



SUPER WOMEN

OCSEA super women wear ALL the hats



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SUPER



WOMEN

OCSEA super women wear ALL the hats: union leader, student, caregiver and so many more

OCSEA union women wear so many hats. These super women not only serve the Ohio public but also volunteer as activists in their union. From saving lives to going back to school to raising families, these OCSEA super women are literally “wearing ALL the hats” to make our state, our union and their own lives successful. Read on to meet a few of these amazing union super women:

Duanita Booker

Duanita Booker is the Secretary for Reynoldsburg Chapter 4550 and has always been about the power of the union. “I come from a union family. My mom worked for Kroger, so I am all about the union,” she said. She started with the State right when state employees got their first contract under the new collective bargaining law.

She was involved with the union right from the beginning, becoming a steward and getting involved in labor/management



Duanita Booker - Chap. 4550, retired

committees in her chapter.

Before retiring in 2020, Duanita was a chemist and laboratory scientist with the Consumer Analytical Lab for the Ohio Department of Agriculture, where she did metals and minerals testing on agriculture products, such as feed and fertilizer. She also did work on potable

drinking water, air quality and lead paint—anything that needed minerals or heavy metals testing, she said. “Everything we did here was tremendously helpful to the citizens of Ohio,” she said proudly.

After getting her chemistry degree at the University of Cincinnati, Duanita was trying

to find a chemist job when one opened up at the State. “I had a degree in chemistry and I had to go to work,” she said. It was her very first job but the union benefits helped her raise her family. “The benefits were solid and it was good to raise our children utilizing them,” she explained.

While employed, she used her Union Education Trust benefit to pursue one of her passions and help her earn a nursing degree. Now, in retirement, she’s taken on a second career, thanks to her union benefit and is now a Registered Nurse at Mount Carmel East in the Columbus area. “I was a pre-med student before majoring in chemistry, so now I’ve sort of come full circle,” she said of her latest job in the health care field. “It’s an opportunity for me to serve,” she said. Now she’s even back in school for her RN to BSN at Western Governor’s University.

Alicia Perkins

Alicia Perkins is one of those super women who wears



Alicia Perkins - ODOT, Chap. 5700

multiple hats. She has been with ODOT for six years as a Highway Technician (HT) and is an Executive Board member for Chapter 5700 as well as ODOT District 7 Chief Steward. But her roles don't end there. She also works part-time at her local EMS and Fire Department, oh, AND is a single mom raising two children with one on the way!

"EMS and Fire had been my career for about ten years," said Alicia. "But I just couldn't do the 24-hour shifts anymore. I'm a single mom with one on the

way," she explained. Now, she's making a career in ODOT where it's a better work/life balance for her and for her family.

"In six years, I'm already a Highway Technician 3. Working in maintenance gives me that work/life balance I need to spend time with my kids," said Alicia, "Last year, I coached soccer. Both kids are in sports, and we just got done with basketball season."

Employees in ODOT who work in construction (as opposed to maintenance), must work multiple shifts to ensure

“ Working in maintenance gives me that work/life balance I need to spend time with my kids.”

—Alicia Perkins, Ohio Dept. of Transportation Highway Technician 3

they receive proper experience and training, and that's why Alicia is happy to stay on the maintenance side of things. "Construction didn't give me that work/life balance, either. I couldn't work several months on third shift because I have to be at home with my kids," she said. "But maintenance does. If I was single, no kids, I'd be in construction," she laughed.

Of her role as a Chief Steward of an ODOT District she says it's a lot of work but that she's learning as she goes.

She has also maintained some shifts at her local EMS and Fire Department, in part, so she doesn't lose her certifications. "I have so much invested in my education," she said. "The Union Education Trust helped me get my EMS and Fire certification. I don't want to lose those," she said.

Jeannetta Hathorn

Jeannetta Hathorn is a union activist and steward with State Office Tower Chapter 2545 and has been shouting from the rooftops about her union benefits for a while now. She graduated from The Ohio State University with a bachelor's degree in social work and a minor in education, thanks to her union education funds. "I did not have any stu-

dent debt from my bachelor's," she explained about the benefit. "Also, I'm in grad school right now and still applying my UET funds," she said. She's working on a master's degree from OSU in child welfare and social work right now. "Hopefully, I graduate next spring," she said.

Jeannetta has been with the State since 2006 where she started with the Bureau of Worker's Compensation. She's now with the Office of Budget and Management and is in the Financial Services division, formerly the Office of Shared Services. Long a union activist, her specialty is explaining the union's educational benefit to her coworkers. "I am a union activist and I talk to a lot of union members encouraging them to go back to school. I have a lot of co-workers who contact me about how to apply, how to use those funds and how to get started. I encourage them to expand themselves and grow, and I answer any questions they may have," she said. "That's how UET has helped me. I encourage people to take advantage of it," she said.

Once she graduates, Jeannetta hopes to explore starting her own counseling service. □



Jeannetta Hathorn - OBM, Chap. 2545

NEVER QUIT

MEAT INSPECTORS SEE POWER IN GETTING BACK TOGETHER



**Kristina Shanes, Meat Inspector,
Ohio Dept. of Agriculture**



**Micah Snyder, Meat Inspector,
Ohio Dept. of Agriculture**

Over 70 union state meat inspectors from the Department of Agriculture (ODA) recently gathered for an agency meeting and union luncheon in Reynoldsburg for the first time since the pandemic. That's because they've been busy on the frontlines in Ohio's meat plants, food processing facilities and more to make sure our meat is safe to eat. These union members literally were on the front lines before, during and after the pandemic. They truly never quit.

Each of roughly 80 state meat inspectors work alone for the most part, explained **Kristina Shanes**, a meat inspector in the Central Ohio region. They may

see managers or veterinarians, but they don't work with each other. They also perform their jobs anywhere food is being processed with red meat or poultry content of 2 percent or more. So they don't just inspect meat in slaughter houses. "I'll go from a kill floor, to inspecting pepperoni pizza, or Meals on Wheels," said Kristina. "We're also the ones responsible for doing meat recalls at the state level, she said of their many responsibilities.

Kristina, who has been a meat inspector since 2015 is also a steward for Reynoldsburg Chapter 4550. She says meat inspectors have been under a lot of pressure since COVID with a move to more meat processing

facilities that are small and more farm-to-table. "It's beneficial because they've moved to smaller facilities and added meat plants, but very few have added inspectors," she explained. "Honestly, we are having a hard time keeping inspectors," she said of their increased workload.

Micah Snyder, a member of the chapter's executive board and a meat inspector in District 4 in the Holmes/Wayne/Tuscarawas County area, has been on both sides of meat inspection. He worked as a butcher and kill floor attendant before coming on as a meat inspector with the ODA. He agrees that staffing can still be an issue, depending on the district. "They have staff turn-

over in the Central and Southern regions and they have to drive two hours one way just to get to a place," he said.

Both Micah and Kristina believe the key to resolving workplace issues is getting more people involved in the union and getting back together to talk about it. "Our folks are left to fend for themselves. They don't realize that us being together has power. Our chapter is huge in terms of geography—we cover the whole state—but if we can increase accessibility and knowledge, I feel like there's strength in numbers," Kristina said.

"A lot of us, because we are in different districts, do things differently. But when we get

NEW TWINSBURG SECRETARY GETS HER UNION “WINGS”

When the long-time Secretary of her Twinsburg Chapter 7760, John Schmidt, decided to step down, new activist and union leader **Olivia Gugliemotto** decided to make the leap into a union leadership position. She had been a Vice President briefly, but now she's committed to a role as her chapter's official record keeper.

Olivia recently attended an OCSEA Leadership Training to learn more about her new responsibilities and to take back some lessons from other union leaders. “I just wanted to figure out what my responsibilities are as the secretary of the chapter and what I'm supposed to do,” said Olivia on the first day of training. “Like being able to do announcements before the meeting or the best way to do meeting minutes, that was good information to have,” she said about

her secretary duties. Olivia was also glad to learn more about the structure of the union and to talk to other leaders about how they do the work of the union.

“I think the training has been good. I feel like I went from feeling very overwhelmed to feeling comforted,” said Olivia. “Because I'm a newbie at the training everyone is saying, ‘Let me show you this. Let me show you that.’ It was nice to talk to so many people,” she said.

“I'm learning a lot that I can take back to my membership. We have a lot of new people in our office like me who maybe don't know that much about the union,” she said. “Sure, they're a part of the union, but they think of dues as like an insurance policy—there when you need it. They don't understand that the union is a lot more than that,” she said. “I can't wait to teach them all I've learned,” she said.

together, things don't come to light until we actually talk to each other,” continued Kristina of the recent statewide luncheon and meeting.

Jackie Lyle, with ODA for 36 years, is also a budget analyst for the agency and Treasurer of Chapter 4550. She said that COVID changed things but that a combination of using new technologies and in-person meetings has been a positive development.

“Since we have union employees, like meat inspectors, in the field it's harder to reach out. Having Team meetings has helped us connect. It's a work in progress. Before we started doing Team meetings, it was mainly just the officers and the executive

board and people who were close by who attended meetings. That's changed now,” Jackie offered.

Andrew Smith, who had big shoes to fill when he took over the chapter leadership role from a long-time president, said they are slowly working their way out of the 20th century to get more people involved. “One of the challenges with meat inspectors is they don't have time to go home and get their own vehicle and come to an in-person chapter meeting in Columbus,” he said. Andrew and Jackie are already making plans for a spring or summer event to get their chapter together again. □



**Olivia Gugliemotto, Secretary
Twinsburg Chapter 7760**

Olivia is the new Secretary of her Ohio EPA Chapter 7760 in Twinsburg. She is an Environmental Specialist 2 with the Ohio EPA in the Drinking and Ground Waters Division. □

**Read about the
OCSEA Leadership
Training on Pg.11**



From left to right, Reynoldsburg Chap. 4550 Pres. Andrew Smith and Chap. Treasurer Jackie Lyle were thrilled with the turnout at a recent union luncheon for meat inspectors. The chapter celebrated their union members with a barbecue lunch and a union fair to learn all about the benefits of being union. This is the first time the group has gathered post-pandemic!

Springing forward with new ideas

CHRISTOPHER MABE
President

Stewards Conference and OCSEA's Biennial Convention, we are looking ahead at how to be more proactive not only in our workplace fights but also in our jobs and how we approach the future of our work.

Our work as public employees is rapidly changing due to new technologies, economic changes and the new ways in which we live and work. The Future of Work is about that changing landscape, and we want to make sure our members are primed and ready for the workplaces of tomorrow.

“Our big opportunity will be when we sit down to bargain the new State contract. I hope you'll be a part of those discussions.”

Chris Mabe,
OCSEA President

Some of our members continue to work in a hybrid or remote environment that require a different relationship with coworkers and management, but that allow for increased flexibility and autonomy. Others are using new technologies in their workplace already and are being called upon to use higher level skills that include critical thinking and emotional intelligence. In fact, we have included a unit on emotional intelligence in our Leadership Training for just these reasons.

We hope to engage in meaningful discussions with our leaders as well as experts in the field of the Future of Work in numer-

ous ways this year: at our Board of Directors meetings, our large events, the Leadership Trainings and in small groups.

Another way we are looking toward the future is through working in concert with AFSCME's Staff the Frontlines campaign. Retention and recruitment are front and center for us this year given that staffing in the public sector continues to lag the private sector. We have too many state facilities that continue to run short-staffed, making burn out and stress a real issue among our members. The same could be said for many of our non-institutional agencies as well.

In addition, too many obstacles are in place in getting new employees in the door, and the competition is fierce for limited staff. Not only should compensation and benefits reflect this changing reality, but policies that create hurdles and delays need to be addressed and changed. In this day and age, employees want and expect growth opportunities but often have few pathways to get ahead. All of these things are making public employment not as attractive as it once was. But we have faith that will change.

Obviously, our big opportunity will be at the end of the year when we sit down to bargain the new State contract to talk about needed changes. We'll have a lot to talk about between then and now with our leaders and members and I hope you'll be a part of those discussions. Soon we'll be gearing up to survey the membership on your issues and concerns and hope to have a good understanding of just what your priorities are. Please make sure you fill those out and reach out to your local leadership so we can all be a part of this very important discussion. □



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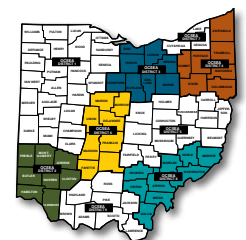
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With spring in full tilt and summer around the corner, it's a time for taking stock and re-imagining our union and our work. I know many of you have taken the opportunity of warmer weather to work outside or clean your house or garage. Similarly, we are using the end of winter and warmer days to clean out the old, make way for new ideas and to think outside the box.

We're taking advantage of opportunities this spring and summer to be together again and to build power for the union. A new series of three-day Leadership Trainings is instilling new life into the ways we approach our work as unionists. I've enjoyed spending time with some of our old-guard activists who bring a wealth of knowledge to these trainings. It's also been inspiring to see the rise of a new group of leaders who are taking on the challenges and responsibilities of helping lead our union. (See Leadership Training stories on pages 5 and 11.)

These trainings aren't just about honing our skills either. They're also about looking ahead at what the future of our union will look like and how we can adapt to these changes.

As we get ready for some larger events like our annual



THERE'S SO MUCH VALUE IN BEING UNION

...and we're not just talking about money.

More pay • Great public pensions • Health care for our families

There's so much VALUE in being a union member, not just in our daily lives but over our lifetimes. And, we're not just talking about take home pay and benefits (while that's nice too). There's also a lot of immeasurable value that comes with being a union member, like lifetime bonds and friendships, building skills, and knowing we're making a real difference in our life and in the lives of others (just to name a few).

But if money is where it's at for you, remember there's real value* in being union and the numbers tell the story.

Check out these stats:

Over a **30** year career, the average union member makes over **\$250,000 more** than their nonunion counterparts. *(and that doesn't even count the health care and benefits savings).*

In the public sector *(where unionization is higher)* **92 percent** have a pension.

ONLY 15 percent of workers in the **private sector** have a pension.

The median earnings of union workers is **\$748 more** per month than nonunion workers.

Union women make **\$214 more** per week than nonunion.

Black union members make **\$173 more** per week than nonunion.

94 percent of union workers have access to employer-sponsored health care benefits, as compared to just 68 percent of nonunion workers.

**All wage data is based on the 2021-2022 Bureau of Labor Statistics report.*



Local Government Contracts

LOCALLY MADE

Following one local union team's bargaining process from

START TO FINISH



Members elected to the FCJFS Chap. 2508 Bargaining Team are Jerome Tolliver, Martha Brown-Quarles, Cynthia Watiker, Carol Boyes and Stephanie Hill (not pictured: Eudora Bryant and Kevin Menefield).

For Franklin Job and Family Services (FCJFS) Chapter 2508 President **Cynthia Watiker**, this winter meant taking on uncharted waters as she led her local government union bargaining team for the first time. What lied ahead was uncertain, she knew. However, she was confident in the strength of her chapter and in the union leaders before her who had set the groundwork for a strong position at the table.

"I had some pretty big shoes to fill," said Cynthia who, at the start of 2023, took over the roles of chapter president and head of the union bargaining team following the retirement of long-time president and activist Lynne Morris. Cynthia knew that Lynne had left them prepared and with a lot of skilled and shrewd union co-workers who had gone toe-to-toe with management before.

We recently followed Cynthia and the FCJFS union bargaining team as they negotiated their union contract with the Franklin County Commissioners. Every step of the process was driven by the members. OCSEA staff supported the team with contractual guidance and research, but it was the team that guided each decision. Ultimately the process was over within a few weeks, from

start to finish. "It was a quick process but not a hurried one," said OCSEA Staff Representative Doug Mosier who helped guide the team.

Step 1: Preparation

Cynthia and chapter leaders knew that bargaining the union contract was going to be a lot of hard work and would require a lot of bargaining-savvy to see that things went smoothly. This meant working together as a chapter to build a strong negotiations team, surveying chapter members on their issues and keeping them in the loop on the process and doing their homework to prepare the union team's bargaining proposals.

One of the first steps in the process was electing a union bargaining team. To run for the FCJFS union team, members had to be active members of Chapter 2508. Every active member was eligible to run and was given the opportunity to vote for who would represent them on the bargaining team. An activist with the chapter was assigned to run the election to ensure that it was fair and democratic. Chapter activist William White served as the Elections Chair for this vote.

Ultimately the chapter elected five members and one alternate



Above, Chap. 2508 Election Chair William White, right, runs the bargaining team election.

to represent them at the bargaining table, alongside Cynthia, who as president, was automatically tasked with leading the team.

Step 2: Exchanging Information

Once a negotiating team is elected, the next step is to prepare contract proposals to present to the management team. This includes proposals on non-financial agreements as well as financial agreements like wages and days off/leave. A lot goes into this part of the process including surveying members on priorities and tons of number-crunching and research on trends.

The FCJFS team surveyed its members on priorities through Survey Monkey to help guide their proposals and to prioritize which contract articles were worth opening.

Step 3: Bargaining

The FCJFS union team came to the table and bargained with management two times. Bargaining is when both teams finally meet face-to-face to propose "best-case-scenarios." The rules and terms of bargaining are established, and offers are put on the table.

Each group typically hold caucuses before (and often during) a bargaining session, meaning they meet with their teams to talk strategy and to make sure everyone is on board. Caucuses are conversations to which only team members are privy.

Once at the table, teams typically discuss the least controversial items first. Proposals regarding "financials" like pay increases are usually saved for last. This was the case for the FCJFS bargaining as well.

Step 4: Closing and Commitment

When all proposals and options have been fully explored, weighted by each party, and mutually adjusted as needed, bargaining ends and a reciprocal commitment, or Tentative Agreement (TA) typically occurs. In this case, the FCJFS bargaining teams were able to come to a final consensus on the union



Above, FCJFS Chapter 2508 members attend a chapter meeting about the bargaining process and get to know their bargaining team members.

contract regarding all non-financial and financial contract articles. This included a 9.5% wage increase over the life of the three-year contract as well as increases to the tenure adjustments and longevity payments.

“Recruitment and retention are such big issues for us at the table, and management too” said Cynthia “We’re losing so many staff to the State and to the private sector, we had to hone in on ways to make people want to stay.”

Over the last decade, the FCJFS union teams have been successful in using their union contract as a tool to aid with recruitment and retention of employees. Due to tireless efforts by FCJFS union leaders, the agency has seen an increase to the base wage to recruit new staff and substantial longevity and tenure payouts to maintain staff.

Final Step: Ratification

On March 29 and April 5, the union bargaining team presented its Tentative Agreement to members along with an informational session and Q & A. The team recommended that the members vote to approve (a.k.a., ratify) the contract. With that, all active, dues-paying union members at all FCJFS locations were given the opportunity to vote on the contract. Ninety percent of those Chapter 2508 members who voted on the contract voted in favor of its ratification.

“I want to thank the membership for being such an invaluable part of this. From all the input you gave, to your involvement on the team and attendance at contract meetings, your solidarity and support made this contract happen!” said Cynthia. “I thank you all from the bottom of my heart.” □



Left, Chap. 2508 bargaining team member Stephanie Hill reviews contract proposals during a bargaining session.



Below, members of the FCJFS bargaining team meet with management for the first time.



Right, members of FCJFS Chap. 2508 attend a union contract Q & A hosted by their union bargaining team.

Left, members vote on whether or not to ratify their union contract.



Subordinate Body Meeting & Election Notices

ASSEMBLY MEETINGS

OOD Assembly	VIRTUAL Meeting: Aug. 9, 7-9 p.m.	Contact assembly.ood@gmail.com to request meeting link.
MH/DODD/OVH Assembly	June 16, July 21, Sept. 15 & Oct. 20 - 10 a.m. - 12 p.m.	OCSEA -Union Hall, 390 Worthington Rd., Westerville
BWC Assembly	Sept. 9 - E-Board: 9-10 a.m., Meeting: 10 a.m.-1 p.m.	OCSEA-Union Hall 390 Worthington Rd., Westerville
Taxation Assembly	Aug. 5 & Nov. 4 - Eboard: 10:30-11 a.m., Meeting: 11 a.m.-1 p.m.	OCSEA-188 390 Worthington Rd., Westerville
ODNR Assembly	Oct. 21 - E-Board: 9-10 a.m., Meeting 10 a.m.-1 p.m.	OCSEA - Room 195 390 Worthington Rd., Westerville
Public Safety Assembly	VIRTUAL Meetings: June 24 & Sept. 30 - E-Board: 10-11 a.m., Meeting: 11 a.m.-1 p.m.	Contact publicsafetyassembly@gmail.com to request meeting link.

DISTRICT MEETINGS

District 2	VIRTUAL Meeting: Aug.19 & Oct. 21 - 10 a.m.-1 p.m.	Contact mhaense9@gmail.com to request meeting link.
District 6	June 5, Aug. 7 & Oct. 2 - 6:30-8 p.m.	OCSEA, 390 Worthington Rd., Westerville
District 8	July 25 - 6:30-8 p.m.	Holiday Inn Express, 11 E. Park Dr., Athens

CHAPTER MEETINGS

Chapter 1230	Meetings: June 6 & Sept. 5 - 5:30-6:30 p.m. E-Board and Meetings: Aug. 8 & Oct. 10 - E-Board: 5:15-5:30 p.m., Meeting: 5:30-6:30 p.m.	Clark ODOT Garage, 1630 W. 1st. St., Springfield Champaign ODOT Garage, 217 S. Edgewood Ave., Urbana
Chapter 2100	June 13 - 5:30-7:30 p.m.	OCSEA-Union Hall, 390 Worthington Rd., Westerville
Chapter 2500	July 20 & Oct. 19 - E-Board: 6-6:30 p.m., Meeting 6:30-7:30 p.m.	OCSEA-Union Hall, 390 Worthington Rd., Westerville
Chapter 2501	July 8 & Oct. 14 - E-Board: 9-10 a.m., Meeting 10 a.m.-12 p.m.	OCSEA-Union Hall, 390 Worthington Rd., Westerville
Chapter 2513	VIRTUAL Meetings: Aug. 10, Sept. 14, Oct. 12 & Nov. 2 - 5p.m. - 6 p.m.	Contact wingtwoings@aol.com to request meeting link.
Chapter 2538	July 27 - 7 p.m. - 8 p.m.	OCSEA-Union Hall, 390 Worthington Rd., Westerville
Chapter 2595	June 7 & Sept. 12 - 5:30 p.m. - 7 p.m.	4485 Northland Ridge Blvd., Columbus
Chapter 2599	VIRTUAL: Meetings: July 20 & Oct. 19 - 6 p.m. - 8:30 p.m.	Contact OCSEACchapter2599@gmail.com to request meeting link.
Chapter 3000	July 13 & Oct. 12 - E-Board: 6-6:30 p.m., Meeting 6:30-7:30 p.m.	Theo's 632 Wheeling Ave. Cambridge
Chapter 3510	June 21, Aug. 16 & Oct. 18 - E-Board: 6:30-7 p.m., Meeting: 7-8 p.m.	VFW HALL 1133 N. Ottokee St., Wauseon
Chapter 4500	June 5 - 6-8 p.m.	Pizza Cottage-Back Room, 969 Mt. Vernon Rd., Newark
Chapter 4550	July 11 & Oct. 10 - 5-6 p.m.	Dept. of Agriculture - Consumer Analytical Bldg., 8995 E. Main St. Reynoldsburg
Chapter 5000	June 12 & Sept. 11 - 5:30-7 p.m.	Davidson's Restaurant, 3636 Canfield Rd., Canfield

CHAPTER MEETINGS continued

Chapter 5100	July 12 - E-Board: 4-4:30 p.m., Meeting: 4:30-5:30 p.m.; Oct. 11 - E-Board: 4-4:30 p.m., Meeting: 4:30-5:30 p.m.	Marion County ODOT, 1775 Marion-Williamsport Rd., Marion Morrow County ODOT, 5560 U.S. 42, Mount Gilead
Chapter 5410	Aug. 7 - E-Board: 5-5:15 p.m., Meeting: 5:15-6:30 p.m.	Korner Kafe, 7995 OH-119, Maria Stein
Chapter 6000	Oct. 17 - 6:30-8 p.m.	Pizza Cottage Party Room, 3938 Pond View Dr., Zanesville
Chapter 7000	VIRTUAL Meetings: June 15, Aug. 17 & Sept. 21 - 7-8 p.m.	Contact ralanko@yahoo.com to request meeting link.
Chapter 7010	July 21 & Oct. 20 - E-Board: 11:30 a.m.-12:30 p.m., 1st Meeting: 12:30 p.m. 2nd Meeting: 2:15 p.m.	United Steelworker Hall 376 Longview Ave., W Mansfield
Chapter 7760	E-Board: July 11 & Sept. 12 - 12-12:30 p.m., Meetings: Aug. 8 & Oct. 10 - 12-12:30 p.m.	Ohio EPA NEDO TEAMS Meeting, 2110 E. Aurora Rd., Twinsburg
Chapter 7810	June 19 & Sept. 18 - E-Board: 6-6:30 p.m., Meeting: 6:30-7:30 p.m.	USW Union Hall, Main 1265 Main St., Niles
Chapter 8700	Aug. 15 - 5:30-7 p.m.	Hampton Inn Conference, 142 Campbell Hill Rd., Bowling Green

OFFICER ELECTIONS

OFFICER ELECTIONS			Positions
Taxation Assembly	Nov. 4 - Nominations: 11:30-11:45 a.m.; Elections: 12:15 -12:30 p.m.; Run Offs: 12:45 -1 p.m.	OCSEA - Room 188, 390 Worthington Rd., Westerville,	President, Vice President, Treasurer, Secretary, Executive Board (3).
Chapter 2100	Nominations: June 5, 5:30-6 p.m.; Elections: June 13, 5:45-6:15 p.m.; Run Offs: June 13, 6:45-7:15p.m.	OCSEA-Union Hall, 390 Worthington Rd., Westerville	President, Vice President, Sec./Treas., Executive Board (5), District Delegate/Alt., Assembly Delegates/Alt. (ODOT, DRC, ODJFS, ODNR, Public Safety) Convention Delegate(s)/Alt.
Chapter 2200	Nominations: Sept. 6, 6-8 a.m. & 12-4:30 p.m.; Elections: Sept. 11, 6-8 a.m. & 12 -4:30 p.m. Run Offs: Sept. 20, 6-8 a.m. & 12-4:30 p.m.	OVH Union Office, 3416 Columbus Ave, Sandusky,	President, Vice President, Treasurer, Secretary, Executive Board (5), District Delegate/Alt., Assembly Delegate/Alt.
Chapter 2505	Nominations: Oct. 16, 10-11 a.m.; Elections: Oct. 17, 10-11 a.m.; Run Offs: Oct. 24, 11 a.m.-12 p.m.	Public Safety Room 1106, 1970 W. Broad St., Columbus,	President, Vice President, Treasurer, Secretary, Executive Board (3), District Delegate/Alt., Assembly Delegate/Alt., AFL-CIO Delegate (3).
Chapter 2710	Nominations: June 5, 6:15-7:30 a.m. & 2:15-3:30 p.m.; Elections: June 20, 6:30 a.m.-4 p.m.; Run Offs: June 23, 6:30 a.m.-4 p.m.	Gallipolis Dev. Ctr. Activity Center Union Office, 2500 Ohio Ave., Gallipolis,	President, Vice President, Treasurer, Secretary, Executive Board (3), District Delegate/Alt., Assembly Delegate/Alt., Convention Delegate(s)/Alt.

Magazine Notice Deadlines:

Visit OCSEA.org/meetingnotices for deadlines to post meeting or election notices in this magazine.

Leadership BUILDING

Did you know that nearly half of all OCSEA members have been members for less than 10 years? That's why building union leadership from the local level up has become a major priority for your union leaders.

That's where the OCSEA Leadership Training comes in. Since 2023 began, nearly 100 OCSEA chapters leaders have gathered from around the state for a weekend of intense training aimed at building union activism and strong leadership skills. This includes learning the ins-and-outs of the union, holding meetings and developing long-term plans to grow involvement and activism in their chapters.

"We can't grow as a union without growing our leaders. These trainings are essential to building our strong union movement and will be felt on every level of this union, especially at the local chapter level," said OCSEA President Chris Mabe.

There will be several more OCSEA Leadership Trainings held throughout this year to ensure all chapter leaders have the opportunity to attend. □

Building activism



Planning



Team Building



Networking

They marched in the streets demanding dignity and respect, holding signs that declared "I AM A MAN." They wanted recognition of their union... and their humanity.

**I AM
STORY
PODCAST**

Listen Now!



OCSEA Biennial Convention Delegate Election Notices



OCSEA 35th Biennial Convention

The OCSEA Convention is held every two years. This year, delegates will gather Aug. 24-26, 2023 at the Greater Columbus Convention Center at 400 N. High Street in Columbus, Ohio. Per the OCSEA Constitution, elected delegates are tasked with gathering every four years to elect statewide union officers and to gather every two years to amend the OCSEA Constitution and Bylaws where necessary. This year, delegates will be electing the statewide officers of president, vice president and secretary-treasurer (see candidate statements on pages 14-15).

Delegates who attend convention are elected to represent their membership. These elections take place on the local chapter level by the membership of that chapter. In order to cast a ballot, you must be an active, dues-paying member. To run as a delegate, you must be an active, dues-paying member in good standing for at least one (1) year.

Below is a list of some upcoming authorized chapter delegate elections. If you do not see a delegate election listed for your chapter, contact your local chapter leadership for dates and times. Any delegate election notification that does not appear in this magazine must be communicated via an OCSEA postcard authorized by the chapter leadership.

Subordinate Body	Nominations	Elections	Runoffs	Location
Chapter 2100 <i>See additional chapter election information on page 10.</i>	Nominations: June 5, 2023 5:30 p.m. to 6 p.m.	Elections: June 13, 2023, 5:45 p.m. to 6:15 p.m.	Run Offs: June 13, 2023 6:45 p.m. to 7:15 p.m.	OCSEA - Union Hall, 390 Worthington Rd., Westerville OH
Chapter 2200	Nominations: July 3, 2023 6 a.m. to 8 a.m. & 12 p.m. to 4:30 p.m.	Elections: July 7, 2023 6 a.m. to 8 a.m. & 12 p.m. to 4:30 p.m.	Run-Offs: July 12, 2023 6 a.m. to 8 a.m. & 12 p.m. to 4:30 p.m.	OVH Union Office, 3416 Columbus Ave, Sandusky, OH
Chapter 2513	Nominations: June 8, 2023 5 p.m. to 5:15 p.m.	Elections: June 8, 2023, 5:30 p.m. to 5:45 p.m.	Run Offs: June 8, 2023 6 p.m. to 6:15 p.m.	ODOT Central Office - Conference Room GB, 1980 W. Broad St., Columbus OH
Chapter 2535	Nominations: June 6, 2023 11:30 a.m. to 12 p.m.	Elections: June 6, 2023 12 p.m. to 1 p.m.	Run Offs: June 6, 2023 1:30 p.m. to 2:30 p.m.	William Green Building - Training Room G, 30 W. Spring St., Columbus, OH
Chapter 2575	Nominations: June 27, 2023 11 a.m. to 4 p.m. & 1:45 a.m. to 2:15 a.m.	Elections: June 28, 2023 11 a.m. to 4 p.m. & 1:45 a.m. to 2:15 a.m.	Run Offs: June 29, 2023 11 a.m. to 4 p.m. & 1:45 a.m. to 2:15 a.m.	Ohio Pharmacy Services Building - Union Office, 2150 W. Broad St., Columbus, OH
Chapter 2595	Nominations: June 9, 2023 6 p.m. to 6:15 p.m.	Elections: June 9, 2023 6:30 p.m. to 7 p.m.	Run Offs: June 9, 2023 7 p.m. to 7:15 p.m.	OCSEA Union Hall - #188 390 Worthington Rd., Westerville, OH
Chapter 2710 <i>See additional chapter election information on page 10.</i>	Nominations: June 5, 2023 6:15 a.m. to 7:30 a.m. & 2:15 p.m. to 3:30 p.m.	Elections: June 20, 2023 6:30 a.m. to 4 p.m.	Run Offs: June 23, 2023 6:30 a.m. to 4 p.m.	Gallipolis Developmental Center Activity Center - Union Office, 2500 Ohio Ave., Gallipolis OH

Subordinate Body	Nominations	Elections	Runoffs	Location
Chapter 4500	Nominations: June 5, 2023 6:30 p.m. to 6:45 p.m.	Elections: June 5, 2023 6:45 p.m. to 7 p.m.	Run Offs: June 5, 2023 7 p.m. to 7:15 p.m.	Pizza Cottage - Back Room 969 Mt. Vernon Rd., Newark, OH
Chapter 5000	Nominations: June 12, 2023 5:45 p.m. to 6 p.m.	Elections: June 12, 2023 6 p.m. to 6:15 p.m.	Run Offs: June 12, 2023 6:15 p.m. to 6:30 p.m.	Davidson's Restaurant, 3636 Canfield Rd., Canfield, OH
Chapter 6000	Nominations: July 18, 2023 6:30 p.m. to 6:45 p.m.	Elections: July 18, 2023 7 p.m. to 7:15 p.m.	Run Offs: July 18, 2023 7:30 p.m. to 7:45 p.m.	Dillon State Park - Beach area picnic pavilion, 4405 Dillon Hills Dr., Nashport, OH
Chapter 7000	Nominations: June 15, 2023 7 p.m. to 7:15 p.m.	Elections: June 15, 2023 7:15 p.m. to 7:30 p.m.	Run Offs: June 15, 2023 7:30p.m. to 7:45 p.m.	1835 Lexington Springmill Rd., Mansfield, OH
Chapter 7010	Nominations: June 28, 2023, 11:30 a.m. to 12 p.m. & 2:30 p.m. to 3 p.m.	Elections: June 30, 2023 5:30 a.m. to 3:30 p.m.	Run Offs: July 7, 2023 5:30 a.m. to 3:30 p.m.	Nominations location: 169th United Steelworkers Hall, 376 W. Longview Ave., Mansfield, OH Elections and Run Offs location: ManCI - Entry Bldg., 1150 N. Main St., Mansfield, OH
Chapter 7760	Nominations: June 22, 2023 12 p.m. to 12:15 p.m.	Elections: June 22, 2023 12:15 p.m. to 12:30 p.m.	Run Offs: June 22, 2023 12:30 p.m. to 12:45 p.m.	Ohio EPA NEDO Conf Rooms A, B and C, 2110 E. Aurora Rd., Twinsburg, OH
Chapter 7810	Nominations: June 26, 2023 6:15 p.m. to 6:30 p.m.	Elections: June 26, 2023 6:30 p.m. to 6:45 p.m.	Run Offs: June 26, 2023 6:45 p.m. to 7 p.m.	Carl Dittmer – USW Union Hall 1265 Main Street Niles, OH
Chapter 8700	Nominations: June 20, 2023 5:30 p.m. to 5:45 p.m.	Elections: June 20, 2023 5:45 p.m. to 6 p.m.	Run Offs: June 20, 2023 6 p.m. to 6:15 p.m.	Hampton Inn Bowling Green - Conference Room, 142 Campbell Hill Rd., Bowling Green, OH

**See Convention Candidate
Statements on Pages 14-15.**

CANDIDATE STATEMENTS

ELECTION AT OCSEA BIENNIAL CONVENTION AUGUST 24-26, 2023

The OCSEA Constitution permits candidates running for statewide union office to run a 200-word or less statement in the *Public Employee Quarterly* magazine. Below are the candidates' own statements seeking support for their candidacy for President, Vice-President and Secretary-Treasurer of OCSEA. The election will take place at the OCSEA Biennial Convention, which is Aug 24-26, 2023, at the Greater Columbus Convention Center.

OFFICE OF PRESIDENT

CLARENCE IMHOFF



I would like to be placed into the running for the office of President of our great Union. The torch has been carried by President Mabe for many years this is and has been a tiresome job, I would offer to pick it up and continue our journey into the future striving for the common goals of all of our brothers and sisters. I have served as President of chapter 4300 from 2011-2020, President of D-7 Council from 2018- Present, I have been an active Steward since 2010. I am the District Steward for D-12 ODOT for the past 4 years. I have also served on the E-Board of ODOT assembly for many years. I have been with ODOT since 2008. I have enjoyed representing and learning about all of the entities of our contract. I know being the President comes with great responsibility and having time to listen to anyone and everyone that has concerns and problems. I am willing to do that 110%.

Thank you for your time to read this. In solidarity, Clarence Imhoff

CHRISTOPHER MABE



Brothers and sisters: Today I ask for your support for my reelection to the office of President of OCSEA. Over the last 4 years, we have faced many challenges together from a global pandemic to negotiating a contract through online technology. Now we face a range of new legislative attacks ranging from HJR1 to SB83 and SB47, all of which are meant to destroy and minimize the power of unions. It will take the same SB5 leadership to win against these issues.

The years ahead will be critical and require steady hands on the wheel, to navigate the rough waters ahead. It will take experience, strategy, and courage to get us through. I have served our country when called upon and vow to do the same for this union and our members yet again.

We continue to train new leaders, expand online learning, assemble a negotiations team, and be ready to negotiate another contract for the members of OCSEA. We are creating a future of work committee to ensure that we prepare members for their future as we continue forward-looking into an ever-changing world.

These are the things we must and will do. Vote Mabe, Jolly, and Gersper Convention 2023!

This year's convention theme:

"Together Again, Fighting to Win"

This year's convention theme, "Together Again, Fighting to Win," recognizes the moment we are experiencing right now! As union members and leaders, we're getting back together in solidarity, and we couldn't be happier. We're holding in-person meetings, sponsoring union trainings, launching special events, attending conferences, and gathering together in all the ways that make OCSEA strong. At the same time, the theme recognizes that our battles aren't over (far from it) and that anti-union efforts con-

tinue. A new state legislature is starting to take swipes at public sector unions. And an effort to keep us from bringing citizen's initiatives to the ballot will have us on the highest possible alert. Another big fight will be when we sit down to bargain our state contract at the end of year. But doing all these things together, with all the power of our well-organized, union membership means we are more prepared than ever to take on these challenges. We do not stand alone in this fight: Together Again, Fighting to Win!



OCSEA 35th Biennial Convention

OFFICE OF VICE PRESIDENT

GERARD "ROCKY" JOLLY



The pandemic hit us by surprise, but the past few years have shown that we can overcome tough situations. The way we worked, lived, gathered, and supported our members changed overnight. Throughout, I kept my focus on what the members needed. I helped with chapter elections at institutions still going to work daily. I assisted Secretary-Treasurer Gersper with Financial Training online and in person. I helped chapters work through problems due to ever-changing workplaces.

The unforeseen pandemic did not stop me from using my over 25 years of experience to continue to be the compassionate, thoughtful leader our members need. I listened to chapter leaders describe the dynamics COVID had on chapters and assisted them with ideas on how we could make it better for everyone.

In the next term, I will continue to listen to leaders and members and to help problem-solve and assist members with issues they are encountering. I will continue to stand side by side with you in our fight. I am asking for your support in my reelection as OCSEA Vice-President so that I can continue to help members build a stronger union.

Vote Mabe, Jolly, and Gersper Convention 2023!

OFFICE OF SECRETARY-TREASURER

KATHY GERSPER



I am officially announcing my candidacy for re-election as Secretary-Treasurer of OCSEA and am asking for your support. We have faced many challenges including cuts in state budgets to COVID. Through all of these challenges, we have remained financially solid.

We continue to update the leadership training which is given in person and via zoom based on your comments and your needs. We are currently working with the IT Department to enable each subordinate body the ability to submit all forms required for your rebate, etc. to the Comptroller's Office online upon completion. This includes allowing electronic signatures.

We work closely with our Comptroller to ensure we have the necessary funding to provide new programs and services for our members.

The OCSEA books are audited annually and we have passed every audit. We are developing additional programs, and services and updating our computer programs to increase security to safeguard your information.

We need to continue to work together to build upon our strengths and to provide you with the necessary tools to enable each of you to be successful in your positions. We are union – this is what we do! Vote Mabe, Jolly, and Gersper Convention 2023!



LOCAL 77 AFL-CIO

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



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OCSEA

SPRING 2023

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OCSEA 35th Biennial Convention

August 24-26, 2023 •

Greater Columbus Convention Center