

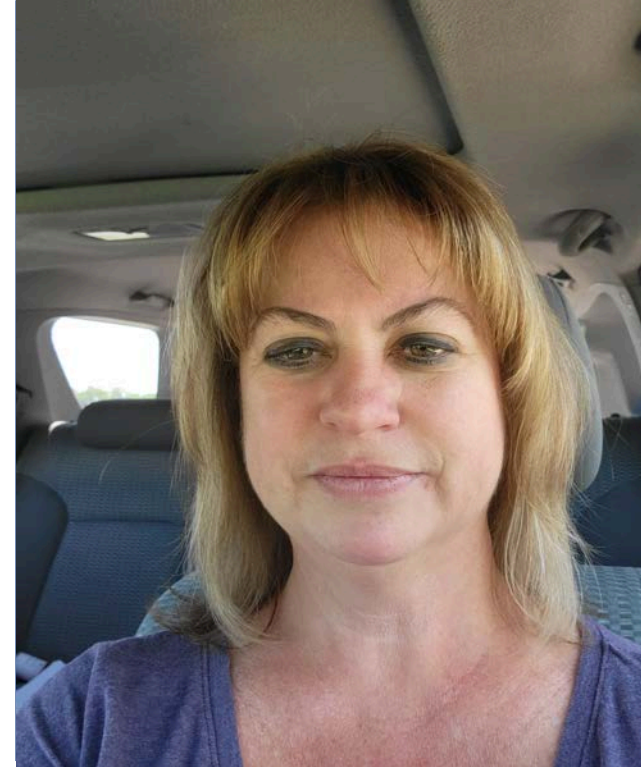


OCSEA
PRESIDENTS 
2022 VIRTUAL
CONFERENCE

Workshop: *NEW EMPLOYEE ORIENTATION*



Rebekah Wright,
OCSEA Staff Representative
MRC



Miki Riffle,
OCSEA Staff Representative





Agenda

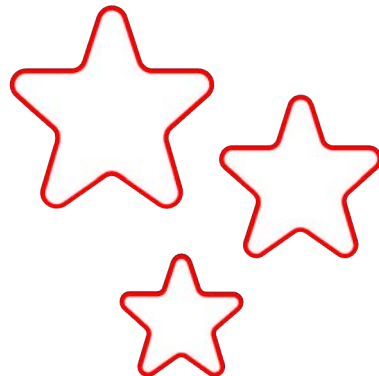
- OCSEA and what it means to be part of a union
- Who conducts New Employee Orientation (NEO)
- How do you conduct NEO
- What should you include in a NEO
- How do you fill out the membership card





Quick facts about your union

- OCSEA stands for the Ohio Civil Service Employees Association. Full name: OCSEA/Local 11.
- Largest State of Ohio employees' union, 27,000 state and local gov't employees.
- Diverse membership.
- Affiliated with AFSCME, the American Federation of State County and Municipal Employees. 1.4 million members.
- Affiliated with federation, AFL-CIO, with 56 unions and 12.5 million members.



What it means to be in a **UNION**

WAGES

\$764↑

WAGES

Union workers median weekly earnings are \$764 more than nonunion workers per month.

PENSIONS



PENSIONS

74% of union workers participate in defined benefit pensions compared to 15% of non-union employees

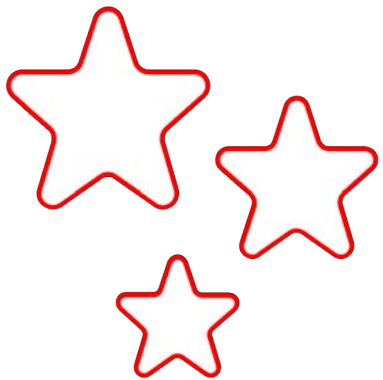
HEALTH

5Xs



HEALTH

Nonunion workers are 5 times more likely to lack health insurance coverage.





Creating a better future...together

Together, OCSEA members build a better workplace and future. This is accomplished by members joining the union and keeping the union strong. Together, we have ensured:

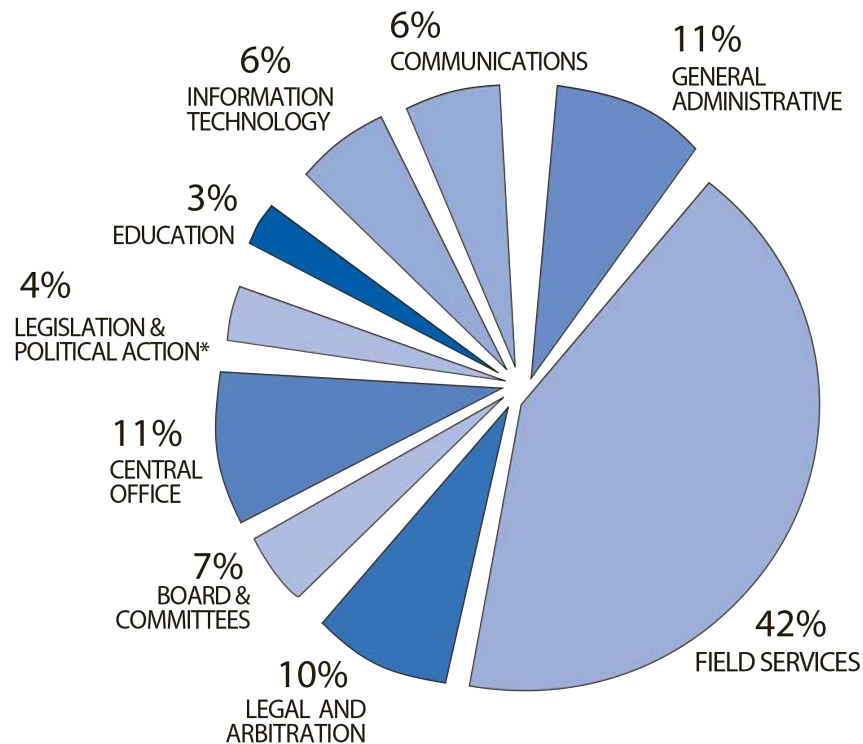
- Wage increases, step increases and longevity pay.
- Affordable health insurance, premium-free dental, vision and life insurance.
- Education benefits of \$6,250 per year.
- Legal and union representation.
- Paid time off: vacation, sick leave, personal leave, disability, bereavement leave.
- Workplace safety.



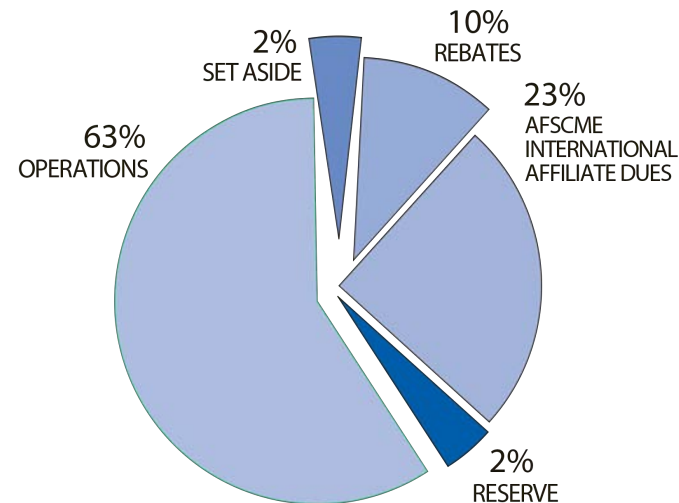
Union Dues: Where do they go?

- OCSEA's budget comes entirely from member dues
- Union dues are 1.25% of a member's base salary or, roughly, 1 hour per pay.

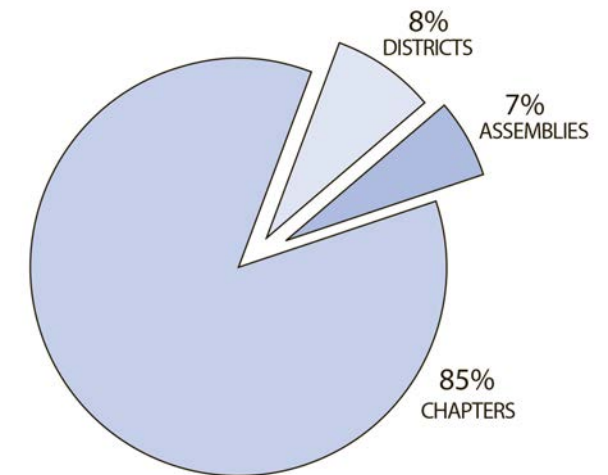
Operations Chart



Budget Chart

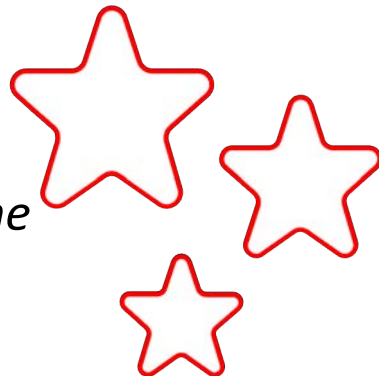


Rebate Chart



Union Myths vs. Facts

- *Myth:* I can't join as a probationary employee.
- **Fact:** Not only can probationary employees join, **most union benefits kick in immediately**, including wage increases, health care and educational benefits.
- *Myth:* Unions are no longer relevant since we already have an 8-hour workday and weekends.
- **Fact:** Unions are more relevant than ever. Besides negotiating for better wages and ensuring fairness, they serve as a watchdog to management excesses and help employers ensure a skilled workforce with less turnover.
- *Myth:* Unions are run by union bosses, not the members.
- **Fact:** Union members elect OCSEA leaders (*from the membership ranks*) who run our union at the local and state levels. Members also negotiate and vote on OCSEA contracts, and an elected Board of Directors (*from the rank and file*) sets the direction of the union.

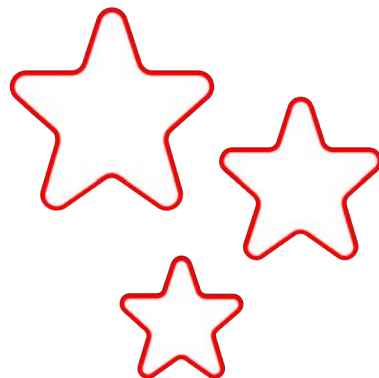


Who are my union contacts and who conducts NEO

- Chapter Leadership
- Staff Representatives
- OCSEA Staff
- MRC



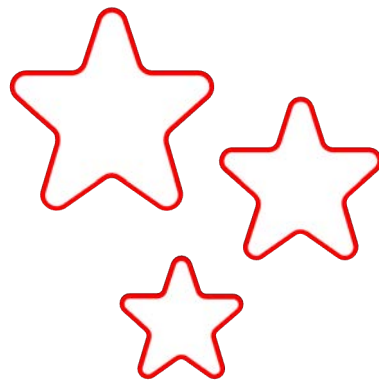
- As a union member, you are assigned to a local chapter, such as State Office Tower Chapter 2545
- OCSEA has 133 chapters
- Chapters hold union meetings, social events and community service activities that members attend.
- Each chapter has locally-elected union leaders. Your chapter president will likely reach out to you.
- A Union Steward is assigned to represent you in your workplace.
- An OCSEA Staff Representative is assigned to each member.
- Other OCSEA staff handle legislative, accounting, arbitration, legal, communications, member education and administrative work, which supports elected leaders and members.



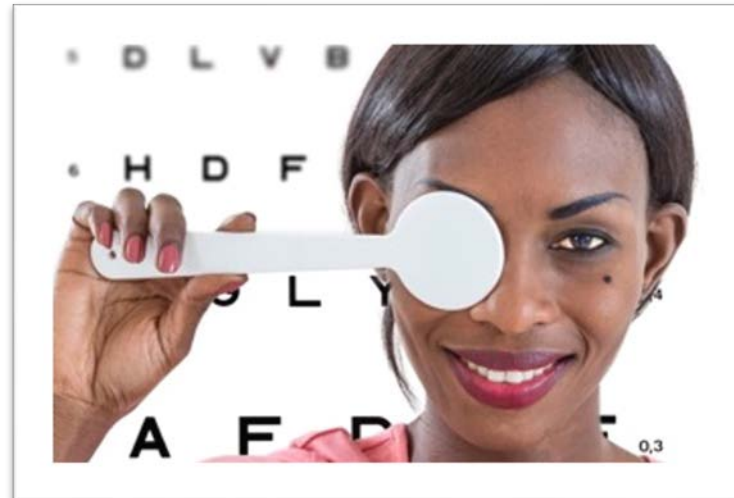


How do you conduct a New Employee Orientation Class

- In person
- Zoom/Teams
- Hybrid

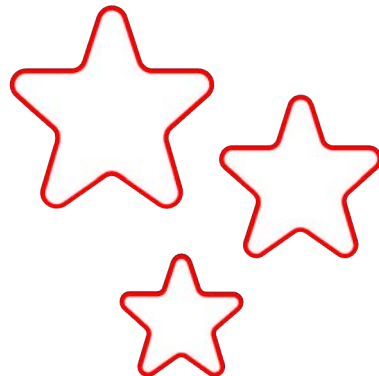


Benefits



Healthcare

- Premium split of 85/15, with employer paying 85 percent and **employee paying 15 percent** of the premium
- Medical deductible at **\$250** for in-network, **\$500** for out of network
- Copays:
 - Specialist **\$35**
 - Urgent care **\$40**
 - Out-of-network urgent care **\$60**
 - ER **\$150**
 - Coverage for autism





Union Benefits Trust



- Dental, vision and basic life are provided **at no premium cost to you and your family.**
- Coverage begins the 1st of the month following your one-year anniversary date.
- Basic Life insurance, automatic. Members must enroll in vision/dental within 31 days of anniversary.

benefittrust.org



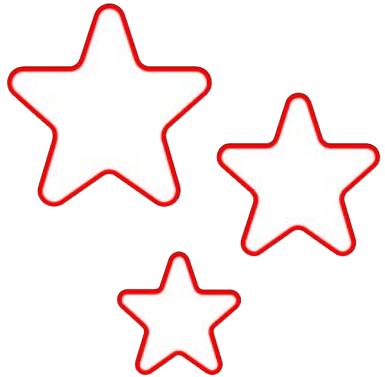


Union Education Trust

The union-negotiated UET gives OCSEA bargaining unit members with the State of Ohio, Treasurer's Office, The Ohio Attorney General and Auditor's Office a **total educational benefit of \$6,250 per fiscal year** from the first day of employment!



Union Education Trust
Shaping Your Future



uedtrust.org

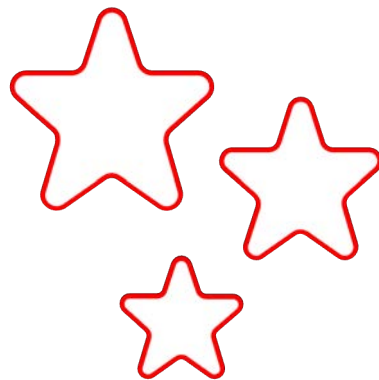


OCSEA Les Best Scholarship Program

This annual fund grants educational financial-assistance scholarships to active, dues-paying OCSEA members, their dependent children and spouses.

A total of **\$12,000 in scholarships** is awarded each year!

ocsea.org/lesbest



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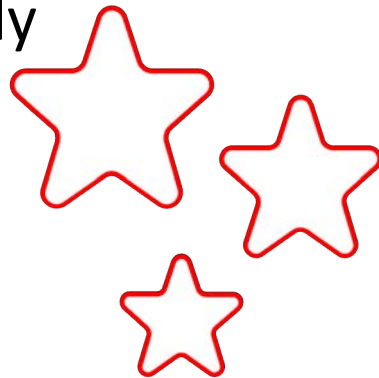
ocsea.org/extras



OCSEA Extras
BENEFITS
Membership has its benefits

OCSEA uses our large numbers and organization to provide exclusive discounts and additional benefits for members and their families.

OCSEA members get discounts on retail, travel, zoos, aquariums and other family entertainment venues- available year-round.

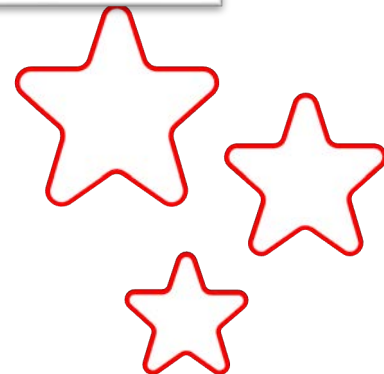




Available May-October – big discounts to the best theme parks, water parks and Zoos in Ohio – exclusively for OCSEA members!



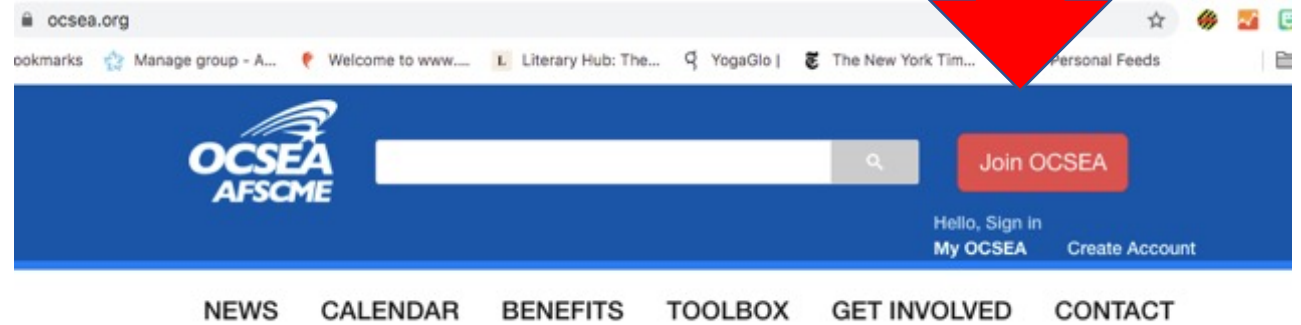
ocsea.org/familyfun





Easy to Join!

Sign a card on our website at OCSEA.org

A form titled "STATE OF OHIO OCSEA Membership Card and Authorization for Payroll Deduction". The form includes fields for Employee name (First, Last, Middle Initial), Employee ID, Social Security ID, Address, City, State, Zip Code, Cell phone, Work phone, Home email address, County of residence, County of employment, Department or agency, Chapter (if known), Deduct % or amount (1.25%), Payable to (Ohio Civil Service Employees Association), and Payroll code (D01). There is a section "TO BE COMPLETED BY PAYROLL OFFICER" with fields for Agency name, Institution or work location, Date, and Payroll Officer's signature. A red pen is shown writing on the form. A red arrow points to the bottom right corner of the form.

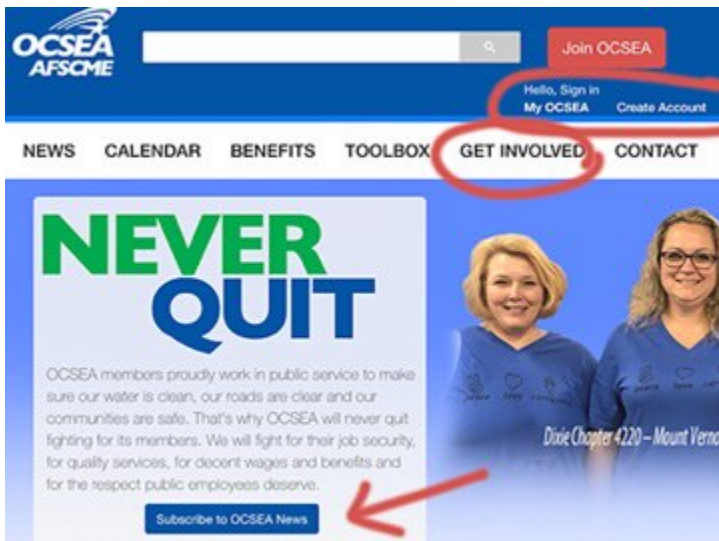
Or fill out a paper Membership Card





Get CONNECTED

- **By becoming a member you get access to the union communications network including:**
 - **Weekly emails**– go to ocsea.org then hit the ‘Subscribe to OCSEA News’ button.
 - Exclusive **website** content, including benefits, tools and resources
 - **MyOCSEA** account access
 - Text messages about urgent issues
 - **Social media** – join our Stewards or Professional Associations Facebook groups to have conversations with fellow members.





Questions ?

