



NEW DIRECTIONS

OCSEA
AFSCME
LOCAL 11 AFL-CIO
Ohio Civil Service
Employees Association
ocsea.org

UPCOMING EVENTS

SAVE THESE DATES

District 2 Council Meeting
Sat. Nov. 11- 12p.m. - 2p.m.; Golden Corral Large Party Room, 3350 Village Dr., Franklin

ODNR Assembly Meeting
Sat. Nov. 18 - 9:30a.m. - 1:30p.m.; OCSEA, 390 Worthington Rd., Westerville

FMLA Basics, Mon. Dec. 4
9a.m. - 3:30p.m.; OCSEA Headquarters, 390 Worthington Rd., Westerville

OCSEA Board of Directors
Fri. Dec. 8-Sat. Dec. 9;
OCSEA, 390 Worthington Rd., Westerville

Corrections Assembly
Sat. Dec. 16 - 10a.m. - 1p.m.; OCSEA, 390 Worthington Rd., Westerville

Fighting for a Contract with a Spine Building strong support for bargaining team

The OCSEA Bargaining Team has met and is preparing to negotiate the state contract over the next few months. Strong contract proposals and full support by the membership is key to that success.

“A Contract with a Spine” is the theme of this year’s bargaining. A substantial contract—a contract with a spine—means more protections, benefits and opportunities for our members. And it means a strong voice and respect at work!

In states like Iowa and Wisconsin, their contracts and union rights were literally taken away overnight. Here in Ohio, we’ve fought too hard to build our contract, and we will continue to do what it takes to preserve what those before us built—and grow it for those who come after us.

But the Bargaining Team can’t do it alone. They need support from ALL members. And subordinate bodies will be leading the charge to show support for our brothers and sisters on the Bargaining Team:

Ramp up Union Power

OCSEA chapters are being asked to play a pivotal role in bargaining by revitalizing their chapter Union Power Committees. These committees will be tasked with keeping members informed about bargaining and holding events and actions that support a strong contract on the local level. In the coming weeks, Pres. Chris Mabe will hold a

tele-townhall for leaders with details about and resources for ramping up Union Power actions.

Stay informed

Leaders should encourage members to visit OCSEA’s online bargaining site at ocsea.org/Bargaining. This member-only site has information about the bargaining process, ways to give feedback, and updates on special events and actions. Members and leaders, alike, should sign up for electronic bargaining updates and text alerts and update contact information online. A MyOCSEA member-only account is required to gain access.

Sign up new members

In order to vote on the OCSEA state contract, OCSEA bargaining unit members under the contract must be active, dues-paying members. But some employees don’t even realize that they aren’t full-fledged union members. These fairshare feepayers are paying dues but not getting the full benefits of membership simply because they’ve never been asked to sign a union card.

That’s where leader mobilization comes in! Leaders should review their fairshare lists and reach out to and have a conversation with those employees about the benefits of being union. By signing a card, new members can vote on the contract and have access to all of OCSEA’s

(See **Bargaining** on back...)

Chapters leading PEOPLE card effort

In October, OCSEA unveiled the OCSEA embroidered black full zip hoodie available to ALL members who sign up or increase their voluntary PEOPLE contribution to the MVP level of \$4 or more. This incentive was originally only available to delegates attending the OCSEA Convention.

As we face attacks on many sides to dismantle union rights, OCSEA chapter leaders will work closely with their Staff Representatives to promote the new incentive and educate members about the importance of voluntary participation in PEOPLE.

“Imagine what each additional voluntary contribution could mean in the fight to stand up against and stop union attacks in their tracks...before

Ohio is another victim of the working-class assault,” said OCSEA Governmental Affairs Committee chair Rocky Jolly. “Our chapters will lead this effort!”

Questions about hoodies can be referred to **Sheryl Bartolone** at sbartolone@ocsea.org. Δ



Union kicks up campaign to decrease fairshare feepayers

With the *Janus vs. AFSCME* United States Supreme Court case expected to be heard this winter and decided by no later than early summer, OCSEA is ramping up efforts to target fairshare fee payers and make sure they know the benefits of having a union voice in the workplace.

OCSEA’s District leaders are heading up this effort and will lead the member mobilization to get more fairshare co-workers to sign membership cards and become actively involved in their union.

A letter went out to approximately 2,500 fairshare employees in October. In the letter, Pres. Chris Mabe talked about how the union strives to offer first-rate representation as well as superior benefits—all thanks to a union influence. This includes quality wages, affordable health care, free associate degree for members and families, a tuition-free bachelor’s degree, scholarships, thousands in continuing educational benefits and consumer discounts. Δ

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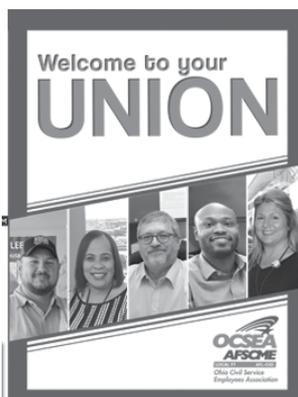
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New member packet gets new look, new focus

OCSEA's New Employee Orientation packet has a whole new look. But it's more than just a pretty cover. Inside, you'll find everything to teach new members the essentials of what the union is all about.

Included in the new member packet is information on what it means to be in a union, how wages are higher for unionized workers and health care is more affordable. Members will learn where their union dues go and about some of OCSEA's important contract wins through the years, including decent wages, sick leave, vacation, and a fair grievance system.

The packets can be customized, too, depending on state agency, and whether it's a local government chapter, an alternative contract chapter or a state chapter. To request New Employee Orientation packets for new members, contact OCSEA's **Brenda Rine** at brine@ocsea.org, 614-865-4733 or download them at ocsea.org/NewMember. Δ



(...from **Bargaining** on front)

member-only benefits including free college, tuition-free bachelor's degree, scholarships, consumer discounts and more.

OCSEA's revamped New Employee Orientation packet has been specifically designed to engage new members about the importance of signing a union card. Leaders who need orientation materials should contact **Brenda Rine** at brine@ocsea.org, call 614-865-4733 or go online to ocsea.org/NewMember.

Pledge for Power

There's power in standing together collectively. That's why leaders should continue to encourage members to make a Pledge for Power by signing the online bargaining pledge card at ocsea.org/PledgingForPower. This pledge lets the bargaining team know who's behind them and shows solidarity for a fair contract.

Update contact information

To ensure that members don't miss out on important bargaining updates, it's essential that OCSEA have their most up-to-date contact information. Leaders should work directly with members to make sure their home addresses, personal emails and texting cell phone numbers are up-to-date. Members can also update their contact information themselves by logging into their MyOCSEA and editing their MyProfile at ocsea.org/Sign-in. Sign up for updates at ocsea.org/Bargaining. Δ

Refresh your union bulletin board

Need to jazz up your union bulletin boards? Visit ocsea.org or contact the **OCSEA PR Dept.** at communications@ocsea.org for new background paper for your bulletin boards. Additionally, they can also provide you with a flyer with general union contact information that will make it easy for members to reach chapter leadership as well as keep in touch with important benefits like Union Benefits Trust and Union Education Trust.

Leaders are encouraged to review their Union Bulletin Board Network contacts, those who update workplace union bulletin boards and are the designees to receive the monthly UBBN fliers by mail. UBBN updates or additions can be made by email to **Theresa Lapp** at tlapp@ocsea.org. Δ

"Just-in-time" trainings available for chapters

OCSEA provides several on demand union trainings for chapters. Courses available on a "just-in-time" basis include Basic Steward, Facebook for your Chapter and FMLA trainings. NOTE: There is no longer a minimum number of members required to host a "just-in time" training!

Once chapter leaders have recruited and committed members to attend, they should contact OCSEA's Education Dept. to schedule a training. The request can be made by contacting **Judi Ayers** by email: jayers@ocsea.org or phone at 614-865-2656. Δ

Get tuition-free bachelor's through YSU

Youngstown State University and OCSEA are excited to continue a pilot partnership to provide OCSEA members with an online, tuition-free bachelor's degree. In order to start registering for classes for the next session this spring, members should begin the application process now. The spring session starts on January 8.

Remember, the YSU partnership program is ONLY available to active, OCSEA members who are eligible for the Union Education Trust benefit and already hold an associate degree. This active OCSEA member benefit covers tuition to attend YSU in one of two online bachelor's degree programs: General Studies and Criminal Justice.

Find out more at OCSEAEducation.org. Δ