

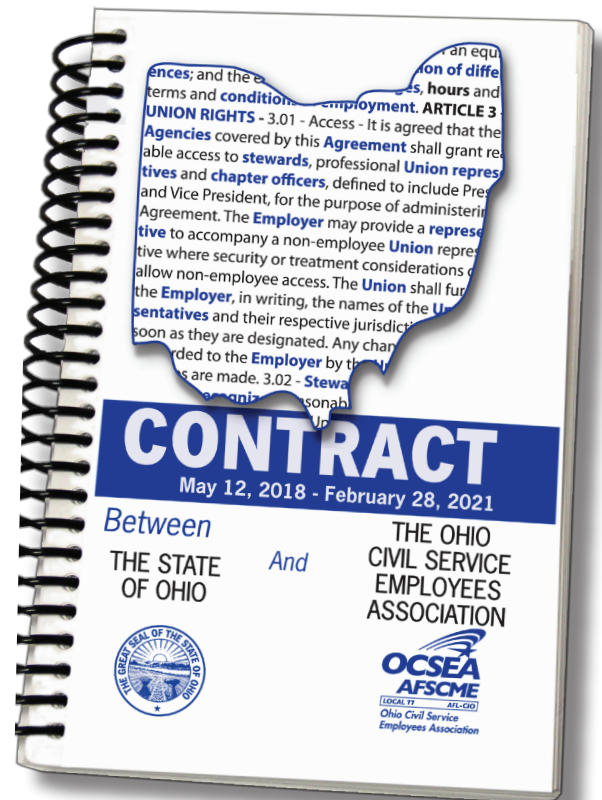
# UNION WINS!



The OCSEA Bargaining Team kept focused on members' biggest priorities: getting money into employees' pockets that wouldn't be eaten up by major increases in health care. At a time when Ohio public sector wage increases are averaging 2.3 percent per year, the OCSEA Bargaining Team secured above average increases of 2.75 percent in 2018, 2.75 percent in 2019 and 3 percent in 2020.

Nine out of 10 members voted to ratify the 3-year OCSEA contract with the State of Ohio, which included:

- 8.5 percent general wage increase;
- Maintenance of a 15/85 premium health care split;
- First-time vacation cash-out for eligible employees;
- Increase in shift differential for 2nd and 3rd shift employees from \$.35 to \$.60 per hour;
- Substantial \$450 ODOT tool allowance over the life of contract;
- Protection of DR&C pick-a-post, joint over-time agreement, uniform cleaning allowance and more with Corrections 'no opener,' an agreement to make no changes from previous contract;
- \$140 uniform allowance for full and part-time Veterans Services employees;
- Pilot structure that will allow for opportunities to explore alternative classifications and compensation for IT employees;
- Increased permanent positions in ODNR and oversight by union to help decrease use of non-bargaining unit work.



# UNION WINS!

*continued*

## Without OCSEA...

Management was offering 1.5, 1.5 and 2 percent wage increases over the three years.

## Thanks to OCSEA...

Members received an 8.5% raise over three years, or **2.75, 2.75** and **3** percent increases.

## Other damaging proposals **STOPPED** by OCSEA include:

- Roll call pay elimination.
- Seniority takeaways.
- Unilateral freedom to change health care benefits, exclusions.
- Institution of swing and rotating shifts.
- Overtime exemption of certain positions, such as IT.
- Exclude personal leave from overtime calculation.
- Wide discretion to deny union leave
- Double the number of intermittents. Expansion of management's ability to permanently relocate employees (*even where there is pick-a-post and work area agreements*).
- Limits on union's access to records in grievances.
- Expansion of use of Intermittents.
- Total elimination of one-year of health care while on Workers' Comp.

