – such as  
37 temporary, part-time, and volunteer workers – which serve to erode appropriate  
38 wage and benefits standards; and

39

40 BE IT FURTHER RESOLVED that OCSEA/AFSCME Local 11 strongly  
41 opposes the privatization and outsourcing of all facilities and services. The profit  
42 motive does not improve the delivery of services, nor does it save taxpayer money.  
43 Outsourcing only benefits corporations and their shareholders. The promises to  
44 communities of jobs and tax revenues never materialize. The operation of facilities  
45 and delivery of services is a fundamental responsibility of government; and

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47 BE IT FURTHER RESOLVED that OCSEA/AFSCME Local 11 will continue  
48 to work with allies to prevent the outsourcing and privatization of our facilities and  
49 services, bring facilities and services that have already been outsourced back  
50 under public control, and ensure responsible contracting when outsourcing is  
51 inevitable; and

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53 BE IT FINALLY RESOLVED that our fight against outsourcing and  
54 privatization of our facilities and services can only be won with the involvement of  
55 all levels of membership in the union.