

OCSEA

OHIO
CIVIL
SERVICE
EMPLOYEES
ASSOCIATION

PUBLIC EMPLOYEE QUARTERLY AFSCME LOCAL 11/AFL-CIO
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Ohio Board of Cosmetology



Ohio EPA

NEVER QUIT: "Watch dog" agencies keep Ohioans safe



Ohio Medical Board

“Watch dog” agencies keep Ohioans safe

NEVER QUIT



OCSEA members never quit protecting Ohioans and those who work in regulatory agencies have a crucial job to keep Ohioans safe. They keep our air and water clean. They make sure our food is safe. They ensure that professionals like doctors, lawyers and nurses are licensed and

certified to provide services. Employees like those at the State of Ohio Medical Board, the Ohio Environmental Protection Agency and the Ohio State Board of Cosmetology NEVER quit working for you!



Dave Katko
Attorney
State of Ohio Medical Board

“The bar is high in Ohio, and the Ohio Medical Board is really leading the way nationally in terms of proper regulation.”

For 17 years, **Dave Katko** has helped catch the bad guys. Not your typical bad guys, though. These are doctors, physician assistants, massage therapists and other medical professional who have violated their medical licenses by not upholding Ohio’s minimum standards of care.

The Medical Board and the 30 OCSEA bargaining unit employees who work there have a big responsibility to the public: And that’s to issue, oversee and regulate licenses for Ohio’s 37,000 M.D.s and 25,000 to 30,000 other medical professionals, including doctors of osteopathy and podiatry, massage therapists, physician assistants, acupuncturists, anesthesiologist assistants and genetic counselors.

They also issue citations and hold investigations for violations of a license or for fraud. Katko says there are more than 40 standards of care that Ohio’s medical professionals must meet. “The bar is high in Ohio, and the Ohio Medical Board is really leading the way nationally in terms of proper regulations,” said Katko, an Attorney for the State of Ohio Medical Board and union steward.

“Some people mistake us for a lobbying organization, like the Ohio Hospital Association,” said Katko. “We ain’t that,” he said jokingly. “We’re much more than that.”

Until recently, Katko was an enforcement attorney who, along with a field investigator, juggled as many as 50 to 60 cases at a time, investigating complaints and issuing citations.

Katko played an important role on the investigatory team, deposing witnesses, issuing subpoenas, submitting evidence, interviewing witnesses and reviewing patient records. While Katko has traded in his field position for one in the legal services section of the Board, it still keeps him busy doling out legal advice to staff, the board and the public as well as writing administrative rules.

“Ultimately, Ohio’s Medical Board has the power to fine a licensee and, in the worse case scenario, suspend or revoke medical licenses altogether,” said Katko.

In a given year, the Board can receive as many as 5,000 complaints. But many of those don’t rise to the level that the board would investigate, Katko explains. “For instance, we can’t investigate when patients tell us their doctors charge too much for a procedure,” explains Katko. “And there are other complaints that are clearly out of our jurisdiction,” he said.

These days, with the rampant use of opiates and rise of drug addiction, many of the complaints the Board receives are for over-prescribing narcotics, something they take very seriously.

“Ohioans can feel safe that medical professionals in Ohio are well-regulated and that this enforcement agency is well-respected and on the cutting edge, nationally,” said Katko. □



Maria Lucente
Environmental Specialist 2
Ohio Environmental Protection Agency

“People doing this work really do care. We keep doing it because we care. Our families live in Ohio. We drink the water, too. We really do want to make sure it’s safe. We believe in it.”

Chapter. 2528 President **Maria Lucente** took her first job with the Ohio Environmental Protection Agency right after graduating from college 18 years ago.

She began in the Division of Air Pollution Control but after two years moved to the Division of Drinking and Ground Water where she approves engineering plans for drinking water treatment plants.

Over the last year and a half, Lucente has shifted her focus to the Harmful Algal Blooms (HABs) that have affected Lake Erie, Ohio’s inland lakes, as well as Ohio’s drinking water. After the incident that left residents unable to drink the water in Toledo due to the toxic algae, Senate Bill 1 was passed in Ohio’s legislature. The bill called on the state to address the HABs, both in surface and drinking water.

Since then, Lucente and a team are helping public water systems deal with the issue, including providing grants for testing and monitoring. “A lot of my job has been working on guidance and outreach to public water systems, to help them more effectively deal with the HABs,” said Lucente. Her work ensures they meet design and treatment standards for safe drinking water.

Her colleagues in the Drinking and Groundwater Division oversee compliance of drinking water standards, process water quality reports, inspect water treatment plant facilities and issue violations for 4,800 public drinking water systems in Ohio. Groundwater staff support the protection of Ohio’s ground waters, which provide a source of drinking water for thousands of residents in Ohio.

“People doing this work really do care. We keep doing it because we care. Our families live in Ohio. We drink the water, too. We really do want to make sure it’s safe. We believe in it,” said Lucente.

Lucente says in terms of employee morale, that EPA employees do their job well but are saddened they’ve lost public support. “We are a bunch of scientists and engineers. We don’t get into the political stuff. We’re just there to do the job we know how to do,” she said.

She says her colleagues are aware of increasing attacks on public sector jobs like theirs around the country, which has renewed employees’ interest in the necessity of having a strong union. “When it comes to the union, we have more of a voice on the job. We can be more true to ourselves,” Lucente said. □



Ki Taylor
Customer Service Assistant 2
Ohio State Board of Cosmetology

“It never lets up. Sometimes we work six days a week to keep up.”

Most of us never worry when we get a manicure or have our hair styled whether or not the establishment has the proper equipment or the stylist knows how to cut in a straight line. The reason we don’t worry is because of state employees like **Ki Taylor**.

Ki works for the Ohio State Board of Cosmetology as a Customer Service Assistant 2 and is also a union steward. It’s jobs like his that give the rest of us peace of mind. He and 39 of his colleagues inspect, certify, oversee and enforce the issuing of cosmetology licenses and certifications for approximately 13,000 salons and spas throughout Ohio. Additionally, these OCSEA bargaining unit employees test and certify more than 120,000 cosmetologists statewide.

Every hairstylist, manicurist or esthetician practicing in the State of Ohio must be tested and licensed at the State Board of Cosmetology facility off of Stringtown Road in Grove City, Ohio. On any given day, dozens of wannabe stylists and estheticians are taken through a series of rigorous testing.

In the spring, dozens of students from

Ohio high schools come to the State Board building to be tested, sometimes by the busload, said Ki. “It never lets up. Sometimes we work six days a week to keep up,” said Ki.

Besides certifying cosmetologists, establishments providing cosmetology services must also be licensed. Ki processes and issues licenses to businesses. During any given week, he processes approximately 50-60 applications.

Ki says, unlike some states, Ohio’s laws are stricter and that’s why Ohioans needn’t worry about their experience in Ohio salons. Ohio cosmetologists must pass not only a practical exam, but a written one, too. Ohio also has an additional management certification.

Establishments are also inspected regularly. Currently, 12 inspectors from the Board conduct detailed inspections at each salon at least once every year to year-and-a-half.

Besides being proud of the regulatory work he and his colleagues perform for Ohio taxpayers, the great thing about Ohio’s Board is that it’s 100 percent self-funded. “Not one thin dime of it is taxpayer money,” said Ki. □

The *Friedrichs* ruling:

Divided court hands unions a win... **FOR NOW**

Since 2013, unions have been watching *Friedrichs vs. the California Teachers Association* climb the legal stepladder in an attempted assault on public employee unions and members' rights in the workplace.

Some saw it as a case of Us vs. Them and Pro-labor vs. Anti-labor; but for public employee unions, it was simply a case of Right vs. Wrong.

When it was announced last year that the U.S. Supreme Court would hear the case sometime in 2016, labor was at a crossroads. The highest court would rule one of two ways: On the side of wealthy special interests funding the case who claimed that paying union dues was a Constitutional "violation"—or on the side of public employee union members whose right to workplace representation

is grounded in four decades of precedent.

In anticipation of the worse case scenario, AFSCME and its affiliates, like OCSEA, prioritized resources and ramped

“WE KNEW, WITH SUCH A CONSERVATIVE LEANING HIGH COURT, A RULING AGAINST UNIONS WAS HIGHLY PROBABLE. BUT WE REFUSED TO BE SPECTATORS IN THIS ARENA FIGHT.”

— OCSEA President Christopher Mabe

up organizing efforts. OCSEA leaders devoted all it had to educating members, not only on the attacks, but on the benefits of “sticking with the union” no matter how the court ruled.

“We knew, with such a conservative leaning high court, a ruling against unions was highly probable. But we refused to be spectators in this arena fight. We

had no choice but to build an arsenal of dedicated members,” said OCSEA President **Christopher Mabe**.

But then the dynamic of the conversation and the coun-

try changed abruptly with the untimely death of Justice Antonin Scalia. With eight members left to decide labor's fate, the outcome was no longer absolute.

Unable to reach a consensus, the Court issued a 4-4 tied decision on March 29, 2016, reaffirming the lower court's prior ruling in favor of unions.

Labor activists across the nation breathed a simultaneous sigh of relief. The Court's deadlock meant victory for labor, keeping intact 40 years of laws that maintained collective bargaining rights for public employees and the contract representation fees of fairshare fee payers.

“The Supreme Court is no place for groups like the billionaire Koch brothers to ride out their political agendas and fantasies,” said Mabe. The decision sent a strong message to wealthy special interests that the law, the Constitution and the facts are on the side of public employees.

But as Mabe points out, while the ruling helped keep the working-family dream alive for now, the wolf is still at the door. “There are many more *Friedrichs*-like cases out there, with one goal: to undermine public sector unions; to lower pay; to deprive health care and other benefits; to lower standards of living, and keep workers silent.”

That's why it's more important than ever, said Mabe, that the U.S. Senate, including Ohio's U.S. Senator Rob Portman, take up and consider President Obama's

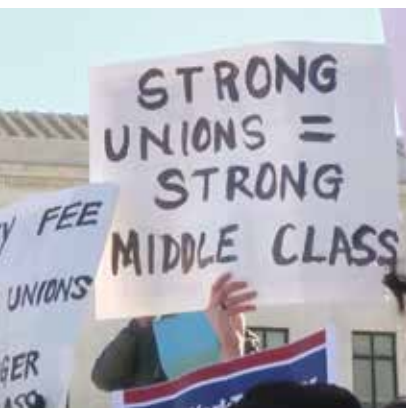




nomination to the Supreme Court (see *What if you didn't do your job?* on Page 6). "We need a fair justice who is not an enemy to working people and will keep these political attacks out of the high court," said Mabe.

"Our members never quit working hard for the people of Ohio, and we'll never quit working for them," said Mabe.

"No matter what comes our way, from the Supreme Court to the Statehouse, we'll be there. We will continue to build our ranks and enlighten our membership about the power that comes with union solidarity. Because nothing scares the opposition more than a group of empowered and educated union members," said Mabe. □



Right to Work is **WRONG** for Lee Baxter

While not one of OCSEA's most seasoned members, Lee Baxter has quite the union pedigree. For Baxter, unions run in his family's DNA. His Dad was President of the United Mine Workers local at the large Mead paper mill in Chillicothe during the 1960s. He later became a staff representative for the United Steel Workers.

Baxter himself was a member of the USW Local 820 for 23 years before joining OCSEA upon becoming a state employee seven years ago.

Ten years ago, Lee was one of hundreds of southern Ohio employees who had been displaced and locked out of the Meridian Automotive Systems in Jackson, Ohio that shut down in 2007.

As Lee tells it, the workers didn't walk off the job, nor were they given pink slips: they were forcibly locked out of the plant within eight hours of their union contract expiring. "We were floored when, without warning, we were escorted out of the plant," said Baxter.

And just like that Lee was out of a job, having been a steelworker his entire adult life.

It was an especially bad lock-out, too. Scabs were hired and the picket went on for 15 months. Some workers were lucky enough to find part-time work at WalMart or Bob Evans, the only jobs available in this part of the state. But other employees weren't so lucky. Some didn't even survive.

Baxter said if it wasn't for the union, he doesn't know how his family would have made it. "One day I took my mortgage

statement to the union office, and they paid it. The next month, I took the electric bill, and the month after that the water bill. If the union hadn't been there, I don't know what I would have done," he said

After the plant closed, Baxter and his colleagues saw many of those rare, good-paying southern Ohio jobs go overseas.

"And, all this over our health care and our pensions," says Lee. "They threw us out on the street because of our health care and pensions."

Two years after the plant closed, Lee found employment with ODOT as a delivery worker, also known as a "pony driver."

Today, Lee is just as passionate about unions as he was on the day he got locked out of the factory in Jackson—even more so. He knows it was the union that helped his family keep food on the table and a roof over their heads during that difficult time.

Now, having a good union job is important not just for him, but for his son. "My biggest concern for him is that he'll be able to find a job with a livable wage," said Baxter. "He's getting married and has to be able to support his family." □

NOTE: Baxter recently addressed a group of union members, people of faith and elected leaders at an Allied Member and Partner meeting in Chillicothe, Ohio to talk about how unions are important and why Right to Work is Wrong.



What if you didn't do your job?

CHRISTOPHER MABE
President

wouldn't get plowed, our prisons wouldn't be secure, our food and water wouldn't be safe, and our most vulnerable—children, elderly and the disabled—wouldn't get the help they desperately need.

But, you know, refusing to do your job *is NOT an option!* Too many Ohioans depend on you. And your family depends on you. You have an important job to do, and communities to serve, so giving up is out of the question.

So, why is it okay for our Senators to not do their jobs?

Republican Senators, *including Ohio's Sen. Rob Portman*, spitefully refuse to consider President Obama's SCOTUS nominee, Chief Judge Merrick Garland, despite his clear record of experience. This includes his role as chief prosecutor for the Oklahoma City bombing trial; his bipartisan confirmation by the U.S. Senate to his D.C. Circuit Court seat; and his reputation as a moderate.

It's been two months since President Obama nominated Garland to fill the vacancy on the highest court, and the obstruction rages on.

But we are making progress. Thanks to activists like you the pressure is on. After thousands of letters urging Senators to "get to work" and successful #DoYourJob and #WeNeedNine social media movements, nearly a dozen GOP Senators have met with Garland, despite absolute refusal early on. This includes Ohio Sen. Portman, who met with Garland in April. A handful are scheduled to meet with him soon.

"Tell the Senate: it's time to fulfill their constitutional responsibility, and restore the Supreme Court to nine justices once and for all."

~Christopher Mabe
President

Regardless, *not one* has chosen the Constitution over partisan politics and budged on their refusal to consider the President's nominee. Even threats of being ousted by voters on Election Day, according to some polls, haven't been enough to change their partisan stubbornness...yet.

The American people deserve a fully functioning Supreme Court! If the Senate doesn't take action soon, important cases could go unresolved until 2018. With so many critical issues at stake, from workers' rights and immigration to women's health and climate change, we need nine justices! Having the chance of contradicting rulings just isn't good for our country.

It is up to the American people to hold the Senate's feet to the fire and make them accountable to their constitutional duty. Tell the Senate: it's time to fulfill their constitutional responsibility, give Chief Judge Merrick Garland a fair hearing and vote...and restore the Supreme Court to nine justices once and for all.

Visit WeNeedNine.org to get the facts and to sign the petition. □



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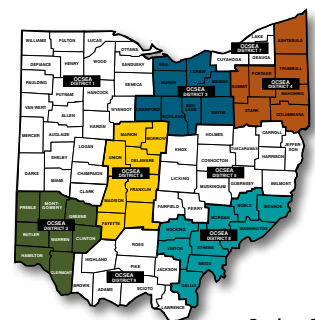
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Union Education Trust
Shaping Your Future

UET announces new IT education pre-payment option

The Union Education Trust's Specialty Education program in Information Technology (SE-IT) has gotten some new enhancements.

SE-IT is designed to meet the needs of participating members who plan to enter or advance their careers in the IT profession or other professional work using advanced computer skills. But now, in addition to the existing voucher program, a new SE-IT pre-payment option was launched this year and expands IT learning opportunities to include online education and trainings not listed on the UET website.

A wide variety of IT course offerings at schools are accessible to eligible bargaining unit employees by searching on uedtrust.org. But for those not listed, the pre-payment option is now available.

The SE-IT program:

- Includes pre-payment and voucher options.
- Meets the needs of those affected by the state's IT optimization initiative.
- Expands opportunities to include online learning, conferences and workshops that lead to a license or certification related to State of Ohio employment for IT professionals.
- Is available to all OCSEA members.

To learn more, call 866-436-7900 or visit uedtrust.org. □

DO YOUR JOB: The Fun Factoids Edition

On March 16, Pres. Obama nominated Chief Judge Merrick Garland to fill the vacated U.S. Supreme Court seat. *It's been nothing but obstructionism since.*

The GOP majority is the *first* in history to flat out refuse to consider a president's SCOTUS nominee.



Chief Judge
Merrick Garland

FALSE

Their argument: No SCOTUS vacancy has been filled in an election year in 80 years, AKA the 80-year election year "tradition."

REALITY

Their misleading claim refers only to the instances in which a justice seat was vacated, nominated and confirmed in a single presidential election year.



The Senate has confirmed **more than a dozen** SCOTUS justices in presidential election years.



Even Pres. Reagan filled a vacancy just before leaving office.



Why We Need Nine!

Without nine justices, the Supreme Court could be operating in a diminished state for the better part of two terms, which is unprecedented for our country.

Since 1975, it's taken an average 67 days for the Senate to hold a confirmation vote after receiving a nomination. The Senate has never taken more than 125 days to vote on a nominee.

Important cases could go unresolved until 2018. This would be critical for issues like: workers' rights, women's health, voting rights and immigration.



HISTORIC OBSTRUCTION
Senate leaders are playing politics instead of **DOING THEIR JOBS** and fulfilling their most basic constitutional responsibilities.

Tell Ohio's Senator Rob Portman to DO HIS JOB



**TEXT "PORTMAN"
to 237263**

Patient care is *personal* at Ohio Veterans Home

Connie Lowry, an LPN who has worked for the Ohio Veterans Home in Sandusky for 20 years and is Chap. 2200's Chief Steward, says the biggest pleasure in her job isn't just in providing nursing and medical care to Ohio's veterans, but in getting to know those who call the OVH home.

"I like talking with the veterans, getting to know them. They tell jokes to staff and we all have this great banter back and forth," she said. "Seeing them laugh at this time of their lives is rewarding for everyone."

Other veterans tell stories about the trials they went through in the wars. "Veterans here have to have served in the military during a time of conflict. They've seen and been through a lot," Connie exclaimed.

Jim Schubach, the chapter vice president, is retired from a food distribution company and working on a second career at the OVH. For Jim, a veteran of the Vietnam War, his job as a Hospital Aide is his way of giving back. "I'm a veteran. They are veterans. This is my way of giving back and being there for them," he said. "When Vietnam veterans come to live here, I always tell them, 'Welcome home.'"

When asked about his biggest challenge at work, tears stream down Jim's face and he points to a memorial wall with pictures of residents who have recently passed away.

Connie says most Ohioans don't realize that OVH employees are taking care of true American treasures. "Ohio Veterans Home is full of incredibly talented ex-military men and

women," she said. "One of our veterans worked on the space program for NASA and another designed dresses for Diana Ross, after retiring from the military. Some have served this country proudly in multiple wars," she said.

Connie and Jim, who work with their colleagues to provide nursing and direct patient care to more than 500 veterans at the facility, got started in the union because they wanted to have a voice. "The Veterans Home is like a family with all that entails: good and bad. That's why as bargaining union members, we need to help each other out. We need to work together so we can serve these veterans who are like family to us," said Connie. "We are very fortunate to have a job taking care of our veterans." □



Union leaders from Dist. 3 (in orange shirts) drop off bags and boxes of games, puzzles, books, and personal items to the Ohio Veterans Home. From left: Alan Koser, Jim Schubach, Julie Ferrar, Connie Lowry, Brenda Mabe, Jackie Stuckert and OCSEA Pres. Chris Mabe.

District 3 donates to Ohio vets

OCSEA leaders from the north central Ohio region have a special place in their hearts for Ohio veterans. This spring, a group of them organized workplace drives to collect hundreds of puzzles, games, books and personal items for the Ohio Veterans Home. "I couldn't believe the response we received from our coworkers," said **Alan Koser**, OCSEA Dist. 3 Treasurer. "We were overwhelmed," he said. In all, the District filled up three carloads to deliver to OVH.



OVH Chap. 2200 Vice Pres. Jim Schubach and Chief Steward Commie Lowry take their jobs providing direct care to Ohio veterans very personally.

Schubach and Lowry show off their Union Bulletin Board. They make sure that every OCSEA member knows their chapter union leaders should they need assistance.



Spring 2016



Marla Moore (front), a laundry worker, along with her colleagues, are proud of the work they do for the large laundry operation at OVH.

OVH laundry workers are “gettin’ it done”

One of the most important positions within any 24-7 facility, is the laundry. Often overlooked and underappreciated, these employees have an important job to do, from keeping residents clean and healthy to helping prevent the spread of disease. They toil in 100 degree heat or more and under conditions you wouldn’t wish on your greatest enemy.

At the Ohio Veteran’s Home in Sandusky, laundry duty begins at 6 a.m. and doesn’t stop until late afternoon, with employees working every other weekend. “It’s a hustle in the morning,” said Marla Moore, a laundry worker. “But when I come here, I come to work. I just get it done,” she said.

The 10-person crew at OVH washes, dries and folds 1,000 towels every day of the week as well as blankets, towels, washcloths, sheets, gowns, and personal clothing. In all, the group washes, dries and folds 900,000 to 950,000 pounds of laundry per year.



DON'T SELL THE

- Ohio's liquor profits
- Lake Erie Correctional Institution
- Montgomery and Youngstown Developmental Centers
- ...and, now, Ohio's prison farms.

WHAT DO THEY ALL HAVE IN COMMON?

They are all state assets that the Kasich administration has already sold or is planning to.

agency heads provided the union little to no additional information about DR&C's plan.

"As far as we can see, they don't even have a plan," said OCSEA Corrections Assembly President **Shawn Gruber**. "But that's not stopping them from immediately selling cattle."

Having gotten loads of bad press for deals like selling Ohio's liquor profits and trying to close and sell two state developmental centers, the geniuses in the governor's circle have tried to cover up their real motives regarding the prison farms: *a money and land grab*.

Instead of owning up to the raw fact that the administration will be selling 6,000-7,000 acres of prime Ohio farmland for millions of dollars, DR&C Director Gary Mohr claims that the inmate farm program isn't part of the agency's "core mission" anymore. Mind you, the farms have been in operation for more than a hundred years providing inmates fresh produce, locally produced beef as well as sustainable milk, all farmed by the inmates themselves.

Despite the overwhelming evidence of the farms' success, Director Mohr claims farm skills don't translate into the real world. "It's outrageous to say that skills like operating and maintaining heavy machinery, constructing outbuildings or laying fencing aren't useful skills," said Gruber. "DR&C is clearly grasping at straws."

"The least they could do is own up to the fact that this is a money grab," said OCSEA President **Christopher Mabe**. "This is the oldest play in the John Kasich play book," he said.

"Sell one-time state assets for a pile of money that you give to campaign contributors and supporters. We're not fooled," said Mabe.

Additionally, the private food service vendor Aramark has long wanted DR&C to cease operation of dairy and meat processing so they can buy commodities on the open market, such as powdered milk.

Those who stand to gain from the sale are likely Ohio's megafarms, community corrections, Aramark and other political cronies of the Kasich administration.

Clearly state agency directors have their marching orders: find state assets and sell them. Privatize everything you can, no matter what the cost.

The money grab

In the Kasich administration's latest bid to sell off state property, specifically Ohio's prison farms, they've bungled the move from the very first announcement. Not only did OCSEA *not* have a heads up in advance of the news, a conference call and a face-to-face meeting with



FARMS

Farm Coordinators, workers teach job skills

As many as 55 OCSEA bargaining unit Farm Coordinators, Dairy Operators and Beverage Operators could be affected by the closures.

Larry Thiel and **Josh Cash** both work on prison farms and come to it naturally. Thiel has been a life-long farmer, having raised beef cattle for years. Cash raises dairy cattle, and both men still farm in their personal lives.

Thiel has been a Farm Coordinator for 18 years at Marion Correctional Institution. Cash has worked as a Farm Coordinator for four years at Pickaway Correctional Institution.

The operation at the Pickaway prison is sophisticated and large, Cash explains. "There's about 171 dairy cattle being milked at any one time, and they have roughly between 400-450 dairy cows. The program farms between 900 to 1100 acres of soy, feed corn, sweet corn and grain," he said.

Cash says besides helping to sustain the dairy operation,

some of the corn goes to the Mid-Ohio Food Bank and another homeless shelter. PCI also contains the beverage operation where inmates prepare bottled water and bags of milk. The operation was vital in supplying water to Toledo and Gallipolis during recent water emergencies.

Cash tried to get a job on the PCI farm for years, but was unsuccessful, so he applied for a Correction Officer job. Once he got a foot in the door, it took about a year-and-a-half to finally get his dream job as a Farm Coordinator. "The only reason I got into the Dept. of Corrections was to get to the farm," he said.

Both men dismiss DR&C's notion that the farms don't teach relatable skills. "It gives inmates a work ethic. They have to get up at a certain time. They

get overtime, just like you would on the outside," said Thiel.

"It teaches inmates responsibility and hard work. They have a goal every day that they need to do. We milk two times a day. I have three inmates, and I couldn't ask for better guys who do the milking. They love being with the cows," Cash said.

Besides farming skills, inmates also gain experience in block laying, construction, welding, mechanics and operating heavy equipment. Some inmates even receive certification in Artificial Insemination breeding.

The farms have been invaluable for local Ohio food banks. Besides assisting inmates on the Marion farm, Thiel farms hundreds of acres of crops around the Ohio Reformatory for Women in Marysville for Ohio food banks. For the last several years, the DR&C has partnered

with the Ohio Association of Foodbanks, the umbrella organization representing most Ohio food pantries. Closing the farms would put that relationship in jeopardy.

Besides raising dairy cattle, the Marion farm also has an educational component to school inmates on agriculture. Marion and other farms also serve as research centers for students from the Ohio State University Veterinarian School. Those programs would also be eliminated in the move.

"The sad part of this is the decision is irreversible and will be full of unintended negative consequences for Ohioans," said Mabe.

"This isn't just farming, for us it's a passion," said Cash. □



Larry Thiel of Marion Correctional (left) and Josh Cash of Pickaway Correctional (right) are Farm Coordinators for the Ohio Dept. of Rehabilitation and Correction.

The power of a conversation

Building union power, one member at a time

Unionism must be built up, just like a brick wall. The strength of that wall is in each individual brick, which must be laid securely so that the wall can last for years, decades, and even centuries.

AFSCME Strong, the national campaign to grow our union, is grounded in that concept. The stronger and more educated we are, the more powerful and influential we become. The more influential and united we are, the greater impact we have

on fair wages, benefits, job security and more.

The power of one-on-one communication is key to building relationships in the workplace...and building lifetime union activists. *And, that all starts with a conversation with co-workers.*

“It’s cool when a single conversation can change a person’s life for the better,” said **Bobbi-Jo Heinlen**, an OCSEA activist who is traveling the state trying to make that ‘union connection’ one member at a time.

Recently Heinlen helped connect the dots for three members at the Ohio Public Defenders Office in Athens County. The three women are public employees in a multi-county

program that helps provide much-needed indigent defense services for 10 counties in Southern Ohio. While they knew they were in a union, they really didn’t know much more than that, said **Jenny Slack**, one of the OPD employees.

Slack, an Office Assistant 2, greets clients as they enter the office nestled on the top floor of a retail building in downtown Athens. She says it was only after the meet-and-greet with Bobbie-Jo that she realized she wasn’t fully taking advantage of the benefits of her union. “I didn’t know that I was a ‘fair share’ member and wasn’t ‘active’ just because I’d never signed a union card,” she said.

By default, employees who haven’t signed an OCSEA union card within 60 days of hire are automatically tagged as “fair share” fee payers by the state payroll system. With the exception of exclusive contract representation, fair share members are not eligible for many member activities and programs like accessing member-only benefits and discounts, applying for scholarships, voting on the union contract, electing officers or serving as a steward.



Monica White (left), stands with her fellow chapter leaders, Tim McAllister, BWC Chap. 2535 president, and Maria Byrd, vice president.

Ohio Public Defenders Office (Athens) members (from left to right), Casey Noll, Jenny Slack and Shawna Richard, say they didn’t know the benefits of their union until a recent one-on-one conversation opened their eyes.





The majority of the time, most employees who have been tagged “fairshare” don’t even realize they are fee payers with this disadvantage.

tion benefits,” said Casey who is currently researching Paralegal courses through the Union Education Trust for herself and her co-workers.

Shawna Richard, another OPD Administrative Professional, says, while she’s been a member of the union for many years, she never really knew a lot of the advantages to getting involved. “We have a great work environment. We’ve never really had any major issues. But, anything can happen overnight, nothing is certain, and it’s comforting to know we have a contract and other union members in our chapter as support,” said Shawna.

“I’m proud to be union. I’m glad to be union. My dad was an Ironworker and my husband is a Teamster,” said Jenny.

Orientation begins conversation

Activists in the Ohio Bureau

The majority of the time, most employees who have been tagged “fairshare” don’t even realize they are fee payers with this disadvantage.

“When there are small pockets of members here and there, and the chapters are made up of so many different agencies, it’s difficult to get to everyone to verify membership. But we’re doing our best to change that,” said Heinlen.

Casey Noll, an Administrative Professional in the office, also found out she was a fee payer when Heinlen came for a visit. She joined her co-worker Jenny in signing a card to gain full membership status. “I’m most interested in finding out more about my union educa-

Monica White, a chapter leader at the Bureau of Workers Compensation in downtown Columbus, leads a union orientation of new members.



Jenny Slack, who greets clients, says she is proud to be union and excited about what it has to offer.

of Workers Compensation Chap. 2535 in downtown Columbus are also proud to be union and take advantage of every one-on-one conversation they can have.

Monica White, an energetic Claims Representative for BWC, is working hard to make that union connection and be a memorable mentor to new OCSEA members at the Bureau. White has personal conversations twice a month with small groups of new employees at the BWC’s official new employee orientation.

At one recent orientation, Monica passed out new state contracts to about 10 BWC employees and explained to them that over the years the union has negotiated four personal days a year, 3.1 hours of sick leave every pay and, in this latest contract, 2.5 percent raises that take effect July 1.

“Your contract is your second bible,” she tells the new employ-

ees. “And because you are on probation for one year, I want to hear ‘please sir, or please ma’am’ when talking to co-workers,” she jokes. “And no getting into trouble.”

Monica also gives out her personal contact information and those of the other stewards and encourages everyone to attend an upcoming union meeting. She explains that OCSEA’s education benefits, like free community college for families, college scholarships and the Union Education Trust benefit is available to them, the minute they sign a membership card.

“All you have to do is show members how the union is there for them and how becoming a part of it will benefit their lives and their families’ lives. We’re better together, and most employees agree with that,” she said. □

Introducing:



BOB WHITE

Labor Gives Back Award

EST. 2016



“IT IS A GREAT THING FOR THE PUBLIC TO SEE THAT UNIONS ARE THE PEOPLE THAT LIVE NEXT DOOR AND WE VOLUNTEER.”

~ BOB WHITE

In honor of a man who dedicated his entire life to public service and giving back, OCSEA is renaming its community service award the “**Bob White Labor Gives Back Award.**”

A Sergeant and Correctional Counselor at Richland Correctional Institution for nearly 25 years, Bob passed away after an illness in February 2016. He served at nearly every level of union leadership, including the OCSEA Board of Directors, the Corrections Assembly, OCSEA Dist. 3 and as president and vice president of his RIC Chap. 7021.

Not only was Bob a fighter for worker rights, and a spokesperson regarding the dangers of increasing prison violence, he was also an avid volunteer in his community. He gave back as a youth basketball coach and an umpire and helped sponsor a youth OCSEA basketball team that went on to a 14-0 victory. In the workplace, he led efforts to distribute turkeys and sponsored an adopt-a-child program every holiday. He also led his chapter’s efforts in Mansfield’s colossal Halloween parade.

“It is a great thing for the public to see that unions are the people that live next door and we volunteer,” said White in an interview in 2015 about the need to give back. White advocated that union members show their value, not just through their jobs, but by how much they give back to their communities.

To honor his tradition of community service, “The Bob White Labor Gives Back Award” (formerly *the Horizon Award*) will be given annually to subordinate bodies and/or members who display outstanding achievements in community service and charitable giving. The recipients will receive \$500 to donate to their charity of choice.

Guidelines:

The OCSEA Board of Directors’ Membership and Public Relations Committee serves as the panel of judges and focuses on the following criteria when reviewing nominations:

- Is the nominee a current OCSEA member or subordinate body (chapter, district or assembly)?
- Does the service or act positively affect individuals or the community as a whole?

Nominations can be made throughout the year. The OCSEA Board of Directors will review nominations in June and make an announcement soon after. Those who submit their Labor Gives Back efforts to be spotlighted in the *Public Employee Quarterly* will automatically be entered for consideration to win the annual award.

The Award and \$500 charitable prize will be awarded at a Board of Directors meeting.

How to enter:

- Describe the nominee’s community service work or act of heroism in a paragraph or two. Include the name, subordinate body (chapter, assembly or district) and best contact information. Include your name and contact information as well for follow up. Photos of the service are also encouraged.

Email to:

laborgivesback@ocsea.org SUBJECT: Labor Gives Back

Or mail to:

OCSEA Communications Dept.
Bob White Labor Gives Back Award
390 Worthington Rd. – Suite A,
Westerville, OH 43082-8331

The hard truth:

Lucasville 23 years later.

April 11, 2016 marked 23 years since the horrific Lucasville Riot at the Southern Ohio Correctional Facility. The prison takeover, which began on Easter Sunday, was one of the longest prison sieges in U.S. history. OCSEA union member, Correction Officer Robert Vallandigham, sadly lost his life during that terrible siege.

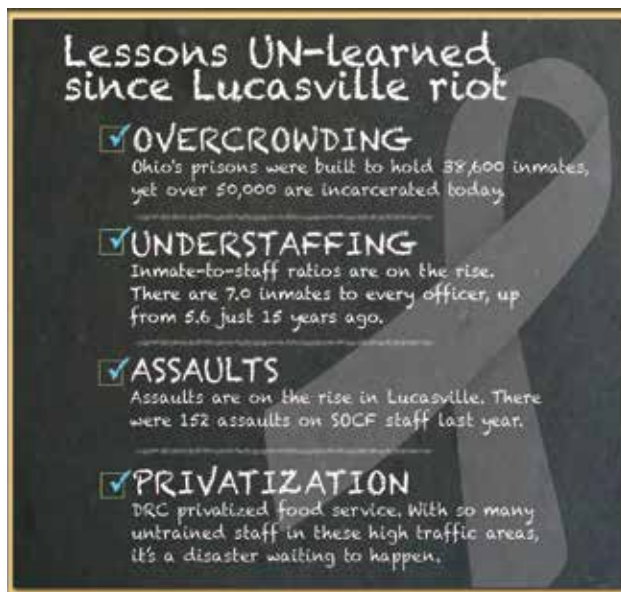
“Yet here we are, 23 years later, and the lessons learned

during and after those terrible days are being forgotten,” said SOCF Chap. 7330 President **Randy Hiles**. The growing instances of overcrowding, understaffing, assaults and privatization are on the rise...and pretty hard to swallow, he says.

SOCF was recently called “the most violent prison in the state,” with 409 violent incidents there last year, including 152 assaults on staff members, according to information reported by

The Columbus Dispatch. This is up from 395 total assaults in 2014.

Even worse, the state has consistently stonewalled in providing up-to-date figures on staff assaults. There’s no telling if the increase is system wide.



Hiles also recently spoke to his local newspaper, the *Portsmouth Daily Times*, about the double victimization of COs in SOCF. Not only are COs victims of potential disease because of contact with inmate body fluids—urine, feces and more—but now they are facing red tape obstruction following these instances of abuse.

Hiles says neither Dept. of Administrative Services (DAS) policy, Workers' Compensation nor Occupational Injury Leave (OIL) cover leave when an employee must obtain medication to prevent HIV or Hepatitis C after exposure. They also don't cover medicine-induced sickness that can result from taking those preventative medicines. □



Morrow County contract includes PEOPLE win



OCSEA union members who work for the Morrow County Engineers recently walked away with a winning union contract and a new agreement that will allow members to have PEOPLE contributions deducted from their pay if they choose. PEOPLE is OCSEA's political action fund that allows members to voluntarily support candidates who support them and the public work they do.

Members of the Morrow County Engineers Chap. 5910 bargaining team include President **Richard Braddock**, Vice President **Eric Disterdick** and Executive Board member **Bryan Guy**. OCSEA staff member **Jim Beverly** also helped the team.

In addition to winning the PEOPLE deduction language, other contract wins included a 35 cent per hour wage increase over the next three years, a 12 hour per year increase to sick leave accruals, no pre-approval for personal leave, no change to health care, paid leave for the death of an immediate family member and a one-time annual individual bonus tied to sick leave usage.

Chapter president Braddock says the team is proud of the contract they negotiated for the 20 members who work for the county highway department. “For us, it’s all about the benefits and good wages. These guys depend on this. It’s what keeps us all here,” said Braddock. □



(left) Morrow County Engineers Chap. 5910 Pres. Richard Braddock and Vice Pres. Eric Disterdick (right) are proud of their union contract and the wins they got for their highway department union members.

HAVE YOU HEARD?

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Steward Spotlight



Tammy Severns

Dixie Chap. 4220

Therapeutic Program Worker
Mt. Vernon Developmental Center

Tammy Severns has worked at Mt. Vernon Developmental Center since September 1998 and truly enjoys working with the individuals in her care.

As a Therapeutic Program Worker who cares for some of the state's most profoundly developmentally disabled, she enjoys spending one-on-one time with her residents...and helping them find a little joy, even in the simplest of things. Some examples include taking them to the grocery store, feeding the ducks and taking them fishing.

"My goal is to help the individuals obtain some happiness.

That's what makes the job worthwhile," she said.

Severns says she became actively involved in her union, not just for herself but for those in her care.

Severns became frustrated with not truly understanding how things worked between management and workers. She couldn't understand how the contract can be interpreted so differently, so she took matters into her own hands and read the contract cover to cover.

With **Jeana Campola**, her Mount Vernon Dixie Chap. 4220 president as well as friend and

mentor helping her, she began to understand the contract as well as her rights in the workplace. She resolved to help other members understand their contract rights as well.

Eventually becoming a steward, she began enlightening members to the fact that, "In reality, everybody is the union. It's not just the stewards, the president, the vice president. It's everybody," as she says it.

Severns believes that the more she learns, the more she can bring to the table in discussions with management. "When you know enough to ask the

right questions, they begin to respect you and what you are saying," said Severns.

When she isn't representing members as a steward or working with the individuals in her care, Severns keeps busy with two boys active in non-stop sports. She and her family live on a small farm with chickens, and the boys raise pigs for 4H, a project the entire family enjoys, she says. With a busy and fulfilling job and active family life, Severns says, "There isn't much time for anything else!" □

Coming Soon

Exclusive summer discounts for OCSEA members !



2016 FAMILY FUN

Coupons and Online Discount Tickets



A Members-Only Benefit!



Wildwater Kingdom

Toledo Zoo & Aquarium



Kings Island

Cedar Point

ocsea.org/extras

SUBORDINATE BODY MEETING NOTICES AND ELECTIONS

ASSEMBLIES		
ODJFS		
Meeting	Jun. 04 & Aug. 06 10 a.m.-1 p.m.	OCSEA, 390 Worthington Rd., Westerville
ODNR		
Meeting	Jul. 09 9 a.m.-1 p.m.	OCSEA, Rm. 188, 390 Worthington Rd. Westerville
Taxation		
E-Board Meeting	Jul. 30 10:30 a.m.-1 p.m.	OCSEA, 390 Worthington Rd Westerville
CHAPTERS		
Chapter 200		
Meeting	Jun. 07 & Aug. 02 5:30-7 p.m.	IBEW Local 32 1975 N. West St., Lima
Chapter 1801		
Meeting	Jul. 12 5-6 p.m.	State Office Tower Plaza 615 West Superior Ave., Cleveland
Chapter 2320		
Meeting	Jun. 13 6:30-7:30 p.m.	Top Hat Restaurant 202 West Main St., Junction City
Meeting	Aug. 08 6:30-7:30 p.m.	Golden Corral, 2300 North Memorial Dr., Lancaster
Chapter 2500		
Meeting	Jul. 14 6:30-7:30 p.m.	OCSEA, 390 Worthington Rd., Westerville
Chapter 2580		
Meeting	Aug. 17 4-5 p.m.	OPOTA Cafeteria
Meeting	Aug. 17 6-8 p.m.	Rhodes State Office Tower-Lobby Hearing Room 30 E. Broad St., Columbus
Chapter 2599		
Meeting	Jun. 28 & Jul. 28 6-7 p.m.	OCSEA, 390 Worthington Rd Westerville
E-Board	Jul. 26 & Aug. 23 6-7 p.m.	OCSEA, 390 Worthington Rd Westerville
Chapter 3000		
Meeting E-Board	Jul. 12 6-7:30 p.m.	Theo's Restaurant, 632 Wheeling Ave., Cambridge
Chapter 3510		
Meeting	Jun. 15 & Aug. 17 7-8 p.m.	Ryan's Restaurant 1095 N. Shoop Ave., Wauseon
Chapter 5100		
E-Board Meeting	Jul. 12 4-5:30 p.m.	Marion ODOT Garage, 1775 Marion Williamsport Rd. East, Marion
Chapter 5410		
Meeting	Jun. 06 5:15-7 p.m.	Korner Kafe 7995 St. Rt. 119, Maria Stein
Chapter 5700		
Meeting	Jun. 22, Jul. 27 & Aug. 24 5:30 p.m.-8 p.m.	Job Center, Ste B-292 1133 S Edwin C Moses Blvd., Dayton

Chapter 6000		
E-Board Meeting	Jul. 20 6:30-9 p.m.	Golden Corral Restaurant Community Room 1586 Northpoint Rd., Zanesville
Chapter 7000		
Meeting	Jun. 16 & Aug. 18 7-8 p.m.	Briarwood Estates 1835 Lexington Springmill Rd., Mansfield
Chapter 7010		
E-Board Meeting	Jul. 19 12-3:30 p.m.	USW 169th Union Hall, 376 Longview Ave., Mansfield
Chapter 7500		
E-Board Meeting	Jul. 26 5:30-7 p.m.	Days Inn, 400 Folkerth Ave., Sidney
Chapter 7700		
E-Board Meeting	Jun. 08, Jul. 13 & Aug. 10 5:30-7 p.m.	Giant Eagle Market District-2nd. Floor, 1700 Corporate Woods Pkwy., Uniontown
Chapter 8320		
Meeting	Jun. 14 & Aug. 09 7-8 p.m.	The Village Family Inn, 144 South Main St., Waynesville
Chapter 8700		
Meeting	Aug. 16 5:30-6:30 p.m.	Hampton Inn, 142 Campbell Hill Rd., Bowling Green
DISTRICTS		
District 2		
Meeting	Jul. 09 12-2 p.m.	Golden Corral-Large Party Room, 3350 Village Dr., Franklin
District 5		
Meeting	Jun. 29 & Jul. 27 6:30-7:30 p.m.	Theo's Restaurant, 632 Wheeling Ave., Cambridge

ELECTIONS		
Chapter 2538		
Election	Nominations: Jun. 02 – 11:30 a.m.-12:15 p.m. – Opportunities for Ohioans with Disabilities, 400 E. Campus View Blvd. – Columbus/Cleveland/ Zanesville Rooms OR call in nominations at 614-914-2505 Election: Jun. 09 – 9 a.m.-3 p.m. – OOD, 400 E. Campus View Blvd. – Lima Room Election: Jun. 09 11 a.m.-Noon – OOD, 4300 E. Broad St., 3rd Floor-Small Conference Room Elections: Jun. 09 – 11 a.m.-12:30 p.m., OOD, 150 Building, 150 E. Campus View Blvd. – 3rd. Floor Break Room Run Offs: Jun. 14 9 a.m.-3 p.m. Lima Room; 11 a.m.- Noon, 3rd Floor-Small Conference; 11 a.m.-12:30 p.m., 3rd Floor Break Room (See addresses above)	Pres, VP, Treas, Sec, (5)-E-Board, (1)-District Delegate, (1)-District Alternate, (1)-Assembly Delegate, (1)-Assembly Alternate
Chapter 5000		
Election	Nominations: Jun. 13 5:30-6 p.m. Election: Jun. 13 6-6:30 p.m. Run Off: Jun. 13 6:30-7 p.m. Davidson's Restaurant, 3636 Canfield Rd., Canfield	Pres, VP, Treas, Sec, (3)-E-Board, (1)-District Delegate, (1)-District Alternate, (8)-Assembly Delegates, (8)-Assembly Alts for OOD, ODOT, MH/DODD/OVH, ODJFS, BWC, Tax, ODNR, IC

Submitting A Meeting Notice

To have an event notice published online or in the OCSEA magazine or to request a direct mailing postcard, go to ocsea.org/meetingnotices OR email the IT Secretary at MeetingNotices@ocsea.org. Only authorized subordinate body leaders can request an event notice or add events online. A MyOCSEA account is required to publish an event online.

Summer 2016

Deadline: June 27-Meeting must take place ON or AFTER Aug. 25.

Fall 2016

Deadline: Sept. 5-Meeting must take place ON or AFTER Nov. 3.

Candidate Eligibility:

Per the subordinate body Constitution Article VI, Section 8: "Circumstances such as receipt of workers' compensation benefits, disability benefits, assignment to project staff, etc. may affect your eligibility to run for office in this election. If you are considering running for any office, executive board, or a delegate position, please contact OCSEA central office prior to the nomination date."

Election notification requirements:

Per the subordinate body Constitution Article VI, Section 3: "All active members shall be notified of the nominations and election by mail at least fifteen (15) days prior to the date of the nominations and election meeting(s). The notice shall include a set date, time, and location for any potential run-offs."

See more Elections on next page 19 ...

Chapter 5041		Chapter 7700			
Election	<p>Nominations: Aug. 22 1-5 p.m. – Amen Corner Restaurant, 20 West Main St., Girard</p> <p>Elections: Aug. 26 6 a.m.-4 p.m. – Ohio State Penitentiary, Front Entrance Bldg., 878 Coitsville-Hubbard Rd., Youngstown</p> <p>Run Offs: Aug. 29 6 a.m.-4 p.m. – OSP Front Entrance Bldg.</p>	<p>Pres, VP, Treas, Sec, (3)-E-Board, (1)-District Delegate, (1)-District Alternate, (1)-Assembly Delegate, (1)-Assembly Alternate, (1)-AFL-CIO Delegate</p>	<p>Election</p>	<p>Nominations: Jun. 08 6:15-6:30 p.m.</p> <p>Elections: Jun. 08 6:35-6:45 p.m.</p> <p>Run Offs: Jun. 08 6:50-7 p.m.</p> <p>Giant Eagle Market District-2nd. Floor 1700 Corporate Woods Pkwy., Uniontown</p>	<p>Pres, VP, Treas, Sec, (3)-E-Board, (1)-District Delegate, (1)-District Alternate, (9)-Assembly Delegates, (9)-Assembly Alternates for OOD, ODOT, DYS, DR&C, ODJFS, Tax, ODNR, EPA, IC</p>



JUNE

Steward Conference
Saturday, June 4
Lewis Center, OH

AUGUST

Corrections Conference
Saturday, August 6
Columbus, OH

Presidents Conference
Saturday, August 27
Columbus, OH

SEPTEMBER

Veterans Conference
September 16-17, 2016
Sandusky, Ohio -

Summer 2016 Education Calendar

Designed for all

To register for any of the following classes, call the education registration hotline at **800-266-5615, ext. 4772** and follow the recorded instructions, or sign up online at ocsea.org/education.

If you'd like a class for your area and don't see one currently scheduled on the calendar, contact Pat Hammel at **800-266-5615, ext. 2654** or pahammel@ocsea.org to find out what types of classes are available or to schedule one for your area on a just-in-time basis. Once you've recruited 10 people to attend a class, the class will be scheduled.

JUNE

SATURDAY 4 - STEWARD CONFERENCE

8:30 a.m.-4:00 p.m., Nationwide Hotel and Conference Center, 100 Green Meadows Dr. S., Lewis Center, OH

TUESDAY 7 - FIRED FOR FACEBOOK

6-8 p.m., Independence – Holiday Inn, I-77 & I-480 Rockside Rd., Independence, OH

TUESDAY 14 - ADVANCED STEWARD

6-9 p.m., OCSEA Headquarters – RM 195, 390 Worthington Rd., Westerville, OH

SATURDAY 18 - BASIC STEWARD PT. 1&2

9 a.m.-4 p.m., OCSEA Headquarters – RM 195, 390 Worthington Rd., Westerville, OH

WEDNESDAY 29 - FMLA BASICS

6-9 p.m., Comfort Inn, 7525 US 23, Piketon, OH

JULY

SUNDAY 10 - FRIDAY 15 - STEWARD ACADEMY

Bowling Green State University, Bowling Green

MONDAY 18 - BASIC STEWARD PT. 1

6 p.m.-9 p.m., OCSEA Headquarters – RM 195, 390 Worthington Rd., Westerville

WEDNESDAY 20 - BASIC STEWARD PT. 2

6 p.m.-9 p.m., OCSEA Headquarters – RM 195, 390 Worthington Rd., Westerville

WEDNESDAY 27 - INVESTIGATORY INTERVIEWS

6 p.m.-9 p.m., OCSEA Headquarters – RM 195, 390 Worthington Rd., Westerville

SATURDAY 30 - ADVANCED STEWARD

10 a.m.-1 p.m., OCSEA Headquarters – RM 195, 390 Worthington Rd., Westerville

AUGUST

SATURDAY 13 - BASIC STEWARD PT. 1&2

9 a.m.-4 p.m., OCSEA Headquarters – RM 195, 390 Worthington Rd., Westerville

SATURDAY 20 - FMLA BASICS

10 a.m.-1 p.m., OCSEA Headquarters – RM 195, 390 Worthington Rd., Westerville

THURSDAY 25 - ADVANCED STEWARD

6 p.m.-9 p.m., OCSEA Headquarters – RM 188, 390 Worthington Rd., Westerville

AFSCME Convention: *Never Quit!*

America's communities never rest. And neither does AFSCME, our national public employee union and its 1.6 million members and retirees who care for our communities. From keeping public services in tip-top shape to fighting for a voice in the workplace, AFSCME members never quit.

That's why "Never Quit" will be the major message and theme of the 42nd AFSCME International Convention that will take place July 18 - July 22, 2016 in Las Vegas, NV.

AFSCME has a plan: to build on the unified power to protect jobs, financial security and the future of all AFSCME members and their families. Whether you're attending the event or observing from afar, learn more about this plan and stay on top of Convention events and news at afscme.org/convention. Follow along on social media: Facebook, Twitter, Instagram and Tumblr with the hashtag #NeverQuit. □



42nd International Convention
Las Vegas • 2016

Trumbull County Engineer leaders *fight for fairness*

Nepotism, lack of fairness, harassment and intimidation in the workplace are just some of the words Trumbull County Engineer OCSEA bargaining unit members would use to describe what's taking place at their worksite.

Their boss, Trumbull County Engineer Randy Smith, has been at the center of a firestorm of controversy for many years. And as a result, he has an ax to grind against union employees, and one in particular that he has targeted for discipline.

Chap. 7800 Vice President **Kendell Lee Stauffer** has been scapegoated, intimidated and harassed after he tried to file court action to get the Engineer removed about a year ago. Ever since then, Stauffer has had a target on his back. He's suffered numerous disciplinary investigations and was placed on "trash duty" for an entire year as a form of punishment. On April

OCSEA members from the northeast region of Ohio come out to support OCSEA bargaining unit members at the Trumbull County Engineers Office.

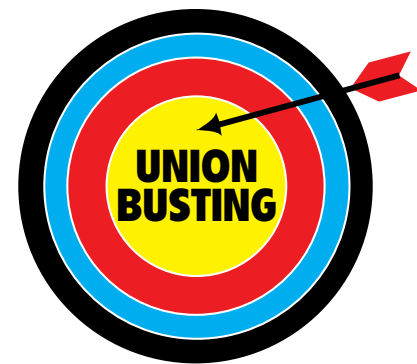
14, 2016, Stauffer was actually terminated for so-called "threatening behavior."

"Retaliation and good-old-fashion union busting is what this is about. It's clearly Smith's way or the highway," said OCSEA Staff Representative **George Yerkes**.

The union has filed a grievance regarding Stauffer's removal.

Smith made no secret of the fact that he is anti-union. In fact, it's believed that he strong armed a handful of union members into attending a county commissioners meeting to speak out against the union.

In March, OCSEA leaders and staff held a picket outside the Engineer's offices to show Smith that the



union is in solidarity with all the workers there and that union busting won't be tolerated. In a show of just how rancorous it has become, Smith had one employee drive by to film the protesters. That employee caused an accident while filming the picket. □



#OrangeForSafety

OCSEA members in ODOT know the pain that comes with losing one of their own as the result of a work zone accident. That's why they joined supporters across the state and across the nation by "Going Orange for Safety" during National Work Zone Safety Awareness Week.

ODOT employees and their supporters, including OCSEA, wore orange, posted selfies for safety and raised awareness about the importance of distraction-free driving and mindfulness in highway work zones.

Get more information on the "Don't Be 'That' Driver" campaign at workzonesafety.org. □



U.S. Labor Secretary visits OCSEA

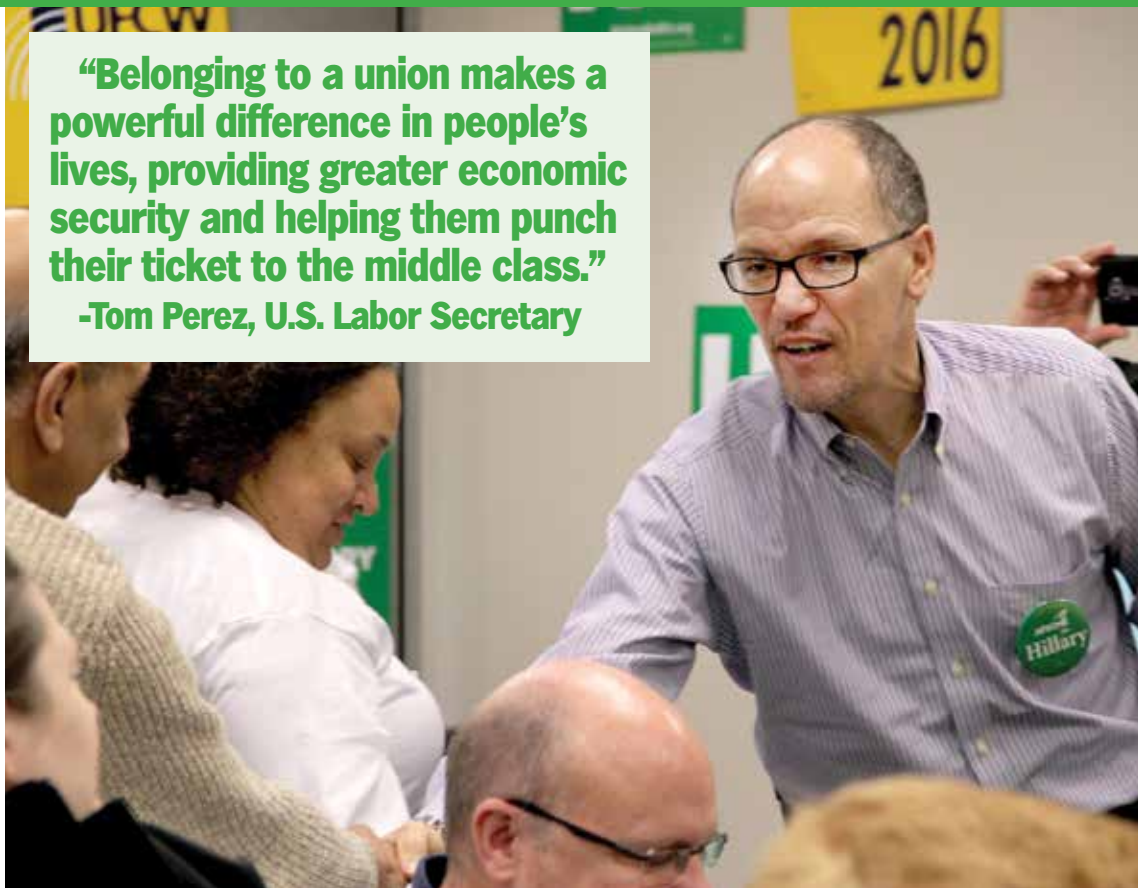
Tom Perez, the current U.S. Labor Secretary, has been a long-time advocate for justice and fairness as well as income equality.

He's a proponent of making "shared prosperity" not just water-cooler talk but a major U.S. policy focus. He supports labor unions and knows that organizing workers can help achieve that by "lifting all boats."

In March, he joined OCSEA and the AFSCME family at OCSEA Headquarters during the union's Get Out the Vote effort. He stressed the importance of this year's election for working families. □

"Belonging to a union makes a powerful difference in people's lives, providing greater economic security and helping them punch their ticket to the middle class."

-Tom Perez, U.S. Labor Secretary



Activists Come Together for CMCA Conference



“**W**ake up, come together and show strength” was the message behind the annual OCSEA Committee for Minority and Community Affairs Conference held this past March in Canton.

Nearly 200 OCSEA activists came together in solidarity for the CMCA event to network and get tools to build union power on the chapter level.

Conference goers heard from OCSEA’s top officers, community leaders, like Canton Deputy Mayor **Fonda Williams**, and OCSEA’s AFSCME Strong activists. They gathered information on union benefits and mobilization efforts.

AFSCME Secretary-Treasurer **Laura Reyes**, the event’s keynote speaker, inspired attendees to be “AFSCME Strong” and never quit fighting the good union fight. “When we listen and empower, there is no stopping us,” said Reyes about the national union’s campaign to grow the union and engage and educate members.

“You are the agents of change, making a difference by working together in solidarity,” said Reyes. □



The Committee on Minority and Community Affairs includes (from left to right) Carrie Johnson, Brett Pitts, Laura Morris (chair), Jerry Lugo, Deborah Weaver and Bruce Thompson.



AFSCME Sec.-Treas. Laura Reyes (far right) joins with OCSEA executive officers (from left) Sec.-Treas. Kathy Stewart, Pres. Chris Mabe and Vice Pres. Kelvin Jones.



Attendees are entertained during the weekend celebration, from performer Clarence Johnson to the dinner and dance party on Saturday night.



Activists learn how to get involved in AFSCME Strong, the campaign to grow union membership and educate co-workers on union involvement. There were speakers, an AFSCME Strong progress report and a workshop on the subject.



Mt. Vernon Developmental Center Union Fair



Members at the Mt. Vernon Developmental Center meet with union representatives during a union fair to learn about the many union benefits available to them.

White Belt Training



The Ohio Quality Network,

in conjunction with Lean Ohio, presented a well-attended White Belt Training at OCSEA Headquarters on March 16. Geared toward front-line workers, the topics covered: the key principles of Lean; steps for continuous improvement; an overview of Six Sigma and Sigma levels; tools and tactics of Lean; process mapping; and brainstorming.

Presenters provided real life examples from companies as well as state agencies, prompting lively discussions on workplace process improvements. □





Ohio Civil Service
Employees Association
390 WORTHINGTON ROAD, STE. A
WESTERVILLE, OH 43082-8331



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PUBLIC EMPLOYEE QUARTERLY

OCSEA

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COVER STORY



Feature stories



2-3 “Watchdog” agencies keep Ohioans safe



4-5 The *Friederichs* ruling:
Unions win...for now



8-9 Patient care is personal
at Ohio Veterans Home



10-11 Union fights to keep prison farms open



12-13 AFSCME Strong:
The power of a conversation



14 Introducing the “Bob White
Labor Gives Back Award”



15 The hard truth:
Lucasville Riot, 23 years later



20 Trumbull County members fight
union busting



22 Activists gather for CMCA conference

6 PRES. MABE
*What if you didn't do
your job?*

18 MEETING NOTICES

19 EDUCATION CALENDAR