



## **GEOLOGISTS ROCK**

**CELEBRATING OUR  
PUBLIC UNION ROCK  
& MINERAL EXPERTS, pg.4**





# Leadership Building

# Leadership Training



**J**onathan Fannin, the new Chapter President of Montgomery Chapter 5700, said he became a union leader so his son will have a better place to work if he ever decides to apply at the Ohio Dept. of Transportation. **Angela Keenan**, a former steward and now Chapter President of Tiffin Developmental Center, has been “union” through and through since running up and down the union halls of the United Food and Commercial Workers where her grandfather was president, and her dad was secretary-treasurer. **Aquilla Moore**, who’s been the President of Trumbull State Chapter 7810 since 2019, came into the position gradually, after serving as vice president and seeing her mentors step aside to make room for the newcomer.

Although all three new leaders came to union activism in different ways, they all have a passion for fairness, for activism and for their union family. And all of them recently attended OCSEA’s new Leadership Training.

“My son, who’s 14, said to me one day, ‘You mean I could work at ODOT too?’ That made me realize I better do what I can to make it a better place for him,” said Jonathan of why he stepped up to become a chapter union president. Before coming to ODOT, Jon drove school buses and worked for a body shop. He began with the transportation agency as a seasonal worker and made his way up to a Highway Technician 3C.

Jonathan said his biggest challenge as a leader is getting people involved and making them understand that the union is them. “People think this union runs on its own, that the fuel tank never needs fuel. I try to tell them the union is YOU. It’s US. It’s all of us. We have to help ourselves or there is no union,” he said.

Angela, a Therapeutic Program Worker, has known the benefits of union membership since growing up in a union household. She said being open and honest is her superpower as a leader. “Management will say, ‘Let’s keep this on the downlow,’ and I’m like, ‘No, I’m not doing that.’ I need to have the trust of our members, so that’s not going to work,” she said. As the elected head of her local chapter, she makes sure she has an open-door policy for her members and maintains the chapter Facebook page so she can share information freely.

Angela also knows how to delegate and gets others involved in sharing the responsibilities that come with running a chapter. Her vice president has taken on leading the union’s New Employee Orientation, and Angela makes sure to include anyone who shows an interest in getting involved with the chapter.

Aquilla worked as a Correction Officer at Trumbull Correctional Institution before coming to the Adjutant General’s Office at Camp James A. Garfield (CJAG) in Ravenna, Ohio. She says being a chapter president means putting aside your differences and being more inclusive. “I try to have a great rapport with people and meet new mem-





*Chapter leaders from across Ohio attended the OCSEA Leadership Training to hone their skills and build union power at the local level.*

bers,” she said. She’s always trying to get everyone more involved in the union by asking them to come to a chapter meeting or join in other ways.

Aquilla said the Leadership Training has helped her hone her skills so she can become a better leader. “I’m learning how to be patient and to listen. We need to let members know that we’re just a phone call away and that even little gestures have meaning and could make someone’s day,” she said.

Many activists at the Leadership Training said getting members involved in the union has been challenging with the pandemic, but that’s changing. “Just trying to get people involved is the hardest part about our role, but it’s nothing you can’t overcome,” said Jonathan.

While Aquilla’s chapter has been meeting in person since the pandemic, she’s hoping she can utilize some of the technology presented at the Leadership Training to hold hybrid meetings so that more people can be involved. The same with Jonathan, who has already started holding hybrid meetings, after being virtual. He says in-person meetings will likely be next. Angela has been holding meetings in person the whole time but plans to use some of her training to reach out to new members who might want to step up and play a role.

To get involved in your own chapter, contact your local leadership, or call the OCSEA Member Resource Center (MRC) at 1-888-OCSEA-11 to find out how you can get in touch with and get active in your local chapter. □





# GEOLOGISTS ROCK

## Celebrating our rock and mineral scientists in Natural Resources

*Geologist Brittany Parrick, the Ohio Dept. of Natural Resources, Division of Geological Survey, investigates a sinkhole in Hamilton County. This photo is courtesy of ODNR, Division of Geological Survey. Cover photo is Skull Cave Arch courtesy of Brittany Parrick.*

“Geology is the foundation upon which we build EVERYTHING,” OCSEA member **Brittany Parrick** jokes. She says she only teases about the importance of her profession with her colleagues in the Ohio Department of Natural Resources, but this union Geologist isn't far off the mark. Geology, which is the study of the history and processes of the Earth, can encompass entire civilizations in its scope, including urban development, local economic growth, energy policy and even public health.

This sounds heavy, we know. And for Brittany, her work is all of that too, but it's also really cool and a lot of fun, she says.

Brittany has been with the ODNR Division of Geological Survey as a union Geologist for eight years. Right out of college, she worked as a Mud Logger in Oklahoma (yes, she literally observed and logged mud and sediment during drilling). After six months, she returned to Ohio to become a Geologist with ODNR and has been there ever since.

ODNR's Division of Geological Survey researches and reports on the state's geological history and resources, and makes this information available for use by government agencies, industry, educators, and the public at large, in land planning, resource development, hazard mitigation, and many other activities. The

Survey is also Ohio's permanent archive and public access point for geological data.

And it's OCSEA members who make this work happen every day!

Brittany says she enjoys the work she does and that every day is different. From sinkhole monitoring and investigation in the fall and winter to bedrock mapping and seismic and vibration measuring in the spring and summer, just to name a few things. There's always a lot going on and a lot to talk about.

Karst is her specialty. This topography is a little-known but unique and important landform that can be found throughout Ohio. It develops in carbonate rock, such as limestone, when small fractures dissolve and enlarge over time. Sinkholes are the main hazard associated with karst landforms in Ohio, with thousands of them in the state, according to ODNR's Sinkhole and Karst Geology website.

Brittany and her team also use fun tools like the Tromino, a mobile seismometer device that monitors vibration. This was used on a recent project to map the buried Teays Valley by measuring depth to bedrock in Champaign County.

Of course, Ohio's infrastructure, industrialization and safety are at the core of the division. But the OCSEA members in the Survey are also in our communities educating the public

about the importance of their field and the work they do. Brittany's co-workers, including union member geologists **Tyler Norris** and **Mark Peter** recently attended *The Ohio History Connection's* Wild Ohio to show off fossils, talk about glacial history and more. The event was fun for kids and grown-ups alike (see pics on front cover).

Brittany is active with her local union chapter as secretary of ODNR Chapter 2515. She says as a scientific professional, it's important to have a unified voice on the job. “I got involved in the union because I wanted to support my co-workers and

myself. If you can't speak up and be passionate about the work you care so much about, what's the point?” said Brittany. “Once I realized this is the power we have, of course I got involved,” she said.

To learn more about the work of the ODNR Geological Survey, visit **OhioODNR.gov** under the Discover and Learn tab. Or follow the Ohio Geological Survey team on Facebook at **facebook.com/odnrgeosurvey**.

□

*Brittany Parrick is a union Geologist with the Ohio Dept. of Natural Resources, Division of Geological Survey.*





# LOCALLY MADE

## Local Government Contract teams:

# Small but MIGHTY

As the New Year began, a new picture of labor began to emerge, and OCSEA local members continue to use their leverage to fight for strong contracts on the local level.

Not only are union members compensated more nationwide, according to the Bureau of Labor Statistics, union participation right here in Ohio is also on the rise. Ohioans who belong to a union grew last year by 1 percent from the year before to 14 percent. That might seem like a modest rise, but it amounts to 52,000 more Ohioans belonging to organizations designed to advance and protect their rights at work. This is further evidence of a growing labor movement and the increasing power that workers have at the bargaining table.

The end of 2022 saw the power of this leverage with

several contract victories for OCSEA members on the local levels. While most OCSEA members fall under the State contract, there are numerous OCSEA local government contracts that get negotiated by union members in cities, water districts and other local government agencies around the state. Two negotiated over the last couple of months were the City of Wellston and Twin City Water and Sewer District—with big results for those local public employees.

In Wellston, in Southeastern Ohio, members were able to negotiate a contract with significant wage increases: 4 percent the first year, 3.5 percent the second and 3 percent the third. The Wellston Chapter 4010 union team also made major gains in the hourly rate for those employees required to hold licenses or certification as a condition of



*The Twin City Water and Sewer District union bargaining team was small but mighty, standing firm on many issues. The local union team included, from left to right, Joel Peterson, Todd Henry and Forest White.*

employment including: \$1.25 per hour, up from .75 cents per hour; and for Wastewater and Water Operators and Garbage Truck Drivers and individuals required to hold a CDL, \$1.00 per hour, up from .60 cents per hour.

Additionally, there was no increase in employee health care and employees received a first-time vacation carry-over and vacation cash out.

Members **John Guilliland**, **Paul “Buzz” Ervin**, **Thomas Diltz**, **Ryan Souders**, and **Rodney Brown** made up the bargaining team.

Members who work for the Twin City Water and Sewer District can be proud of the three-year contract they just negotiated. Not only did they secure sizeable raises, but they also got a \$250 clothing allowance and a one-time, \$1,000 stipend for obtaining a license in his/her field. While there were some increases in out-of-pocket health care, the wage increase amounted to about a 15 percent increase overall over three years, with a 10 percent wage increase in the first year of the contract.

**Todd Henry**, **Joel Peterson** and **Forest White** made up the Twin City union team. All are members of Tuscarawas Chapter 7900. Todd said, while it was one of the tougher negotiations he’d gone through in his years with the district, he was extremely

proud of his team for “taking a stand and working on a contract everyone could be proud of.”

As we speak, several local government unions teams are either part way through the negotiations process or preparing to elect their union team and head to the bargaining table.

Trumbull County Combined Health District union members have been working to TA agreements and, as of this writing, are at the table to talk financials.

Franklin County Job and Family Services Chapter 2508 activists are also preparing to head to the table in bargaining talks with Franklin County Commissioners. Chapter President **Cynthia Watiker** is heading up the team for the first time and is excited to get her local union team together and working on building a strong union contract. Retention and flexibility is high on their priority lists heading into bargaining.

See more on these local bargaining teams’ contracts in a future OCSEA publication. □

*The Wellston City bargaining team, from left to right is John Guilliland, Thomas Diltz, Ryan Souders, Rodney Brown (behind) and Paul “Buzz” Ervin (front).*



## Challenges and opportunities for the New Year

**CHRISTOPHER MABE**  
President

through special events; and still others are involved in conversations with management at their local level to try to deal with staffing and overtime. It's been encouraging to see the initiative and innovation blossom.

In terms of the economy, we know there has been a slight downturn. Last year, investment losses in our pension system and modest ones in our VEBAs (Union Benefits Trust and Union Education Trust) are something we'll be keeping a close watch on to see what kind of adjustments will be made, if any.

**“This is how we grow as a union: we talk to each other; we reassess; we develop shared goals. We move forward. We can't do it unless we do it together”**

**Chris Mabe,**  
OCSEA President

Although we don't have a crystal ball about how the economy will fair this year, the good news is that State finances are strong. According to the Governor's State budget blueprint, state agencies will be fully funded for the next two years, and many will get sizable increases.

These next few months, we'll be in conversation, along with our local leaders, with management about a potential new cabinet level agency, the Department of Children and Youth, that the Governor laid out in his State of the State address. And we're

hoping state budget conversations over the next few months will give us an opportunity to shed light on the State's recruitment and retention issue.

We know that staffing continues to be at a crisis point in some state agencies. And we aren't alone. Around the country, 500,000 jobs have been lost in the public sector. This is in part due to the job market and the competition for fewer and fewer workers.

But states also need to make public sector work more attractive, through fair compensation and working conditions. There also needs to be a more aggressive approach to recruiting the next generation of public workers. Getting positions filled in ODOT, Corrections, Veteran's Homes, our Department of Youth facilities, will go a long way to solving our staffing issue. After all, who wants to start a job only to work 16-hour days, three and four days a week? Union leaders will continue to be part of the dialogue around this issue in budget discussions and leading up to State contract bargaining.

To address these issues and more, we'll soon be surveying our members and getting your opinion on a range of issues, including what you'd like to see in the next contract, but even beyond that. We're hoping to deploy some new technology to hear what you have to say about any issues that concern you.

This is how we grow as a union: we talk to each other; we reassess; we develop shared goals. We move forward. We can't do it unless we do it together. □



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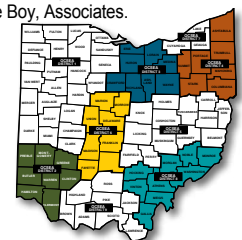
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As the year begins and we look ahead, union leaders and activists have a lot on our proverbial plates. Not only are union members and activists getting back together in our large conferences, but we also have an upcoming convention, the State budget to weigh in on, and preparation to bargain the State contract at the end of the year.

We also started a series of Leadership Trainings for union officers and executive board members to hone our skills, set some goals and get back together in fellowship. Later this year, we'll be holding a retreat for OCSEA's Statewide Board of Directors where we'll reflect on where we've been and where we want the union to be moving forward. We'll look at the big picture of the future of work, how technology will be changing the workplace, the state of our State agencies and the challenges of renewed attacks on our union.

It's been nice to see so many leaders lately who, despite the hardships of low staffing and remote or hybrid work, have stepped up and continue to do the important work of the union. Some have pivoted to conducting hybrid union meetings; others are figuring out ways to reconnect with their membership



# Member takes education a **STEP FURTHER**

## WITH UET



**Union Education Trust**

*Shaping Your Future*



*ODOT member Elisha Barnes (center) says she's going back to school, not only for herself, but for her family. She says the union education benefit put that goal in reach. Photo credit: Allison Joy Photography, LLC*

**F**or Elisha Barnes, an Administrative Professional 2 in the Ohio Department of Transportation from Marietta, going back to school has been all about growing. Her union-negotiated Union Education Trust (UET) has helped make that growth a reality.

During the pandemic, like many, Elisha started to get the itch to do something. Her itch was to return to college. Then, after attending an ODOT higher-education focused seminar, the return-to-school wheels really started turning. She had an associate degree she had earned from her local community college about a decade earlier, but with life and a growing and busy family, school was eventually put on the back burner.

"I just knew that I needed to take my education a step further to advance my career in ODOT. And, also, to be able to have

those credentials when I retire as well," said Elisha.

But how was she going to afford it all she asked herself about heading back to school? Was it just an expensive pipe dream that was out of reach?

Moderately new to ODOT at the time, Elisha was reminded that she had an annual education stipend from her union that she could use to jump-start her college career. The Union Education Trust, the OCSEA-contractually bargained educational benefit, annually allocates up to \$6,250 per year in tuition vouchers for higher education and skill-building. The Career Improvement Program (CIP), one of three available programs for members, offers up to \$4,000 EVERY year for college-credit courses as well as Vocational Training and Specialty Education.

With that, she decided to take the plunge. She began to research affordable schools that

would fit her lifestyle: a busy mom and community member with a full-time career. "That's when I found the perfect fit in Western Governors University," she said, "an accredited online college with a competency-based education model." This meant that previous work or school experience could be applied to accelerate her through courses and help her, potentially, graduate faster. It also meant flexibility for family and work with a self-paced program.

At the time she began to put things into motion, she realized she was nearing the end of her UET fiscal year and had not yet accessed her annual use-it-or-lose-it UET funds. Before her annual stipend expired, she quickly used the full amount of her union education benefit to get her started. "And in just a short time, my UET year started over again, and I was able to pay a full-years tuition in just a short time," she said proudly. The annual UET fiscal year runs from July 1 through June 30 each year.

"Going back to school really does give us all an understanding of what it means to come full circle," said Elisha, who says she couldn't be happier about her decision. She's currently pursuing her Bachelor of Science in Business Administration and Management. "There's so much I've learned: innovative and

strategic thinking; value-based leadership; project management; financial and managerial accounting. It really has been life-changing," she said of her journey so far.

Elisha says, "If you can do it, do it!" about returning to school and using the UET to help make it a reality. "It's easy to access, it can all be done online, and it's such a generous tuition," she said of the union benefit. "There are all these different buckets offered through UET. Vouchers for colleges for exams and additional training. Like in my case, project management exams are covered," said Elisha.

She encourages members, as they start their education journey using the benefit, to always ask a lot of questions, make sure they know what's covered for them to advance their skills, and if they don't know something, to "always, ALWAYS ask," she recommends. "It just might be covered," she said.

Elisha is a union steward and activist in Chapter 8400 who promotes the union education benefit any chance she gets among her chapter brothers and sisters. "We're always reminding the chapter members about the different options and what's available," she said. "Going back to school is so hard but this benefit puts it within our grasp," she said. □

*Elisha Barnes has returned to college thanks to her Union Education Trust benefit with the hopes of building her skills for future career goals.*



# RECONNECT WITH YOUR UNION

UNION POWER begins with member CONNECTION, INVOLVEMENT



**“MY ULTIMATE GOAL IS TO GET WITH THE AGENCIES WE HAVE AND GET A STEWARD IN EACH WHO WE CAN HAVE CONTACT WITH.”**

— Alan Bradley,  
*Chapter 1230 President.*



**“WE’RE HAVING TO BE CREATIVE ABOUT HOW WE REACH OUT TO MEMBERS AND KEEP THEM INVOLVED.”**

— Stacey Callahan,  
*Department of Education  
Chapter 2565 President*

Union member outreach and organizing is never easy. It’s hard work and takes a lot of dedication from union leaders. That’s why some OCSEA chapters are thinking creatively to connect with members, helping those members reconnect with their union.

For MAD Chapter 1230 President **Alan Bradley**, his goal this year is to create real connections with his local union members. This includes meeting directly with chapter members, promoting attendance at meetings and building a network of chapter stewards.

Of course, says Alan, this can be difficult as the head of a “conglomerate” chapter.” OCSEA’s conglomerate chapters are made up of members from several different state agencies and work locations, all with a variety of diverse workplace issues within

one chapter. A lot of these chapters, as in Alan’s case, are formed as the result of regions of the state that have smaller pockets of public employees. In Chapter 1230’s case, the chapter is made up of members from 11 different state agencies spread out throughout southwest Ohio.

This separation can make connections hard—but it is NOT impossible. Recently Alan and his chapter team began building a plan to connect with members and to focus on helping members reconnect with the chapter after a change in leadership.

“We’re trying to rebuild,” said Alan of the new leadership team and the fact that a lot of members have less than five years of state service. Alan and the chapter are using postcards to announce upcoming meetings and to introduce members to their chapter leaders. The chapter also had tumblers made that

promote the chapter. He hopes to get those distributed to all the membership and talk with members about their issues.

But that’s not all. “My ultimate goal is to get with the agencies we have and get a steward in each who we can have contact with,” said Alan. The chapter is planning an upcoming steward training, so members can get trained on the union contract.

For Department of Education Chapter 2565 President **Stacey Callahan**, teleworking within the agency since the pandemic has changed the dynamic of member outreach. Depending on the office, some members come to the brick-and-mortar location weekly, while others come in monthly. She has adjusted how she interacts with members in each office, utilizing a more virtual approach, but says she wants to do even more.

“We’re having to be creative

about how we reach out to members and keep them involved,” said Stacey. “And we’re making it a priority to engage directly with our members and make sure they know what’s going on and how to get involved,” she said.

Stacey is pleased to say that member participation in chapter meetings (still virtual because of telework) has increased since the pandemic. “Some meetings have 200 people,” she said of her 265 members. “Members in our agency are so busy, and they’re always traveling. The virtual component just works for them.”

Stacey said when elected president, she also changed the style of putting on meetings. “My meetings have purpose. I pledged to always have a ‘catch’ to the meeting, someone to speak about an important topic, like health care or EAP. Or a fun event,” she said, implying it does not always have to be serious stuff. “We’re





(Above, from left to right, Chapter 1230 leaders Alan Bradley (President) and Michael Tobias (Vice President) are working to rebuild their chapter and get members involved.

Below, the chapter recently purchased OCSEA tumblers for members to promote being union.



all so busy, and for people to take time out of their busy schedules, we need something to draw them in," she said.

For Valentine's Day this year, the chapter is handing out union postcards with candy. The postcards invite members to meetings and conferences and connect them with leaders. The gift also includes important tidbits about the power of being union to spark conversations. "It's just a small way to get their attention and put something out there to promote the union," said Stacey.

But the Chapter is not stopping there. The Executive Board of the chapter has been tasked with building a Communications Team of strong leaders throughout the agency that can engage in member outreach. Stacey is excited to get started and get organizing. "It's about touching every single member!" she says.



# RECONNECTING WITH YOUR UNION

Let 2023 be the year you reconnect with your union! As a member-driven union there are several first steps you can take to become more active and involved as an OCSEA member, this year and beyond:

## Get Involved

Connect with your local chapter. Every member is assigned to a chapter. Ask your chapter leaders how you can attend an upcoming meeting and get more involved. Not sure who to contact? Contact the OCSEA Member Resource Center (MRC) at 888-OCSEA11 or [MRC@ocsea.org](mailto:MRC@ocsea.org). Don't forget that State contract negotiations are coming up this year and everyone's involvement is needed to ensure a strong contract.

## Get trained

Take at least one OCSEA training. This could be as simple as taking a Basic Steward training to get to know your union contract. Remember, you don't have to become a steward to take a training, but the more members who know the contract, the better off we all are and the more leverage there is for change. Contact your local chapter leaders and ask what trainings are available to you and your union co-workers. Or reach out to your OCSEA Staff Representative about bringing trainings to your chapter.

## Stay Informed

Keep up with union news. A good way to stay informed about the union is to make sure your email is up to date, so you get weekly union emails. Check your profile at [OCSEA.org](http://OCSEA.org) or by contacting the MRC. Make sure you visit [OCSEA.org/News](http://OCSEA.org/News) often, too, for the latest news and events.

## Promote unionism

Talk about the power of being union with confidence. With so much negativity in the world, talking positively about the good things in our lives can really help. For more than a century, unions have built up the middle class and given workers a voice when they had none. We still need this today! And we need union members to spread the word about all the good that comes with being union--to their families, friends, social media friends and communities. Workers who are members of labor unions in the United States make 18 percent more than their nonunion counterpart. Life is better in a union, and we need to talk more about it.

**See why Life is Better with a Union using this QR Code:**



## Take action

Speak out and take action when your job and unions are under attack. There are two things that all OCSEA members have in common: All are government employees and all are union members. So, when public services, government jobs, benefits, pensions and union power are under fire, we must come together in solidarity. And when there is a call to action, we must all be ready to answer that call. See *Page 11* for the Legislative Watch for more on the state budget and issues drawing a lot of attention at the Ohio Statehouse.



# RELIEF

for victims of crime  
**including**  
public employees



*Shawn Moser has worked for the Ohio Attorney General's Office for 15 years and is currently a lead economic loss investigator in the Crime Victim Services Section.*



*Members of the MH/DODD/OVS Assembly listen to Shawn Moser discuss how the Crime Victim Services Section of the Ohio Attorney General's Office can help compensate public employees who become victims of crime in the workplace.*

**“I’m just glad to know there are services out there that can help our members in areas that aren’t otherwise covered.”**

—Pres. Jeana Campolo,  
OCSEA MH/DD/OVS Assembly

It’s no secret that many OCSEA members work in some seriously dangerous jobs. Highway Workers, Electricians, Correction Officers, Direct Care Providers, Nurses, Inspectors of various kinds and other employees are daily put in harm’s way. And even though some of these jobs have inherent dangers and risks, other times public employees suffer the additional burden and horrors of violence, assault or other criminal acts from those in their charge.

And that’s where Crime Victim Services comes in. The Crime Victim Services Section of the Ohio Attorney General’s Office was created to make financially whole those who have been victimized by crime,

including public employees who are assaulted on the job.

Recently, their offices addressed two OCSEA groups, one for Corrections and Youth Services members and another for union leaders in our state behavioral health hospitals, developmental centers and Veterans Homes.

Shawn Moser, who is a lead investigator for the unit, says their program helps victims of crime with lost wages and other out-of-pocket expenses that aren’t covered by Occupational Injury Leave or Workers Compensation. In other words, Crime Victim Services Section is a “last dollar” program that kicks in after other compensation is exhausted.

For state employees, and other public employees that compensa-

tion can come in the form of lost wages or travel expenses to and from scheduled medical appointments, as well as other things. For example, if an OCSEA member becomes a victim of a crime on the job and must take Occupational Injury Leave, overtime that they might have been working regularly would not be covered under OIL. Or say, they held a second job but couldn’t work due to their injuries. That’s where the Crime Victim Services Section can help. Victims can be reimbursed for lost wages not

covered by OIL or BWC, including for overtime, holiday pay and other forms of compensation.

Even for those employee union members who work in state behavioral health hospitals or DCs where clients or individuals cannot be charged with a crime after committing an act of violence against staff, OCSEA members may still get relief from the Crime Victim Services Section. Each case is investigated and looked at individually by the Ohio Attorney General’s office. □

**If you or someone you know has been a victim of crime in the workplace, please contact The Ohio Attorney General Crime Victim Services Section at [OhioAttorneyGeneral.gov/Victim](http://OhioAttorneyGeneral.gov/Victim).**



# Ohio anti-worker efforts start anew

## Legislative Watch

**THESE THREATS AGAINST WORKERS ARE NOT GOING AWAY IN OHIO, SO WE NEED TO REMAIN VIGILANT.**

**~Chris Mabe  
OCSEA President**

**A** new General Assembly has leaders across Ohio's public sector unions concerned about renewed efforts that would unbind Ohio worker power.

Last year, House Joint Resolution 6 (HJR6) was introduced that would severely undercut workers' ability to bring citizen initiatives to the ballot, like public sector unions did with Senate Bill 5.

Currently, Ohio voters have a direct say in democracy via a citizen-led ballot initiative. OCSEA and Ohio public sector unions used a citizen-led veto measure 11 years ago to stop Senate Bill 5 (SB 5). SB5 would have decimated collective bargaining rights for Ohio firefighters, correction employees, direct care workers, teachers and all public employees and rob them of the ability to negotiate strong union contracts and fair wage increases.

lution, HJR1, has already been re-introduced this year, and will likely pick up steam in the coming months.

"It's simple. These attacks on our democracy and our values are unfair, undemocratic, unpopular and will silence the voices of everyday voters," said OCSEA President **Chris Mabe**. "We can't be complacent," he said. "These threats against workers are not going away in Ohio. We need to remain vigilant," he said.

Nearly 170 Ohio organizations, including OCSEA, the Ohio Association of Professional Firefighters, FOP, SEIU 1199 and the Ohio Nurses Association, have signed a letter opposing this anti-democratic measure.



Hundreds of OCSEA members and leaders gathered signatures to get the measure on the ballot. They attended rallies and marches and talked to friends and family members about voting NO on SB 5. The display of union power had never been so strong.

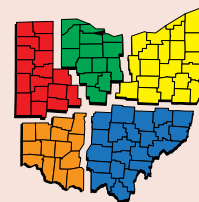
Thanks to those efforts, SB 5 was ultimately defeated at the ballot box. Turns out, the citizens of Ohio supported the common-sense ability of state and local government employees to have strong unions.

HJR6 and now House Joint Resolution 1 (HJR 1) would all but put an end to those citizen-led ballot initiatives.

The good news is, thanks to our efforts, HJR6 ultimately failed to pass before the end of the lame duck legislative session last year and missed a deadline for a May ballot this year. But a placeholder reso-

## State Budget in Sum

Governor Mike DeWine laid out his budget priorities in his State of the State address in January, which will include key investments in the **well-being of children and families and in mental health and addiction services**. He



also indicated that the State is in **good financial health** even though budget documents show reductions in federal COVID relief funds. However, most state agencies show increases in their operating budgets, which is typically good news. In addition, state budget carry over balances are quite large and the Rainy Day Fund is at capacity.

Some of what the Governor laid out could have immediate ramifications for OCSEA Bargaining Unit employees, including: the addition of a new cabinet level agency focused on children and youth that will combine the resources of six other state agencies; and a focus on mental health that would include the expansion of a crisis care system and increased access to the state's behavioral health system.

Make sure you are signed up for the union's weekly OCSEA email newsletter and reach out to your local union leaders for more discussion and information on the State budget in the months to come. Go to **OCSEA.org** to sign up for the weekly newsletter.



# UNION MEMBERSHIP HAS ITS BENEFITS:

## OCSEA's Les Best Scholarship

Since 1989, OCSEA has sponsored the Les Best Scholarship and awards a total of \$12,000 in scholarships to our members and their families yearly. The scholarship is exclusively for OCSEA members, and has three categories, Member, Spouse and Dependents.

The Member and Spouse categories are very flexible for working adults, as applicants can attend college full- or part-time. Those applicants are eligible for the scholarship as long as they are taking at least one college credit course. Dependents must be enrolled full-time.

### Multiple scholarships available

The Les Best Scholarship also allows applicants to win up to three times, and encourages award winners to apply yearly. Over the years there have been several multiple winners in the Dependent and Spouse categories. Each application is scored using a point-based system. Occasionally, outstanding applicants with high grade point averages and skillfully written essays will win multiple years based on this grading system. To preserve fairness, the judges for the scholarship have no affiliation with OCSEA and have backgrounds in education or labor.



### Scholarships for college, vocations and apprenticeships

Another way the Les Best Scholarship is unique is that the Dependent Scholarship category allows applicants not only entering accredited colleges, but also those attending vocational schools or union apprenticeships the ability to win an award. This really opens up the eligibility for those not attending a four-year college and rewards those who choose to enter trade schools and union apprenticeship programs. These programs provide vital training for trades that are in serious need of workers.



### History of the Scholarship

The scholarship is named for Les Best, an OCSEA president and former math teacher at the Ohio Veterans Children's Home. He felt an obligation to promote higher education and training and help improve the quality of life for OCSEA members and their children.



*Les Best served 22 years as a member of the OCSEA Board of Directors. His passion was to help OCSEA members and their families afford an education.*

### Application and Selection Process

Applications are accepted Jan 1- April 30 each year, and can be downloaded directly from the OCSEA website at [ocsea.org/lesbest](http://ocsea.org/lesbest). Each category has its own requirements. All three categories must fill out the application, submit an academic/personal reference, proof of acceptance to their college or program, as well as complete an essay (where applicable) that answers a question proposed by the scholarship committee each year.

In June, the scholarship selection committee—a group of distinguished educators and labor union representatives—will examine and consider all required materials submitted and will award up to 12 scholarships. Once the winners have been contacted, recipients' names and photos are listed on the website at [OCSEA.org/lesbest](http://OCSEA.org/lesbest) and published in the summer issue of OCSEA's *Public Employee Quarterly* magazine. □





**Don't miss these upcoming conferences!**



**MARCH 17-18 • CMCA**  
Committee on Minority and  
Community Affairs Conference  
Location – Summit Hotel,  
Cincinnati, Ohio



**APRIL 21-22 • WAC**  
Women's Action Committee Conference  
Location – Salt Fork Park Lodge  
and Conference Center



**JUNE 3 • Stewards Conference**  
Location – Polaris Hilton, Columbus

## OCSEA Convention is coming this August

The OCSEA Biennial Convention will take place August 24-26, 2023, at the Columbus Convention Center. Delegates, including those representing their chapters at convention, will conduct the business of the union. Business includes updating the OCSEA Constitution and electing the statewide officers of the union.

### Delegate Election Notices

The OCSEA and AFSCME constitutions require that all convention delegates be elected the same way as officers of a chapter or subordinate body. That means any chapter holding an election of Convention delegates **MUST** give their membership at least 15-days written notice of any delegate election.

To assist chapters in notifying their membership of the election of delegates to convention, OCSEA offers two services:

- OCSEA Central Office will mail a postcard to chapter members' homes notifying members of the delegate election. Members will receive at least 15 days' notice before the scheduled delegate election. *Please note, the cost of the mailing will be deducted from the chapter's future rebate.*

**OR**

- Requested delegate election notices will appear in the Spring 2023 edition of the OCSEA magazine. The deadline to submit a notice to appear in the magazine is March 27, 2023. Only elections on or after June 5 will be printed in the union magazine.



To request either of these meeting notice options, go to [ocsea.org/meetingnotices](https://ocsea.org/meetingnotices) or send your notice to [meetingnotices@ocsea.org](mailto:meetingnotices@ocsea.org).

### Candidate Statements

Candidates who wish to run for statewide union office, including the positions of President, Vice President, and Secretary-Treasurer, are constitutionally permitted to place a statement of intent to run in this magazine, the *OCSEA Public Employee Quarterly*. The statements will appear in the Spring 2023 edition of the magazine. The deadline to submit candidate statements is March 27, 2023. Candidate statements are limited to 200 words. Email candidate statements to [communications@ocsea.org](mailto:communications@ocsea.org). □

## IMPORTANT DEADLINES

Candidate Statements  
due **March 27**

PEQ Delegate Election  
Notices  
due **March 27**

Have a delegate  
election? Go to [ocsea.org/MeetingNotices](https://ocsea.org/MeetingNotices)  
for guidelines.

# Subordinate Body Meeting & Election Notices - *SPRING 2023*

## ASSEMBLY MEETINGS

|                               |   |   |
|-------------------------------|---|---|
| <b>BWC Assembly</b>           | June 3 - E-Board: 9-10 a.m.; Meeting & Elections: 10 a.m.-1 p.m. <b>See elections column right.</b> | OCSEA - Union Hall, 390 Worthington Rd., Westerville    |
| <b>ODJFS Assembly</b>         | VIRTUAL Meeting - E-Board: March 30 & June 2, 6-8 p.m.; Meeting: April 1 & June 3, 10 a.m.-12 p.m.  | Contact ivypayton@yahoo.com to request meeting link.    |
| <b>DODD/MHAS/OVH Assembly</b> | March 17, April 21 & May 19, 10 a.m.-12 p.m.  | OCSEA - Union Hall, 390 Worthington Rd., Westerville    |
| <b>OOD Assembly</b>           | VIRTUAL Meeting: May 10, 7-9 p.m.   | Contact assembly.ood@gmail.com to request meeting link. |
| <b>ODOT Assembly</b>          | March 18 & May 20 - E-Board: 9-10 a.m.; Meeting: 10-11:30a.m.                                       | OCSEA - Union Hall, 390 Worthington Rd., Westerville    |

## DISTRICT MEETINGS

|                   |  |  |
|-------------------|--|--|
| <b>District 2</b> | VIRTUAL Meeting: April 15, 10 a.m.-12 p.m. | Contact mhaensel9@gmail.com to request meeting link. |
| <b>District 6</b> | April 3, May 3 & June 5, 6:30-8 p.m.       | OCSEA - Union Hall, 390 Worthington Rd., Westerville |
| <b>District 8</b> | May 9, 6:30-8 p.m.                         | Holiday Inn Express, 11 E. Park Dr., Athens          |

## CHAPTER MEETINGS

|                     |   |   |
|---------------------|---|---|
| <b>Chapter 2500</b> | April 20 - E-board: 6-6:30 p.m.; Meeting 6:30-7:30 p.m.                     | OCSEA - Room 195, 390 Worthington Rd., Westerville                                  |
| <b>Chapter 2501</b> | April 8, 9 a.m.-12 p.m.   | OCSEA - Union Hall, 390 Worthington Rd. Westerville                                 |
| <b>Chapter 2538</b> | May 25, 7-8 p.m.  | OCSEA - Union Hall, 390 Worthington Rd., Westerville                                |
| <b>Chapter 2595</b> | March 22, 5:30-7 p.m.   | Contact chapter2595@ocsea.org to request meeting link.                              |
| <b>Chapter 3510</b> | April 19 - E-Board: 6:30-7 p.m.; Meeting: 7-8 p.m.                          | VFW Hall, 1133 N. Ottokee St., Wauseon  |
| <b>Chapter 3700</b> | May 17, 5-6 p.m.  | Ohio EPA - SEDO 104, 2195 E. Front St., Logan                                       |
| <b>Chapter 4500</b> | March 7, 6-8 p.m.   | Sertoma Building, 134 N. Central Ave., Utica  |
| <b>Chapter 4550</b> | April 11, 5-6 p.m.  | Dept. of Agriculture - Consumer Analytical Building, 8995 E. Main St., Reynoldsburg |
| <b>Chapter 4810</b> | VIRTUAL - April 12 & May 18 - E-Board: 4-4:30 p.m.; Meeting: 4:30-5:30 p.m. | Contact nchurch@ocsea.org to request meeting link.                                  |
| <b>Chapter 5100</b> | April 12 - E-Board: 4 p.m.-4:30 p.m.; Meeting: 4:30 p.m.-5:30 p.m.          | Morrow County ODOT, 5560 U.S. 42, Mount Gilead                                      |
| <b>Chapter 5410</b> | May 8 - E-Board: 5-5:15 p.m.; Meeting: 5:15-6:15 p.m.                       | Korner Kafe, 7995 OH-119, Maria Stein   |

## CHAPTER MEETINGS continued

|                     |   |   |
|---------------------|---|---|
| <b>Chapter 7000</b> | VIRTUAL - April 20 & May 18, 7-8 p.m.                           | Contact ralanko@yahoo.com to request meeting link.            |
| <b>Chapter 7010</b> | April 21 - First Meeting: 12:30 p.m.; Second Meeting: 2:15 p.m. | United Steelworker Hall, 376 Longview Ave. W, Mansfield       |
| <b>Chapter 7600</b> | VIRTUAL - March 13, 6-7 p.m.                                    | Contact susanmariemjohnson@yahoo.com to request meeting link. |
| <b>Chapter 7700</b> | VIRTUAL - April 12- E-Board: 5:30-6 p.m. Meeting: 6-7 p.m.      | Contact cindradrake@hotmail.com to request meeting link.      |
| <b>Chapter 7760</b> | VIRTUAL - April 20 & May 9, 12-12:30 p.m.                       | Contact chapter7760@ocsea.org to request Teams invite.        |
| <b>Chapter 7810</b> | March 20 - Meeting: 6-6:30 p.m.; E-Board: 6:30-7:30 p.m.        | USW Union Hall Main, 1265 Main St., Niles                     |

## OFFICER ELECTIONS

### Positions

|                     |   |   |  |
|---------------------|---|---|--|
| <b>Chapter 710</b>  | Nominations: April 4 - 5:30 a.m.-2:30 p.m.<br>Elections: April 6, 5:30 a.m.-2:30 p.m.<br>Run Offs: April 7, 5:30 a.m.-2:30 p.m. | Belmont Correctional Institution - Front Entry Building   | President, Vice President, Treasurer, Secretary, Executive Board (5), District Delegate, Assembly Delegate       |
| <b>Chapter 4710</b> | Nominations: May 12, 7 a.m.-3 p.m.<br>Elections: May 18, 5-8 a.m. AND 1-3:30 p.m.<br>Run Offs: May 19, 5-8 a.m. AND 1-3:30 p.m. | Elections & Run Offs: Grafton Correctional Institution - A-Building<br>Nominations: In-person at GCI Union Office, call (440) 535-1023, | President, Vice President, Secretary/Treasurer, Executive Board (4), District Delegate (1), Assembly Delegate(1) |
| <b>BWC Assembly</b> | June 3 - Nominations: 10-10:30 a.m.; Elections: 11-11:30 a.m.<br>Run Offs: 11:45 a.m.-12:15p.m.                                 | OCSEA - Union Hall, 390 Worthington Rd., Westerville OH.  | President, Vice President, Treasurer, Secretary, Executive Board (3)   |

## Magazine Notice Deadlines:

To publish events in the union magazine, on the OCSEA website or to request a direct mailing postcard, go to **OCSEA.org/meetingnotices** OR email **meetingnotices@ocsea.org**. Authorized officers can request a notice or add meetings online.

For meetings/elections to appear in the union magazine, the following submission deadlines must be met:

### Spring 2023 Issue

**Includes OCSEA Convention delegate elections\***

Submission deadline: March 27, 2023; *Elections must be held on or after June 5, 2023.*

### Fall 2023 Issue

Submission deadline: September 15, 2023; *Elections must be held on or after November 7, 2023.*

\* Requested delegate election notices for the OCSEA Biennial Convention will appear in the Spring edition of the OCSEA magazine. To appear, election submissions must meet the Spring 2023 Issue notice guidelines above and outlined on Page 13 of this publication.



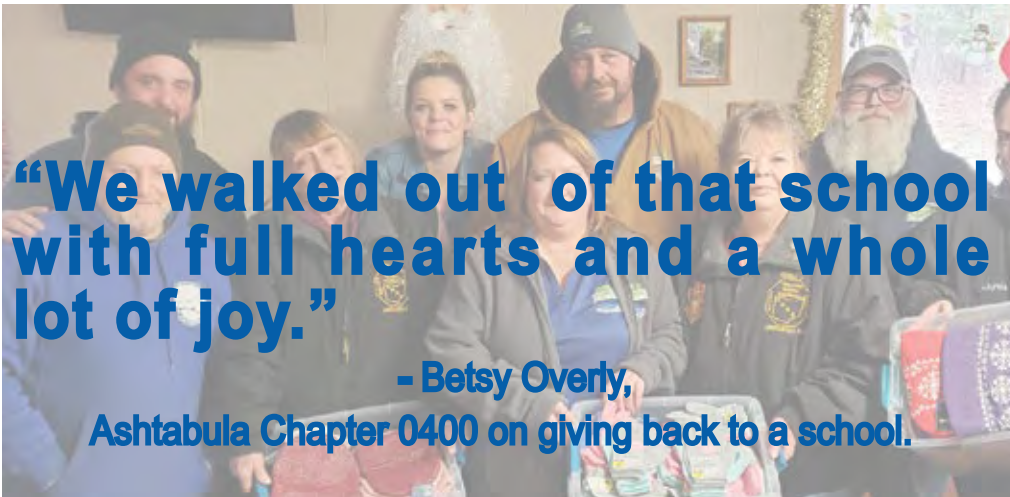


**BOB WHITE**  
*Labor Gives Back Award*  
EST. 2016

**NOMINATE  
NOW**



**Share  
the  
good  
news**



**“We walked out of that school with full hearts and a whole lot of joy.”**

- Betsy Overly,

Ashtabula Chapter 0400 on giving back to a school.

**Labor Gives Back winners announced at the 2023 OCSEA Convention in August.**



**“Union goodwill in our communities. That’s Labor Gives Back!”**

~ Rocky Jolly,  
OCSEA VP &  
Union CCC Chair



**OCSEA.ORG/  
LaborGivesBack**





LOCAL 77 AFL-CIO

Ohio Civil Service Employees Association

390 WORTHINGTON ROAD, STE. A WESTERVILLE, OH 43082-8331



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PUBLIC EMPLOYEE QUARTERLY

# OCSEA

WINTER 2023

## COVER STORY



## Feature stories



**2-3** OCSEA Leadership Training



**4** **Geologists ROCK**  
*Celebrating our rock and mineral scientists in Natural Resources*



**5** **Locally Made**  
*Local government contract teams: Small but Mighty*



**7** **Member takes education a step further with UET**



**8-9** **Reconnect with your union**  
*Union power begins with member connection, involvement*



**10** **Relief for victims of crime**  
*including state employees*



**11** **Ohio anti-worker efforts start anew**  
*Legislative Watch*



**12** **Union membership has its benefits**  
*OCSEA's Les Best Scholarship*

**6** **PRES. CHRIS MABE**  
*Challenges and opportunities for the New Year*

**13** **CONFERENCES AND CONVENTION DEADLINES**

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