

OCSEA

OHIO
CIVIL
SERVICE
EMPLOYEES
ASSOCIATION

PUBLIC EMPLOYEE QUARTERLY AFSCME LOCAL 11/AFL-CIO
Volume 82, No. 2 • Spring 2025



what's your
public
service
story?

OCSEA members tell their public service stories inside. Tell YOUR story, too! See pages 2-3

Why We Serve

OCSEA members share what public service means to them



At every level of government, union members serving in a federal, state and local public capacity use their knowledge and expertise to keep our communities safe, healthy, prosperous, informed and so much more. Public service encompasses a wide range of jobs, each valuable and each contributing to the well-being of our society. Here at OCSEA, we are proud to represent over 28,000 public servants, from correction guards and highway workers to scientists and analysts, who serve their state and local communities and whose essential services don't make profit but instead make something even better—a positive impact for all Ohioans.

We recently sat down with three amazing OCSEA members, proud public employees whose work is touching lives in more ways than we can count, every single day. They shared their stories of public service and what it means to them. We are honored to tell their stories, and we look forward to telling even more. See page 3 for how YOU can tell your public employee story too!

Diamond Eddy ServeOhio



For Chapter 2500 member **Diamond Eddy**, an AmeriCorps program officer with ServeOhio—Ohio's Commission on Service and Volunteerism—giving back is not only a part of who she is but what's driven her career.

ServeOhio is the state's Commission on Service and Volunteerism created to empower local communities to mobilize AmeriCorps members and volunteer resources for the purpose of building a stronger Ohio. ServeOhio increases the effective utilization of AmeriCorps members and community volunteers working to address the state's frontline issues in education, health and economic opportunity.

A grants coordinator for the AmeriCorps side of the Commission, Diamond empowers AmeriCorps member volunteers to build a stronger Ohio. "We fund all the AmeriCorps programs across the state and help with training and technical assistance for all the program staff of those programs," she said.

"My portfolio includes nine AmeriCorps programs right now," said Diamond. She oversees initiatives like Connecting Families 4 Success Corps through Nationwide Children's Hospital and Teach For America across the state, among other education-focused programs, said Diamond. "I'm particularly proud of Project BEAR down at Shawnee State University in Portsmouth that helps volunteers build literacy skills for young children," she says.

"I like that we're helping people. Helping people is always my goal in life. That's my passion," said Diamond who served as an AmeriCorps member for two years before coming to the Commission. "It's nice to see it come full circle in that aspect," she said. As an AmeriCorps member, Diamond received an educational award to help repay student loans and to pay current educational expenses, which will help her further her career in public service, she says.

Diamond also says she enjoys the compliance side of her public work. "Monitoring and auditing different files and programs to make sure things are as they should be—that allows me to use my greatest strength while giving back and being accountable to the public we serve," she said.

Diamond says she's extremely proud of what ServeOhio does for communities all over Ohio. "From after school programs and career planning to food and house insecurities, and beyond, we're here to serve Ohioans in need," she said.

In addition to AmeriCorps, OCSEA members in the Commission's volunteer engagement side help nonprofit, government, and community organizations with skills and support to engage volunteers. The Commission offers grants for four community days of service: Martin Luther King, Jr. Day of Service (January), Global Youth Service Day (April), ServeOhio Day (June) and Make A Difference Day (October). □

Lee Mascarello

Ohio State School for the Blind



For Lee Mascarello, a member of Chapter 2529, there was never any doubt he would pursue a career in helping people in some way. “I always had a desire to help people and that’s what motivated me,” said Lee, who serves as an instructional aide in the physical education department at the Ohio State School for the Blind.

Lee grew up on the same street as the School for the Blind never imagining that he would work there someday. But a life-altering event at the age of 15 put him on a path to public service.

Lee was the leading scorer and team captain for his 9th grade basketball team at Worthington High School when he noticed his vision starting to change. He thought he just needed glasses but then learned it was a nerve disorder that would cost him the majority of his eyesight. “It was pretty devastating especially in the sports area. I had just signed up for driver’s ed and it was life changing,” Mascarello said.

Lee graduated with a degree in social work from The Ohio State University. Because most social work jobs at the time required driving, he says he stumbled into special education. “I love inspiring blind kids to be active physically. It’s inspiring and challenging,” he said.

Besides his teaching duties, Lee has been involved in coaching for the past ten years with the school’s wrestling team and other sports. “We have a lot of children with multiple disabilities, so as you can imagine anything physical can be a challenge,” he said. The opportunity to participate in athletics, he says, is one of the best features of the school because it’s a great way for students to increase social interaction and build self-esteem. Plus, it’s not something typically offered to visually impaired students at most public schools.

Lee has worked at the School for the Blind for 26 years and he loves his work. “A good day is when I’m helping a kid, who is extra fearful, face some of that fear and accomplish something they were scared to do,” he said. “I might have a wheelchair bound kid who’s starting to

use their legs and a good day is seeing them make progress and take a few steps,” he said. □

Lori Porter

Department of Transportation



“All my life, I have liked to help people. And I thought, that’s what the State does, they help people, they plow the roads. And I knew that they needed help,” said Lori Porter, a Financial Analyst in the Ohio Dept. of Transportation District 10 and a member of Chapter 8400 in Washington County. Lori has been a Financial Analyst for about a year and a half, but she first started working at ODOT in 2018. She began as a seasonal worker, but soon became a full-time Highway Technician. “As an HT, I really enjoyed my job because I went out on the paving crew, and I enjoy the outdoors so I felt like I was being helpful and that there was real purpose to my job,” said Lori. “I also enjoy my job now making sure that payroll and utility payments are correct.”

Serving her community through public service wasn’t new to Lori, however. She worked as a school bus driver for 12 years prior to becoming a State employee. “I loved the kids, and I probably would’ve stayed there, but the administration wasn’t the best to work for,” she said.

Lori has also served her chapter as a steward for about two years. When asked what made her decide to take the training and become a steward, she simply said, “They were short on stewards, and they asked me.” She says her responsibility as a steward is made easier because the labor relations officer in her workplace is always happy to work with them. “He is more than willing to come and talk to you about a situation, and he’s not one to say, ‘oh, I don’t want a representative there,’” said Lori. “He actually used to ride my school bus,” she laughs.

Lori isn’t the only public service worker in her household. Her husband, Nolan Porter, also works for ODOT as a Master Mechanic. Like Lori, he started as a seasonal employee, then became full-time. He also became a steward about a year ago. “He really enjoys his job now,” Lori said. “It’s funny, he used to drive a semi-truck, and he never got time off the whole time the kids were growing up. So, it has actually been an adjustment for both of us to realize that we can take vacation and sick days, because we have that time now,” she said. “I’m really enjoying it, and I hope to stay here until I retire,” she said. □



Make an impact! Tell YOUR public service story!
Every OCSEA member has a story to tell. Scan the QR code to share yours now with a video submission!

Member restores names and memories in local cemeteries

Grit and determination are just two of the many words to describe OCSEA union member **Tammie Dobbins** who goes above and beyond in her Gallipolis and Rio Grande communities to help clean local gravestones and restore the names and memories of those who have passed on.

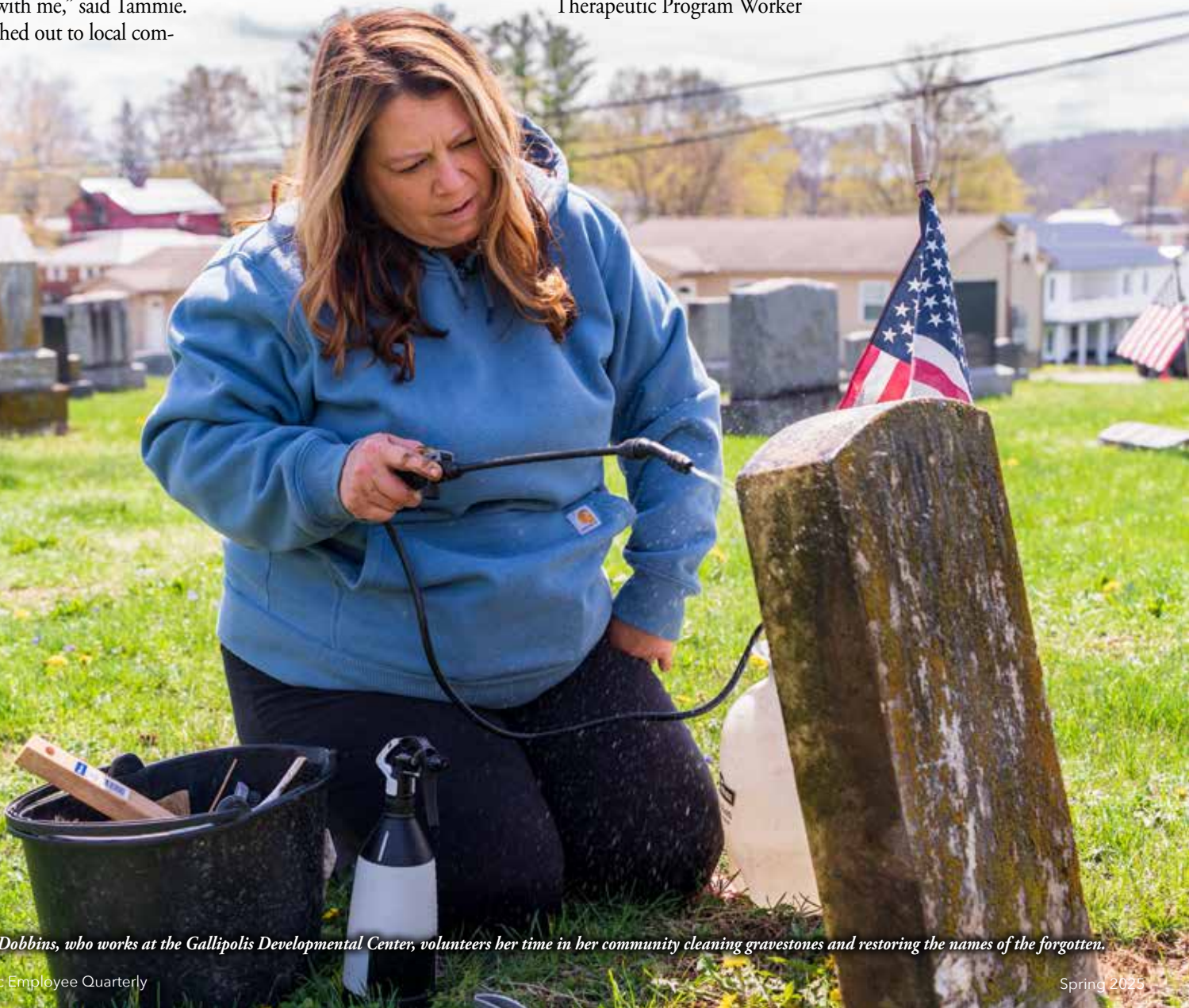
“I actually discovered the process on TikTok, and it really clicked with me,” said Tammie. She reached out to local com-

munity leaders and cemetery proprietors about the project and how she could be of help. She wanted to volunteer to maintain gravestones that had been forgotten over time, including those of veterans. She learned from stone and material experts and researched the safest methods for restoring unreadable gravestones that have been plagued with lichen, black mold and other dirt and deposits that build up over time.

When asked what inspired her to take this on, Tammie said, “I just love giving their name back. If you can see their names, they won’t be forgotten that way.” She says giving back is just a part of her makeup. “I like to help people. And out here [in the cemeteries], you see the stones you can’t read, and then after you’re done, you can read them, and you give their name back,” said Tammie.

“Caretaking is in my blood,” said Tammie who works as a Therapeutic Program Worker

(TPW) at the Gallipolis Developmental Center and is a member of GDC Chapter 2710. On the job, she cares for a pod of elderly-aged Ohioans with severe developmental disabilities, making sure they are cared for, fed, clean, and have plenty of activities to keep them engaged and sharp. “I’m really proud of the work I do at GDC, and taking care of those in my community,” she said.



Tammie Dobbins, who works at the Gallipolis Developmental Center, volunteers her time in her community cleaning gravestones and restoring the names of the forgotten.



“I just love giving their name back. If you can see their names, they won’t be forgotten that way.”

**—TAMMIE DOBBINS
CHAPTER 2710 MEMBER**

“I just enjoy it,” says Tammie of caretaking, a life-long passion that began with her first job working in a nursing home when she was 16. “It benefits me to see them happy. Giving back to them gives so much back to me,” she said.

On a recent trip to Rio Grande’s Calvary Baptist Cemetery, we met with Tammie to see her passion in action. With soft-bristle brushes, distilled water, and a gallon of D/2 Biological Solution (a gentle, pH-neutral soap) in hand, Tammie went through the process of helping the deceased reclaim their names. One gravestone belonged to a 10-month-old child named Margie Marie

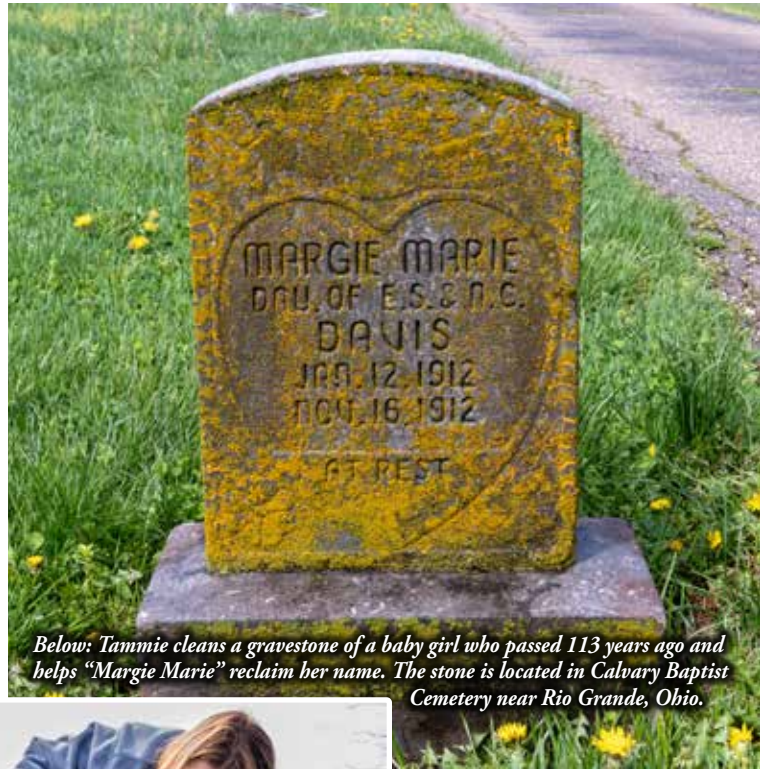
who had passed away in 1912. As the technique was applied, not only were her name, birth and death dates and parents revealed but also a carved peace dove and two tiny flowers to commemorate little Margie Marie’s untimely passing. As a mother of five, Tammie said, “I have a soft spot for the babies. It touches my heart.”

Since she began this passion project, Tammie has received permission to clean an upward of 600 gravestones in 20 local cemeteries. And she doesn’t plan on stopping anytime soon. “It’s a lot of work but it soothes me. It’s therapeutic for me,” she said.

“This is like meditation for Tammie. Some people fish and Tammie cleans tombstones,” joked Rio Grande mayor Matt Easter, who also works with Tammie as a manager at GDC. He fondly recalls the first stone Tammie cleaned at Calvary Baptist, the cemetery’s infamous “Weeping Virgin,” which has a folklore of its own in the small town. “It was just gleaming and shining bright when she was done,” he said. “It was so beautiful. Like it was new.” (See more in the video below.)

“We’re just so grateful for Tammie and all she’s done for our little community,” said Mayor Easter. “She doesn’t ever ask for recognition, but I’m glad she’s finally getting it,” he said.

Know of a union member who is also giving back in their community? Let us know at laborgivesback@ocsea.org. □



Below: Tammie cleans a gravestone of a baby girl who passed 113 years ago and helps “Margie Marie” reclaim her name. The stone is located in Calvary Baptist Cemetery near Rio Grande, Ohio.



Scan QR code to watch a video of Tammie giving back to her community.



Our public service makes Ohio a better state. We must defend it.

CHRISTOPHER MABE, OCSEA President

D.C. threaten the funding that many of our jobs depend on. We often say that “an injury to one is an injury to all.” That has never been truer than today.

OCSEA members are not immune from what’s happening in our nation’s capital. As thousands of our union brothers and sisters lose their jobs in the federal workforce, what’s to say it can’t happen to us? And we shouldn’t forget that 33% of our state budget comes from the federal government in one form or another. The percentages for the Dept. of Job and Family Services (71.7%) and the Dept. of Health (67.4%) are even higher. The math is not complicated—cuts to federal funding put our jobs at risk.

“You should be proud of the work you do!”

At meetings, conferences and on the pages of this magazine, I’ve been sharing with you my concerns about threats to collective bargaining in Ohio. This year those threats have become a reality. One of the first bills passed by the Ohio General Assembly this year and signed by Governor DeWine, Senate Bill 1, took collective bargaining rights away from college professors at Ohio’s public universities. As a result, they can no longer negotiate over certain terms and conditions of employment or go on strike.

Now our own collective bargaining rights have become

a target for the legislature. When the Ohio House of Representatives passed its version of the state budget in April it included an amendment banning telework as a subject for future contract negotiations. That’s after OCSEA successfully bargained for language on remote and hybrid work for the first time ever in our state contract. Now the state is trying to stack the deck in its favor while ignoring how effectively our members have worked remotely and how many tax dollars were saved.

We need to make our collective voices heard on these issues because opponents of organized labor won’t stop unless we push back. OCSEA is teaming up with AFSCME affiliates in Ohio and across the nation to speak out against budget cuts and to stand up for worker rights. We’re also working with AFSCME’s “Get Organized” campaign to protect our jobs and the public services we provide to communities across Ohio.

As we look forward to summer vacations and spending time with our families, there will be several opportunities in the coming months for us to get together to learn and grow as a union. The annual Steward’s Conference will be held in June followed two months later by our biennial convention in Cleveland. We’ve picked “Solidarity is our Strength” as our convention theme because it embodies the power of OCSEA when we work together. That power through solidarity will help us navigate the challenges we face today and in the future. □



LOCAL 71 AFL-CIO

Ohio Civil Service Employees Association



PRESIDENT
VICE PRESIDENT
SECRETARY-TREASURER

Christopher Mabe
Gerard ‘Rocky’ Jolly
Kathleen M. Gersper

BOARD OF DIRECTORS:

District 1: Lisa Schroeder (Public Safety), Nachael Church (MHAS)

District 2: Angela Traylor (DODD), Tim Runyon (DR&C)

District 3: Raymond Harker (DR&C), Jackie Stuckert (ODJFS)

District 4: William Vandyke (ODOT), Eric Kuskus (DR&C)

District 5: Doug Korba (DR&C), Peggy Joseph (ODNR)

District 6: Deena Gray (Attorney General), Marcus Harris (MHAS), Natalie Qualls (Development), Karen Ryther (OOD), Leslie Tilton (DR&C), Cynthia Watkier (FCJFS), Melissa Yank (BWC)

District 7: Deborah Weaver (DODD), Sherry Little (BWC)

District 8: Tom Dearth (DR&C), Jason Underhill (MHAS)

District 9: Jeff Condo (OVH), April Duckworth (DR&C)

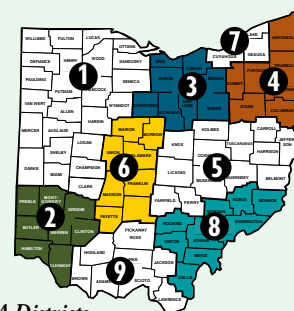
Retiree Representative: Ron Alexander

OCSEA HEADQUARTERS:
390 Worthington Road, Ste. A,
Westerville, Oh 43082

MEMBER RESOURCE CENTER:
888-OCSEA-11 (888-627-3211)

FAX: 614-865-4777
WEBSITE: ocsea.org

To sign up for email alerts or update contact information, email MRC@ocsea.org or call 888-OCSEA-11. *OCSEA Public Employee Quarterly* is published for \$6 by the Ohio Civil Service Employees Association, 390 Worthington Road, Suite A, Westerville, OH 43082. POSTMASTER: Send address changes to the Ohio Civil Service Employees Association, 390 Worthington Road, Suite A, Westerville, OH 43082. *OCSEA Public Employee Quarterly* is produced by the OCSEA Communications Department: Mike Rowe, Director; Deirdre O’Neill-Wedig, Emily Taggart, Associates.



OCSEA Districts

Why did we pick public service as a career? It’s a simple question with a variety of answers for the 28,000 members of OCSEA. But the reasons have a lot in common. Some of us joined the military when we were young to serve our country and then continued that service by working for the state. Others are motivated by wanting to make a difference in their community or by following in the footsteps of parents or grandparents who worked in public service. Whatever the reason, our work makes Ohio a safer, healthier and better place to live.

In this edition of PEQ you can read about why your fellow OCSEA members chose public service and what they enjoy most about their jobs. We’d love to hear from you as well. There’s a QR code on page 3 with a link that gives members an opportunity to tell their own story of public service by recording a short video. I encourage you to do so because right now it’s more important than ever to honor and celebrate our public service. You should be proud of the work you do!

If the past few months are any indication, 2025 will be a turbulent year for workers in public service. Our collective bargaining rights are under attack in Ohio and across the nation and budget cuts in Washington

This year's convention theme: "Solidarity is Our Strength"

This year's convention theme, "**Solidarity is Our Strength**," emphasizes the power of our union when we work together with **unity and determination**. As we gather for our biennial convention, there is much to discuss about the **challenges and opportunities** facing organized labor. Collective bargaining rights in Ohio are **under attack** once again, and our union brothers and sisters in the federal workforce are losing their jobs in unprecedented numbers.

Our theme also looks to the **future of public service** and how, by working together, we can **grow and adapt** to keep our union strong. As we have proven through the years, when we stand shoulder to shoulder as members and leaders of OCSEA, **there is nothing we can't accomplish through solidarity!**

See pages 12-13 for this year's convention delegate election notices.

36TH BIENNIAL CONVENTION:

CLEVELAND, OHIO
August 27–30, 2025

Pre-convention updates:
ocsea.org/convention

OCSEA 36TH BIENNIAL CONVENTION

Solidarity
IS OUR
STRENGTH

OCSEA
AFSCME

VETERAN VOICES

CHRIS HAGNER

Chapter 4210 - Mount Vernon City

U.S. AIR FORCE RESERVE



“Service Before Self” is one of the three core values of the United States Air Force, and something OCSEA activist and veteran **Chris Hagner** continues to live by, even 28 years after leaving the USAF Reserve. During his USAF Reserve service, he served at both Rickenbacker and Wright Patterson Air Force bases as an Air Transportation Specialist.

Today, Chris works as a Maintenance Mechanic in the Mount Vernon City water plant and just recently celebrated his 24th anniversary with the city. He began his career there as an operator after leaving the Reserve, working in construction and wanting to settle down in a job in his hometown. He is proud to serve the city where he was born and raised and proud to live by the tenants of the Air Force that he learned during his 8 years in service.

“We’re public servants. We’re here to serve the people. They pay our paycheck. If we’re not serving the people, we’re doing something wrong,” said Chris.

He also sees his union service in a similar way. “Obviously everything you do is done as a team. I know it’s cliché, but there is ‘No I in Team.’ Everybody has a job, and you have to do it, or it doesn’t work. You rely on the person next to you, and they rely on you,” he said.

“We’re public servants. We’re here to serve the people.”

—CHRIS HAGNER, OCSEA ACTIVIST & VETERAN

Chris says his services in the Reserve taught him to look after everyone no matter their differences. “They are all your brothers and sisters with the same goal and same mission. It’s just a real good lesson in life. That’s how it should be,” he said.

Just last year, Chris and his Mount Vernon City union bargaining team worked together to bargain an historic contract for the city workers. The team’s Staff Representative and negotiator Jim Beverly called the contract “one of the best local government contracts we’ve ever seen in the history of OCSEA,” with a focus on growing a living wage, retaining and building quality staff, and drawing more people from the outside to build their careers in Mount Vernon. “It will be a guide for contracts to come,” he said. □

TYRONE GRANT

ODJFS Central Office Chapter 2599

NATIONAL GUARD
& U.S. ARMY



For **Tyrone Grant**, a Customer Service Specialist with the Ohio Dept. of Job and Family Services, service to community is just a part of his makeup. He learned the importance of giving back from his mother and grandmother who taught him the value of a tightly knit community and helping those in need, from your neighbors to those you don’t even know.

“I was always taught, don’t judge a book by its cover. If you haven’t walked in that person’s shoes, you never know what they are going through,” said Tyrone. “Being able to stick your hand out and help that person up shows I have good intentions in my heart. And God knows my intentions are good,” he said.

Serving in the military was just another brick in his wall of service. Tyrone began his military service in the National Guard and then, wanting to see more of the world, he served Army active duty for six years, including time in Korea. He was able to continue his education during his time in the Army, which helped prepare him for his career in public service.

After his active-duty service, he considered a career in the Active Guard and Reserve (AGR) program, but he was hired by ODJFS before his number was called up. And he’s been an Ohio public servant with ODJFS ever since, going on 24 years. He began his career in the Akron call center and then Cleveland unemployment adjudication center. For more than ten years, he has served the Workforce Development side of ODJFS, working with employers to match with jobseekers, and vice versa, and to build skills and offer resources to workers statewide.

This includes working with Ohio veterans who are in need of career services, skill-building and job placement help. This includes working closely with the ODJFS Disabled Veterans Outreach Program. Tyrone says ODJFS is a good resource, not only for jobs but also to help put individuals in need in touch with resources that can make their lives better.

Tyrone says volunteerism is just a part of who he is. “I really enjoy helping the public. I like working with the community and giving back any way I can,” he said. “I just do what I can, to help the public any way I can.” For Tyrone, this has included helping with many different youth programs, like a Mifflin Middle School mentor program and Big Brothers Big Sisters. He also often volunteers at homeless shelters and the Salvation Army. □



AUSHA DAVIS Steward Spotlight

Ausha Davis works at the Dayton Correctional Institution and is an activist in DCI Chapter 5725. She serves her chapter as a steward as well as a Corrections Assembly delegate. “I started as a Financial Associate about three months ago, and before that I was a Corrections Officer. Day to day, I basically assist in making sure the bills get paid, talk to suppliers, talk to different departments about their needs, and order supplies and services,” she said.

Ausha started getting more involved in the union at DCI about three years ago. She says one of the main things that got her interested was the prospect of becoming a union steward. “Over time, I just kept hearing people talk more about the union and their experiences they had with our chapter and the union as a whole. And then I learned more about how union stewards are in place to answer your questions and help you with different things, and that’s something I knew I could do. I remembered my dad talking about the union when he worked at General Motors, and I wanted to try it out. So I started reading the contract book,” Ausha said.

“I was seeing my co-workers go through certain things and thought, ‘I wish someone was there for me, so let me be there for them.’”

—AUSHA DAVIS, CHAPTER 5725 ACTIVIST

Ausha was driven to become a steward by the desire to help other members. “Now I can say, ‘hey, I’m a steward. You’re going through this issue. Let me go look at the contract book and let me help you and guide you through it,’” she said. “I can try to set them up with the right resources. I was seeing my co-workers go through certain things and thought, you know, ‘I wish someone was there for me, so let me be there for them.’”

When asked about challenges she has faced since becoming a steward, Ausha said, “The biggest challenge for me was starting off as a new steward. I was on third shift, and I was one of the only stewards on third shift at the time. It was a lot of finding out things on my own, learning as I went,” she said.

“I enjoy being a steward a lot. It just keeps me going knowing that I can help people and I can say, ‘hey, if you need anything, I will assist you,’” Ausha said. She highlights that being a steward isn’t all about helping members with an issue or discipline. “It’s not always a struggle,” she said. “I also have people ask me about union education benefits and things like that. I have helped people with the process of applying for their Union Education Trust benefits like I did.”

Ausha began the process of using her union-negotiated education benefits to go back to college when she recently became a Financial Associate at DCI. “I’m in my first semester pursuing an Associate



Degree in Accounting, and I’ll probably go on from there. I also take Excel computer classes,” she says.

Ausha recommends that newer members consider taking the steward trainings as a way to learn more about the union and what they can do to get involved. “If you have any interest, it’s something you can do to get started and gain more information about how a union works, and contract language, and how that applies to you. Even if you don’t want to be a steward, I believe you should have some sort of interest if you’re in the union to learn how things go,” she said. “Definitely, if you have a drive to want to help people more, not just yourself but your fellow workers, it’s something solid that you can do. You can be that one that they feel comfortable to go to,” she encourages.

Ausha says public service is important to her. Years before she started working for the State, Ausha served in the United States Army Reserve after high school. She took basic training after her junior year, and went to the AIT (Advanced Individual Training) School after her senior year to train for her job as a Water Treatment Specialist. “For the most part, we were responsible for making sure there was potable water available to units for drinking, cooking, things like that,” she said. □



This year’s Steward Conference is

**SATURDAY,
JUNE 7, 2025**

The conference provides union leaders and stewards with networking and skill-building to take back to their chapters.



Scan QR code to register for the 2025 OCSEA Steward Conference now!

DEADLINE: MAY 30



Leadership Training:

Local chapter activists build skills, grow union leadership

Nearly 40 local OCSEA chapter leaders from around the state gathered the last weekend in March for OCSEA's Leadership Training. Building activism and growing the next generation of leaders was on the agenda for the event held at the OCSEA Union Hall in Westerville.

This is the year's first OCSEA Leadership Training, but more are scheduled throughout 2025. With large State turnover over the last decade, union leaders who are new to union activism is on the rise. Many are still learning the ropes of union leadership. The OCSEA Leadership Training gives new leaders and their mentors tools to develop as leaders and to build strong chapters.

This includes **Dawn Redwood**, a Correction Officer at Northeast Pre-Release Center in Cleveland who is a newer Secretary in her Chapter 1835.



Dawn Redwood
Chapter 1835 Secretary

"As a new leader, the training was empowering. It provided practical tools and a broader understanding of the responsibilities I now hold," she said. "It reassured me that I'm not alone- we're part of a larger, strategic, and technologically evolving union that is preparing us to lead with confidence."

During the weekend-long event, chapter leaders explored technology, previewed online trainings and walked through the financial roles of chapters. Attendees also participated in team building and learned about emotional intelligence, the ability to recognize, understand, manage, and use emotions effectively, from stressful situations to daily interactions with members and management.

Dan Fantine, Vice President of Tuscarawas Chapter 7900 and an ODOT Transportation Technical Specialist near New Philadelphia, is glad for all the information to take back to his chapter. While



Dan Fantine
Chapter 7900 Vice President



being a moderately new union officer, his goal, at this point in his career and union journey, is to grow and educate the next generation of unionists to come after him. "I'm trying to get younger people involved to eventually take over," said Dan.

Attendees also learned about the state budget and the impact that federal budget cuts could have on state agencies. They were reminded that state jobs are political in nature, whether we like it or not, with an exercise on testifying before the state legislature.

"The seminar on state tax—the budget—was really super

informative, and the mock Senate hearing was both fun and enlightening, because we can see the real thing on TV and say, 'that's not so hard,' but this really made you think on your feet and get a feel for what it'd really be like," said Dan.

Both Dan and Dawn are second generation public employees with parents who worked in their current agencies before them. They are proud to continue the tradition of public service and excited to have a union voice to make their service to Ohio even stronger! □



CMCA Conference

The Need for Diversity in Public Service



The 2025 CMCA conference was held March 21 and 22 in Westerville.

With recent attacks on diversity, equity and inclusion programs in the workplace and on college campuses, what's the future of diversity in public service? That question was a major topic of discussion when OCSEA leaders and members gathered in Westerville in March for the annual Committee on Minority and Community Affairs conference.

"Diversity, equity, and inclusion is very important because we don't want to exclude anyone from being a part of society," said **Sherry Little**, the chairperson of CMCA and member of the OCSEA board of directors. The committee selected "Planting the Seeds for the Future" as the theme for the conference and invited a featured speaker who describes himself as a passionate advocate for diversity, equity and inclusion.

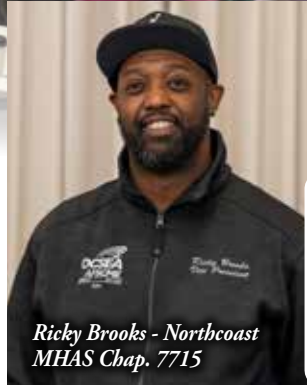
Javon Reed, the Vice President of Academic Affairs at Simmons College of Kentucky, spoke about the meaning of diversity and why it should not be narrowly defined. "Diversity isn't just about race and ethnicity, it's about embracing differences in ages, perspective and approach," Reed said. "It is up to us public servants to ensure our workplace encourages mutual respect and collaboration across all generations."

As a college educator, Reed has worked with the state prison system in Kentucky to rehabilitate incarcerated individuals through an education program that gives them a second chance to become productive members of society. He said, "education is the transformative force that empowers individuals and uplifts communities."

Reed's message about the power of education resonated with **Ashley Flowers**, an Information Technology Specialist 2 with the Dept. of



Ashley Flowers -
Taxation Chap. 2595



Ricky Brooks - Northcoast
MHAS Chap. 7715

Scan QR code to watch a video about the importance of diversity in the workforce.



SCAN HERE



Taxation, especially now that diversity scholarships are under threat on Ohio's college campuses. Senate Bill 1, which Governor DeWine recently signed into law, eliminates diversity, equity, and inclusion programs at state universities and limits collective bargaining rights for college professors.

"Taking away those programs I think it's not going to benefit our youth especially our minorities because those are the scholarships that we need those grants we need to further education to get those degrees," Ashley said. "We come from families that sometimes your parents do not have a degree or you're the first child to get one."

Following racial justice protests after the death of George Floyd in 2020, the State of Ohio and many employers embraced diversity hiring practices. Data shows those diversity, equity, and inclusion policies made a measurable difference. According to Ohio's annual survey on workforce diversity, the percentage of African Americans, Hispanics, Asians, veterans and people with disabilities in the state workforce increased between 2020 and 2024. Now those gains are at risk as diversity initiatives are rolled back across the country.

Ricky Brooks, a therapeutic program worker at Northcoast Behavioral Healthcare and a member of Chapter 7715, says diversity, equity, and inclusion makes a huge difference in the workplace. "It shouldn't matter what your race or ethnicity is when it comes to working. You should always hire the best qualified. To purposely remove minorities makes zero sense," Ricky said. Being a part of a union, he says, gives him an opportunity to speak up for people who are afraid to speak up for themselves on matters of fairness.

Reed also recognized the important role that labor organizations play to ensure there is equity and opportunity for everyone, and he asked, "how can you truly serve your communities in the public workforce if our public workforce doesn't reflect diversity?" □



Javon Reed, center, with committee members at the CMCA Conference.

OCSEA Biennial Convention Delegate Election Notices

OCSEA 36TH BIENNIAL CONVENTION



The OCSEA Convention is held every two years. This year, delegates will gather Aug. 28-30, 2025 at the Hilton Cleveland Downtown in Cleveland, Ohio. Per the OCSEA Constitution, elected delegates are tasked with gathering every two years to amend the OCSEA Constitution and Bylaws where necessary. This is a Constitutional Convention only, meaning there will be NO election of statewide officers. The next Election Convention will take place in 2027.

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 2330	Nominations: July 1, 2025 6 a.m.-2 p.m.	Elections: July 2, 2025 6 a.m.-2 p.m.	Run Offs: July 3, 2025 6 a.m.-2 p.m.	SCI - A Bldg. Zen Den, 5900 BIS Rd. SW, Lancaster, OH 43130
Chapter 2508	Nominations: June 14, 2025 8:15 a.m.-8:30 a.m.	Elections: June 14, 2025 8:30 a.m.-8:45 a.m.	Run Offs: June 14, 2025 8:45 a.m.-9 a.m.	OCSEA - Room 195 - 390 Worthington Rd., Westerville
Chapter 2513	Nominations: June 12, 2025 5 p.m.-5:15 p.m.	Elections: June 12, 2025 5:15 p.m.-5:45 p.m.	Run Offs: June 12, 2025 6 p.m.-6:15 p.m.	ODOT Central Office - Conference Room GB, 1980 W. Broad St., Columbus, OH 43223
Chapter 2525	Nominations: June 6, 2025 12 p.m.-12:15 p.m.	Elections: June 6, 2025 12:15 p.m.-12:30 p.m.	Run Offs: June 6, 2025 12:30 p.m.-12:45 p.m.	William Green Building - 9th Floor HR Conference Room, 30 W. Spring St., Columbus, OH 43215
Chapter 2535	Nominations: June 3, 2025 11:30 a.m.-12 p.m.	Elections: June 3, 2025 12 p.m.-1 p.m.	Run Offs: June 3, 2025 2 p.m.-3 p.m.	William Green Building - L3 Training Room E - 30 W. Spring St., Columbus, OH 43215
Chapter 2555	Nominations: June 4, 2025 11 a.m.-12 p.m.	Elections: June 4, 2025 1:30 p.m.-2:30 p.m.	Run Offs: June 5, 2025 12 p.m.-1 p.m.	Ohio Dept. of Insurance - Union Meeting Room, 50 W. Town St. #300, Union Meeting Room, Columbus, OH 43215
Chapter 2575	Nominations: August 5, 2025 7 a.m.-7:30 a.m., 12 p.m.-12:30 p.m., 3:30 p.m.-3:45 p.m.	Elections: August 6, 2025 7 a.m.-7:30 a.m., 12 p.m.-12:30 p.m., 3:30 p.m.- 3:45 p.m.	Run Offs: August 7, 2025 7 a.m.-7:30 a.m., 12 p.m.-12:30 p.m., 3:30 p.m.-3:45 p.m.	Ohio Pharmacy Services - Union Office, 2150 West Broad St., Columbus, OH 43223
Chapter 3510	Nominations: June 18, 2025 7 p.m.-7:15 p.m.	Elections: June 18, 2025 7:15 p.m.-7:30 p.m.	Run Offs: June 18, 2025 7:30 p.m.-7:45 p.m.	VFW Hall, 1133 N. Ottokee St., Wauseon, OH 43567

OCSEA Convention • August 28-30, 2025 • Cleveland, Ohio

Subordinate Body	Nominations	Elections	Runoffs	Location
Chapter 4550	Nominations: July 8, 2025 5:30 p.m.-5:45 p.m.	Elections: July 8, 2025 5:45 p.m.-6 p.m.	Run Offs: July 8, 2025 6:15 p.m.-6:30 p.m.	ODA, BLDG. 3-CPL Room 120, 8995 E. Main St., Reynoldsburg, OH 43068
Chapter 4800	Nominations: June 3, 2025 6:15 p.m.-6:30 p.m.	Elections: June 3, 2025 6:30 p.m.-6:45 p.m.	Run Offs: June 3, 2025 7 p.m. - 7:15 p.m.	AFSCME Ohio Council 8, 420 S. Reynolds Rd., Toledo, OH 43615
Chapter 5000	Nominations: June 9, 2025 5:45 p.m.-6 p.m.	Elections: June 9, 2025 6 p.m.-6:15 p.m.	Run Offs: June 9, 2025 6:30 p.m.-6:45 p.m.	Cocca's Pizza, 5193 S Canfield-Niles Rd., Canfield, OH 44406
Chapter 5110	Nominations: July 8, 2025 7 a.m.-3 p.m.	Elections: July 15, 2025 7 a.m.-3 p.m.	Run Offs: July 16, 2025 7 a.m.-3 p.m.	MCI Entry Building - 940 Marion-Williamsport Rd. E., Marion, OH 43302
Chapter 6000	Nominations: July 8, 2025 6:15 p.m.-6:30 p.m.	Elections: July 8, 2025 6:30 p.m.-6:45 p.m.	Run Offs: July 8, 2025 6:45 p.m.-7 p.m.	Pizza Cottage Party Room, 3938 Pond View Dr., Zanesville, OH 43701
Chapter 7010	Nominations: July 25, 2025 1p.m.-3p.m. Location: USW Union Hall	Elections: Aug. 4, 2025 6 a.m.-3 p.m. Location: ManCI - Entry Building	Run Offs: Aug. 7, 2025 6 a.m.-3 p.m. Location: ManCI - Entry Building	Nominations: USW Union Hall, 376 West Longview Ave., Mansfield, Ohio 44903 Elections & Run Offs: ManCI - Entry Building, 44901 1150 N Main St., Mansfield, OH 44902
Chapter 7120	Nominations: June 9, 2025 12 a.m.-8 p.m.	Elections: June 10, 2025 6 a.m.-4 p.m.	Run Offs: June 10, 2025 6 a.m.-4 p.m.	CCI Administrative Building, 15802 SR 104, Chillicothe, OH 45601 Email nominations to CCILocal7120@gmail.com
Chapter 7500	Nominations: June 24, 2025 6 p.m.-6:15 p.m.	Elections: June 24, 2025 6:15 p.m.-6:30 p.m.	Run Offs: June 24, 2025 6:30 p.m.-6:45 p.m.	Shelby County ODOT, 2190 St. Marys Ave., Sidney, OH 45365
Chapter 7800	Nominations: June 10, 2025 5 p.m.-5:15 p.m.	Elections: June 10, 2025 5:15 p.m.-5:30 p.m.	Run Offs: June 10, 2025 5:45 p.m.-6 p.m.	Buena Vista Cafe', 1305 Buena Vista Ave. NE, Warren OH 44483
Chapter 7810	Nominations: June 16, 2025 6:15 p.m.-6:30 p.m.	Elections: June 16, 2025 6:30 p.m.-6:45 p.m.	Run Offs: June 16, 2025 6:45 p.m.-7 p.m.	United Steelworkers Union Hall Local 2155, 1265 N. Main St., Niles OH 44446

Have questions about your chapter's Convention Elections?

If you do not see your chapter's notice, contact your chapter leaders as a postcard notice was likely mailed instead. Please note, some convention delegate elections may coincide with subordinate body meetings/elections that appear on pages 14-15. Please contact chapter leaders with questions about elections.

Deadline to submit delegates to OCSEA: August 8, 2025

Subordinate Body Meeting Notices

BODY	DATES/TIMES	LOCATION
ASSEMBLY MEETINGS		
BWC Assembly	June 7 & Sept. 6 - E-Board: 9:30 a.m.-10 a.m.; Meeting: 10 a.m.-1 p.m.	OCSEA - Room 188 - 390 Worthington Rd., Westerville
MHAS/ DODD/OVH Assembly	June 13, July 11, Sept. 12 & Oct. 10 - 10 a.m.-2 p.m.	OCSEA - Bowman Hall - 390 Worthington Rd., Westerville
ODNR Assembly	June 21, Aug. 9 & Oct. 25 - E-Board: 9 a.m.-10 a.m.; Meeting: 10 a.m.-1 p.m.	OCSEA - Room 195 - 390 Worthington Rd., Westerville
ODOT Assembly	Sept. 20 - 10 a.m.-2 p.m.	OCSEA - Bowman Hall - 390 Worthington Rd., Westerville
OOD Assembly	July 30 - 6:30 p.m.-8:30 p.m.	Contact assembly.ood@gmail.com for location.
DISTRICT MEETINGS		
District 1	July 12, Sept. 6 & Nov. 1 - 10 a.m.-1 p.m.	IBEW, 1975 North West St., Lima
District 2	VIRTUAL E-Board: July 9 & Oct. 8 - 6 p.m.-8 p.m.; Meeting: Aug. 13 - 6 p.m.-8 p.m.	Contact Donald Campbell for the meeting link. Dingle House, 9102 W. Chester Towne Center., West Chester
District 6	June 2, Aug. 4, Sept. 8, Oct. 6 & Nov. 3 - 6:30 p.m.-8 p.m.	OCSEA - Bowman Hall - 390 Worthington Rd., Westerville
CHAPTER MEETINGS		
Chapter 200	June 3, Aug. 5 & Oct. 7 - 5:30 p.m.-7 p.m.	IBEW #32, 1975 N. West St., Lima
Chapter 1801	Aug. 19 - 4:30 p.m.-5:30 p.m.	Frank J. Lausche State Office Building - Plaza area, 615 West Superior Ave., Cleveland
Chapter 2320	July 14 & Oct. 20 - 6:30 p.m.-7:30 p.m.; E-Board to meet following meeting	Elks Lodge (lower level), 109 S.Main St., New Lexington
Chapter 2500	July 17 & Oct. 16 - E-Board: 6 p.m.-6:30 p.m.; Meeting: 6:30 p.m.-7:30 p.m.	OCSEA - Room 195 - 390 Worthington Rd., Westerville
Chapter 2501	July 12 & Oct. 18 - 10 a.m.-Noon	OCSEA - Room 195 - 390 Worthington Rd., Westerville
Chapter 2503	July 8 & Oct. 6 - 6 p.m.-7:30 p.m.	Contact BMVchaptermeeting@gmail.com for location.
Chapter 2535	VIRTUAL Meetings: June 11, Aug. 13 & Oct. 8 - Noon-1 p.m.	Contact myank@ocsea.org for meeting link.
Chapter 2580	VIRTUAL Meetings: June 18 & Sept. 17 - 6:30 p.m.-7:30 p.m.	Contact ljennings2@att.net for meeting link.

BODY	DATES/TIMES	LOCATION
Chapter 2595	VIRTUAL Meeting: June 4 - E-Board: 5:30 p.m.-6 p.m.; Meeting: 6 p.m.-7 p.m.	Visit Taxation2595.com for meeting link.
Chapter 3000	Aug. 7 & Oct. 9 - E-Board: 6 p.m.-6:15 p.m.; Meeting: 6:15 p.m.-7:15 p.m.	Theo's Restaurant, 632 Wheeling Ave., Cambridge
Chapter 3510	June 18, Aug. 20 & Oct. 15 - E-Board: 6:30 p.m.-7 p.m.; Meeting: 7 p.m.-8 p.m.	VFW Hall, 1133 N. Ottokee St., Wauseon
Chapter 4550	July 8 & Oct. 7 - E-Board: 5 p.m.-5:30 p.m.; Meeting: 5:30 p.m.-6:30 p.m.	ODA, Building 3 - CPL Room 120, 8995 E. Main St., Reynoldsburg
Chapter 4800	In-person Meeting: June 3 - E-Board: 5:30 p.m.-6 p.m.; Meeting: 6 p.m.-8:00 p.m.; Hybrid Meetings: Aug. 5 & Oct. 7 - E-Board: 5:30 p.m.-6 p.m.; Meeting: 6 p.m.-7:00 p.m.	AFSCME Council 8, 420 South Reynolds Rd., Toledo OR contact csteale930@gmail.com or jlawniczak@bex.net for meeting link.
Chapter 5000	June 9 & Sept. 8 - 5:30 p.m.-7:15 p.m.	Cocca's Canfield, 5193 S. Canfield-Niles Rd., Canfield
Chapter 5100	July 9 - E-Board: 4 p.m.-4:30 p.m., Meeting: 4:30 p.m.-5:30 p.m. Oct. 8 - E-Board: 4 p.m.-4:30 p.m., Meeting: 4:30 p.m.-5:30 p.m.	Marion ODOT - 1775 Marion-Williamsport Rd. E., Marion Morrow ODOT - 5560 U.S. 42, Mt. Gilead
Chapter 5410	Aug. 4 & Nov. 3 - E-Board: 5 p.m.-5:15 p.m.; Meeting: 5:15 p.m.-6:15 p.m.	Korner Kafe, 7995 -119, Maria Stein
Chapter 5700	June 25, July 23, Aug. 27, Sept. 24 & Oct. 22 - 6:30 p.m.-7:30 p.m.	AFSCME Council 8 - Local 101 (lower level), 15 Gates St., Dayton
Chapter 7000	June 12, Aug. 21, Sept. 18, Oct. 16 & Nov. 2 - 6 p.m.-7 p.m.	United Steelworkers, 376 W. Longview Ave., Mansfield
Chapter 7010	July 18 & Oct. 17 - E-Board: 11:30 a.m.-12:15 p.m.; First Meeting: 12:15 p.m.-1:15 p.m.; Second Meeting: 2:15 p.m.-3:15 p.m.	USW Hall, 376 W Longview Ave., Mansfield
Chapter 7500	June 24 - 6 p.m. - 7:30p.m.	Shelby County ODOT, 2190 St. Marys Ave., Sidney
Chapter 7600	June 9, July 14, Sept. 8 & Oct. 6 - 6 p.m. - 7 p.m.	VFW, 1935 Avalon Ave. NE, Canton
Chapter 8700	Aug. 19 - 5:30 p.m.-6:30 p.m.	Home 2 Suites, 1630 E. Wooster St., Bowling Green

Subordinate Body Election Notices

SUBORDINATE BODY ELECTIONS

BODY	DATES/TIMES	LOCATIONS	POSITIONS TO BE ELECTED
District 4	Nov. 3 - Nominations: 6:15 p.m.-6:30 p.m. Elections: 6:30 p.m.-6:45 p.m. Run Offs (if necessary): 6:45 p.m.-7 p.m.	Amen Corner Restaurant, 20 West Main St., Girard, OH 44420	President, Vice President, Treasurer, Secretary, Executive Board (3), District Stewards: ODOT District 4 & ODOT District 11
Chapter 2508	Nominations: Oct. 3 - 11 a.m.-1 p.m. Elections: Oct. 6 - 11 a.m.-1 p.m. Oct. 7 - 11 a.m.-1 p.m. Oct. 8 - 11 a.m.-1 p.m. Run Offs (if necessary): Oct. 9 - 11 a.m.-1 p.m.	Oct. 3 - Call in nominations: 216-770-8807 (include nominee name & position) Oct 6-East Center - Cafeteria, 1051 Mt. Vernon Ave., Columbus, OH 43203 Oct. 7-West Center Cafeteria, 314 N. Wilson Rd., Columbus, OH 43204 Oct. 8 - Northland Center -Cafeteria, 1721 Northland Park Ave., Columbus, OH 43229 Oct. 9 - Northland Center Cafeteria, 1721 Northland Park Ave., Columbus, OH 43229	President, Vice President, Treasurer, Secretary, Executive Board (3), District Delegate/Alternate Nominations: Include your name and phone number
Chapter 2535	Nominations: Oct. 14 - 12 p.m.-12:30 p.m. Elections: Oct. 21 - 7 a.m. - 9 a.m. & 11:30 a.m. - 4:30 p.m. AND Oct. 22 - 7 a.m.-9 a.m. & 11:30 a.m. - 4:30 p.m. Run Offs (if necessary): Oct. 23 - 12 p.m.-1 p.m.	William Green Building - L3 Training Room D, 30 W. Spring St., Columbus, OH 43215	President, Vice President, Treasurer, Secretary, Executive Board (3), District Delegate/Alternate (1), Assembly Delegate/Alternate (1), AFL-CIO Delegates (5)
Chapter 2575	Nominations: Aug. 5 - 7 a.m.-7:30 a.m., 12 p.m.-12:30 p.m., 3:30 p.m.-3:45 p.m. Elections: Aug. 6 - 7 a.m.-7:30 a.m., 12 p.m.-12:30 p.m., 3:30 p.m.-3:45 p.m. Run Offs (if necessary): Aug. 7 - 7 a.m.-7:30 a.m., 12 p.m.-12:30 p.m., 3:30 p.m.-3:45 p.m.	Ohio Pharmacy Services - Union Office, 2150 West Broad St., Columbus, OH 43223	President, Vice President, Secretary/Treasurer, Executive Board (4), District Delegate/Alternate
Chapter 5000	Nominations: June 9, 2025 5:45 p.m.-6 p.m. Elections: June 9, 2025 6 p.m.-6:15 p.m. Run Offs: June 9, 2025 6:30 p.m.-6:45 p.m.	Cocca's Pizza, 5193 S Canfield-Niles Rd., Canfield, OH 44406	President, Vice President, Secretary, Treasurer, Executive Board (3), District Delegate/Alt, Assembly Delegate/Alt for OOD, ODOT, ODRC, ODJFS, BWC, Taxation, ODNR, I.C., Public Safety.
Chapter 7800	Sept. 9 - Nominations: 5 p.m.-5:15 p.m. Elections: 5:15 p.m.-5:30 p.m. Run Offs (if necessary): 5:45 p.m.-6 p.m.	Buena Vista Café, 1305 Buena Vista Ave. NE, Warren, OH 44483	President, Vice President, Secretary/Treasurer, Executive Board (3), District Delegate/Alternate

OCSEA Magazine Notice Deadlines:

Fall 2025: Deadline: September 10. Meetings/Elections must be held on or after Nov. 10, 2025 to appear in the Fall PEQ.

Winter 2026: Deadline: January 12, 2026. Meetings/Elections must be held on or after March 16, 2026 to appear in the Winter PEQ.

Constitutional requirements for elections

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



LOCAL 77 AFL-CIO

Ohio Civil Service Employees Association

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



41

OCSEA

PUBLIC EMPLOYEE QUARTERLY | SPRING 2025

FEATURE STORIES



2 **WHY WE SERVE**
Members share their public service stories



4 **LABOR GIVES BACK**
Member restores graves in local cemetery



8 **VETERAN VOICES**
OCSEA Veteran Spotlights



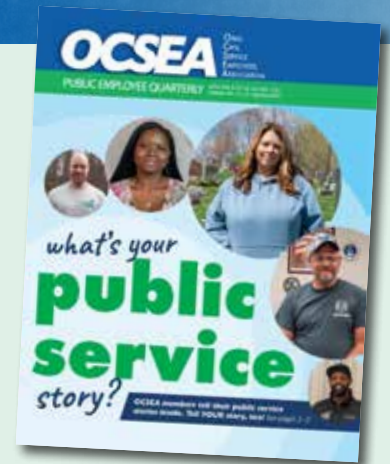
9 **STEWARD SPOTLIGHT**
Member Spotlight & Steward Conference promo



10 **LEADERSHIP TRAINING**
Union activists build skills, grow leadership



11 **CMCA CONFERENCE**
The Need for Diversity in Public Service



6 **PRES. CHRIS MABE**
Our public service makes Ohio a better state. We must defend it.

12 **CONVENTION DELEGATE ELECTION NOTICES**

14 **MEETING & ELECTION NOTICES**