

# OCSEA RESOLUTIONS • 36th BIENNIAL CONVENTION • 2025

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**SUPPORT FOR THE AFSCME GET ORGANIZED (GO) PROGRAM**

**WHEREAS**, the American Federation of State, County and Municipal Employees (AFSCME) has launched the Get Organized (GO) program to strengthen union membership, build worker power, and expand collective bargaining rights across the country; and

**WHEREAS**, the Ohio Civil Service Employees Association (OCSEA), AFSCME Local 11, has a long-standing commitment to organizing, member engagement, and the defense of public sector workers' rights; and

**WHEREAS**, the GO program provides critical resources, training, and strategic support to local unions to grow membership and empower workers to advocate for better wages, benefits, and working conditions; and

**WHEREAS**, OCSEA recognizes that organizing is essential to the long-term strength and sustainability of the labor movement, especially in the face of ongoing legislative and judicial challenges to union rights; and

**WHEREAS**, OCSEA leadership, including President Chris Mabe, has publicly supported the AFSCME GO program and emphasized its importance in recent board communications and union publications;

19           **THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA Biennial  
20   Convention affirm their full support for the AFSCME GO program and commit to actively  
21   participating in organizing efforts across Ohio and beyond; and

22           **BE IT FURTHER RESOLVED**, that OCSEA will allocate appropriate resources, staff,  
23   and training to assist chapters and members in implementing GO program initiatives;  
24   and

25           **BE IT FINALLY RESOLVED**, that OCSEA will work in partnership with AFSCME  
26   International and other affiliates to promote the GO program, share best practices, and  
27   build a stronger, more inclusive labor movement for all public service workers.

**ARTIFICIAL INTELLIGENCE AND THE FUTURE OF WORK**

**WHEREAS**, artificial intelligence (AI), automation, and emerging technologies are rapidly transforming the nature of work across all sectors, including public service; and

**WHEREAS**, these technologies present both opportunities to improve efficiency and service delivery, and risks such as job displacement, privacy concerns, and the erosion of worker rights; and

**WHEREAS**, OCSEA has demonstrated leadership in addressing these challenges by sponsoring a resolution on AI at the AFSCME International Convention and establishing a Future of Work Committee to proactively study and respond to technological change; and

**WHEREAS**, the Future of Work Committee has already begun evaluating tools such as ChatGPT, Microsoft Copilot, and Synthesia, and exploring training platforms like Brightspace and OpenSesame to ensure OCSEA members are equipped with the knowledge and skills to thrive in a changing workplace; and

**WHEREAS**, OCSEA recognizes that preparing members for the future of work requires continuous education, awareness, and advocacy to ensure that technological advancements align with union values and protect workers' rights;

19       ~~**THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA Biennial~~  
20    ~~Convention reaffirm the union's commitment to shaping ethical, worker-centered AI~~  
21    ~~policies that prioritize transparency, accountability, and fairness; and~~

22       ~~**BE IT FURTHER RESOLVED**, that OCSEA will continue to support and expand the~~  
23    ~~work of the Future of Work Committee, ensuring it has the resources and authority to~~  
24    ~~research technological trends, develop training programs, and recommend policy~~  
25    ~~positions that safeguard the interests of public employees; and~~

26       ~~**BE IT FURTHER RESOLVED**, that OCSEA will advocate for legislation and~~  
27    ~~workplace policies that ensure AI and automation are implemented in ways that~~  
28    ~~enhance—not replace—public sector jobs, and that workers are consulted and~~  
29    ~~protected throughout the process; and~~

30       ~~**BE IT FINALLY RESOLVED**, that OCSEA will actively engage its members in this~~  
31    ~~effort through workshops, communications, and collaborative initiatives, ensuring that~~  
32    ~~all members are informed, empowered, and prepared to lead in the evolving world of~~  
33    ~~work.~~

**OCSEA COMMITMENT TO COMMUNICATION AND PUBLIC OUTREACH**

**WHEREAS**, effective communication is essential to building a strong, informed, and engaged union membership, and to promoting the value of public sector work to the broader public; and

**WHEREAS**, OCSEA has developed a robust internal communications infrastructure, including the Member Resource Center (MRC), digital platforms, and outreach campaigns, to keep members informed and connected; and

**WHEREAS**, OCSEA recognizes the importance of educating all Ohioans about the critical role that public sector workers play in maintaining a civil and prosperous society, especially in today's tumultuous political and economic climate; and

**WHEREAS**, OCSEA has implemented targeted media campaigns, developed outreach guides for local chapters, and prioritized member education on political and legislative issues that impact their work and communities; and

**WHEREAS**, the union's communications efforts are supported by dedicated staff and leaders who work to ensure that members receive timely updates, understand the benefits of union membership, and are empowered to advocate for themselves and their coworkers;

**THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA Biennial Convention reaffirm the union's commitment to maintaining and strengthening its labor

21 communications network through the continued support of its internal communications  
22 department and outreach initiatives; and

23 **BE IT FURTHER RESOLVED**, that OCSEA will invest in developing members and  
24 leaders as communicators and advocates, equipping them with the tools and training  
25 necessary to engage their coworkers and the public; and

26 **BE IT FINALLY RESOLVED**, that OCSEA will continue to expand its outreach to all  
27 Ohioans, using every available platform to highlight the importance of public sector  
28 work and the essential role unions play in protecting workers' rights and advancing the  
29 common good.

30

**CONTRACT ENFORCEMENT AND MEMBER EDUCATION**

**WHEREAS**, the 2024–2027 OCSEA State Contract represents a historic

achievement for public sector workers, securing significant wage increases, expanded telework protections, and long-overdue classification updates; and

**WHEREAS**, the strength of any contract lies not only in the language negotiated at the table, but in the ability of members to understand, enforce, and fully benefit from those provisions; and

**WHEREAS**, OCSEA has a responsibility to ensure that every member—regardless of job classification, location, or tenure—is equipped with the knowledge and tools to assert their rights and hold management accountable; and

**WHEREAS**, steward training, chapter meetings, digital guides, and the Member Resource Center (MRC) are essential vehicles for delivering contract education and support to the membership; and

**WHEREAS**, contract enforcement is a collective effort that requires informed members, empowered leaders, and a union-wide culture of vigilance and solidarity;

**THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA Biennial Convention reaffirm the union’s commitment to contract enforcement as a core function of union strength and member protection; and

20           **BE IT FURTHER RESOLVED**, that OCSEA will launch a structured, statewide  
21 contract education campaign to ensure that all members are informed about the rights  
22 and benefits secured in the 2024–2027 agreement; and

23           **BE IT FURTHER RESOLVED**, that this campaign will include updated steward  
24 training modules, chapter-level workshops, digital and print materials, and expanded  
25 access to the MRC for contract-related inquiries; and

26           **BE IT FINALLY RESOLVED**, that OCSEA will regularly evaluate the effectiveness  
27 of its contract education efforts and adjust strategies to meet the evolving needs of  
28 members, ensuring that the full power of the contract is realized in every workplace.

29

**PUBLIC ADVOCACY FOR DEMOCRACY AND FAIRNESS**

**WHEREAS**, democracy is the cornerstone of a just and equitable society, ensuring that all citizens—regardless of income, background, or political affiliation—have a voice in the decisions that shape their lives; and

**WHEREAS**, public sector workers, represented by the Ohio Civil Service Employees Association (OCSEA), are not only providers of essential services but also defenders of democratic institutions, ensuring that government remains transparent, accountable, and responsive to the needs of the people; and

**WHEREAS**, the erosion of democratic norms, including attacks on voting rights, gerrymandering, disinformation, and the undermining of public trust in government, poses a direct threat to the rights of working people and the services they provide; and

**WHEREAS**, OCSEA has a proud history of civic engagement, political education, and legislative advocacy through its PEOPLE program and its partnerships with AFSCME and other labor allies, and has consistently supported efforts to expand access to the ballot, protect fair representation, and promote ethical governance; and

**WHEREAS**, the union recognizes that fairness in governance is not only a moral imperative but also a practical necessity for ensuring that public services are adequately funded, equitably delivered, and democratically controlled; and

21           **WHEREAS**, OCSEA members have a unique and powerful role to play in  
22   educating their communities about the value of public services, the importance of  
23   fair elections, and the need for policies that reflect the will of the people rather than  
24   the interests of the few;

25           **THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA  
26   Biennial Convention reaffirm the union’s unwavering commitment to public  
27   advocacy for democracy and fairness at the local, state, and national levels; and

28           **BE IT FURTHER RESOLVED**, that OCSEA will continue to invest in  
29   political education programs that empower members to understand and influence  
30   the democratic process, including training on voting rights, redistricting, campaign  
31   finance, and civic engagement; and

32           **BE IT FURTHER RESOLVED**, that OCSEA will actively support  
33   legislation, ballot initiatives, and public campaigns that promote democratic  
34   participation, protect civil liberties, and ensure that all Ohioans—especially those  
35   in historically marginalized communities—have a fair and equal voice in shaping  
36   the future of their communities; and

37           **BE IT FINALLY RESOLVED**, that OCSEA will work in coalition with  
38   labor unions, community organizations, and advocacy groups to defend  
39   democracy, promote fairness, and build a more just and inclusive society for all.

**OCSEA COMMITMENT TO TECHNOLOGY EDUCATION AND AWARENESS  
THROUGH THE FUTURE OF WORK COMMITTEE**

**WHEREAS**, emerging technologies including artificial intelligence (AI), automation, and digital platforms—are rapidly transforming the nature of public sector work and the skills required to perform it; and

**WHEREAS**, these technologies present ~~both~~ opportunities to improve efficiency, enhance public service delivery, ~~and~~ identify risks to job security, data privacy, erosion of workers rights, and equitable access to employment; and

**WHEREAS**, OCSEA has demonstrated leadership in addressing these challenges by sponsoring resolutions at the AFSCME International Convention and establishing the Future of Work Committee to proactively study and respond to technological change and;

**WHEREAS**, the Future of Work Committee has already ~~begun~~ began its work by exploring tools such as ChatGPT, Microsoft Copilot, and Synthesia, and by evaluating training platforms like Brightspace and OpenSesame to ensure OCSEA members are equipped with the knowledge and skills to thrive in a changing workplace and

**WHEREAS**, OCSEA recognizes that preparing members for the future of work requires continuous education, awareness, and advocacy to ensure that technological advancements align with union values and protect workers' rights;

**THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA Biennial Convention reaffirm the union's commitment to **shaping ethical, worker-centered policies that prioritize transparency, accountability, and fairness by providing ongoing education and awareness around the use of technology in public sector service work; and**

**BE IT FURTHER RESOLVED**, that OCSEA will continue to support and expand the work **mission** of the Future of Work Committee, ensuring it has the resources and authority to research technological trends, develop training programs, and recommend policy positions that safeguard the interests of public employees; and

**BE IT FURTHER RESOLVED, THAT OCSEA will advocate for legislation and workplace policies that ensure AI and automation are implemented in ways that enhance—not replace—public sector jobs, and that workers are consulted and protected throughout the process; and**

**BE IT FINALLY RESOLVED**, that OCSEA will actively engage its members in this effort through workshops, communications, and collaborative initiatives, ensuring that all members are informed, empowered, and prepared to lead in the evolving world of work.

**OCSEA COMMITMENT TO PUBLIC SECTOR WORK THROUGH EDUCATION AND  
ADVOCACY**

**WHEREAS**, public sector workers provide the essential services that uphold the foundation of a civil and prosperous society, including public safety, health care, education, infrastructure, and social services; and

**WHEREAS**, the value of public service is often misunderstood or underappreciated by the general public and policymakers, despite its critical role in ensuring the well-being of all communities; and

**WHEREAS**, OCSEA recognizes that the future of public sector work depends on the ability of union members, leaders, and the public to understand, defend, and promote the importance of these services; and

**WHEREAS**, OCSEA has long prioritized political and legislative education through its Education Department, New Employee Orientation programs, and the PEOPLE Committee (Public Employees Organized to Promote Legislative Equality), which empowers members to engage in the democratic process and advocate for public services; and

**WHEREAS**, OCSEA believes that informed and engaged members are the strongest defense against efforts to privatize, defund, or dismantle public services;

**THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA Biennial Convention reaffirm the union's commitment to securing public sector work through

21 comprehensive education and awareness initiatives targeting members, leaders, the  
22 public, and elected officials; and

23 **BE IT FURTHER RESOLVED**, that OCSEA will expand its efforts to educate all  
24 members about the vital role they play in maintaining a functioning society, and the  
25 political and legislative processes that impact their work; and

26 **BE IT FINALLY RESOLVED**, that OCSEA will continue to invest in programs,  
27 campaigns, and partnerships that elevate the visibility and value of public sector  
28 workers, ensuring that their contributions are recognized, respected, and protected for  
29 generations to come.

30

**STRENGTHENING LABOR COALITIONS FOR PUBLIC SECTOR ADVOCACY**

**WHEREAS**, the strength of the labor movement depends not only on the power of individual unions but also on the collective action and solidarity of allied organizations committed to justice, equity, and the defense of public services; and

**WHEREAS**, OCSEA has long partnered with key labor and civic organizations—including Policy Matters Ohio, the Ohio AFL-CIO, and We Are Ohio—to advance shared goals such as fair wages, voting rights, collective bargaining, and public accountability; and

**WHEREAS**, these coalitions have played a critical role in defending public sector workers from legislative attacks, promoting ballot initiatives that protect worker rights, and educating the public about the value of public services and the people who provide them; and

**WHEREAS**, the current political and economic climate presents both challenges and opportunities for labor unions, requiring a renewed commitment to coalition-building, public education, and strategic advocacy; and

**WHEREAS**, OCSEA recognizes that building a broader, more inclusive, and more robust network of allies is essential to securing long-term victories for working families and the communities they serve;

**THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA Biennial Convention reaffirm the union's commitment to strengthening and expanding its

21 partnerships with labor coalitions, civic organizations, and advocacy groups that share  
22 our values and vision; and

23 **BE IT FURTHER RESOLVED**, that OCSEA will continue to collaborate with  
24 organizations such as Policy Matters Ohio, the Ohio AFL-CIO, and We Are Ohio to  
25 promote policies that protect public sector jobs, expand democratic participation, and  
26 ensure economic fairness for all; and

27 **BE IT FINALLY RESOLVED**, that OCSEA will invest in training, communications,  
28 and outreach strategies that empower members and leaders to engage in coalition  
29 work, build community alliances, and amplify the voice of public sector workers across  
30 Ohio.

**SUPPORT FOR MAINTAINING SOCIAL SECURITY, MEDICARE, AND  
MEDICAID**

**WHEREAS**, Social Security, Medicare, and Medicaid are foundational programs that provide essential economic security and health care to millions of Americans, including retirees, people with disabilities, low-income families, and children; and

**WHEREAS**, these programs represent a solemn promise made by our nation to protect the dignity and well-being of its citizens, especially the most vulnerable; and

**WHEREAS**, recent legislative proposals and budget plans have threatened to reduce funding or restrict access to these vital programs, placing undue burdens on working families, retirees, and public service workers; and

**WHEREAS**, the members of the Ohio Civil Service Employees Association (OCSEA), many of whom are current or future beneficiaries of these programs, have a vested interest in preserving and strengthening them for generations to come; and

**WHEREAS**, OCSEA has consistently advocated for policies that uphold the dignity of work and protect the social safety net, in alignment with the values of the American Federation of State, County and Municipal Employees (AFSCME) and the broader labor movement;

21           **THEREFORE, BE IT RESOLVED**, that the delegates of the OCSEA  
22   Biennial Convention reaffirm their unwavering support for the continued full  
23   funding and protection of Social Security, Medicare, and Medicaid; and

24           **BE IT FURTHER RESOLVED**, that OCSEA will actively oppose any  
25   legislative or administrative efforts to privatize, cut, or undermine these programs;  
26   and

27           **BE IT FINALLY RESOLVED**, that OCSEA will work in coalition with  
28   AFSCME, other labor unions, advocacy organizations, and elected officials to  
29   educate members, mobilize public support, and advocate for policies that  
30   strengthen and expand these critical programs.