

# OCSEA

OHIO  
CIVIL  
SERVICE  
EMPLOYEES  
ASSOCIATION

PUBLIC EMPLOYEE QUARTERLY AFSCME LOCAL 11/AFL-CIO  
Volume 73, No. 1 • Winter 2017

A woman in a white sweater is holding a large white sign with both hands. The sign has the words "SPEAK UP" in large blue block letters at the top. Below that, the words "Silence is" are written in a black cursive font, and "Complicity" is written in a red cursive font. In the background, there is a large crowd of people at a protest or rally. A tall, white monument is visible in the distance. The trees are bare, suggesting a winter setting.

**SPEAK UP**  
*Silence is*  
*Complicity*

**THE POWER**  
**OF PEOPLE**  
**IS STRONGER**  
than the people in power

# THE POWER OF ACTIVISM



“I’M JUST TRYING TO  
MAKE THIS COMMUNITY  
BETTER.”

— BRANT REYNOLDS, STEWARD,  
BELMONT CORRECTIONAL INSTITUTION

## Brant Reynolds Union Steward and Village Council Member

**B**rant Reynolds has been a union steward and Correction Officer at Belmont Correctional Institution for several years now, but is taking on a new challenge in local politics. Reynolds was recently appointed to an open village council seat in the village of Powhatan Point in southeastern Ohio. He plans to run for the seat officially in November.

“I’m just trying to make this community better,” said Reynolds. “This is the village I grew up in. I moved away for 18 years, and relocated back. This is a hometown thing. You want to see your village continue to grow, and this will allow me to be part of it,” he said.

While OCSEA members can’t run for partisan political

office, according to an Ohio law referred to as the “Little Hatch Act,” OCSEA members can run for non-partisan offices at the local level.

This is Reynolds’ first time getting involved in a civic way in his community. “You have to start somewhere,” he said. He also says his steward training has helped prepare him to take on the new role. “This is a lot like being a steward. You have to listen, problem-solve and often bring people to the table to figure out a compromise,” he said.

When asked what his priorities are as the newest member of the village council, Reynolds said he wants to look at the things that will help the village grow and prosper: things like good public services and good

jobs. “When you come from a small area, fire departments and EMS levies are very important to your community,” said Reynolds. He said it’s also important to attract businesses to the area and is proud that his village is 100 percent locally owned. “That’s a good thing,” he said. “That means the money is staying in our community,” he said.

“My family is very excited for a new opportunity to get my feet wet in another area. My whole family’s from here,” said Reynolds.

Reynolds term will run until November when the seat will come open. He plans on running for one of the six village council seats at that time. □

**WEB EXCLUSIVE:**  
Want to get involved in  
your community or speak  
out as a public employee?  
Know your rights!  
Go to [ocsea.org/hatched](http://ocsea.org/hatched).



**Can OCSEA members be involved in political activities?**  
*Yes*

**What you can (and can't) do under the Little Hatch Act.**

<ul style="list-style-type: none"> <li>Engage in member communication regarding political candidates, including phone banks and labor walks.</li> <li>Campaign for an issue by going door-to-door.</li> <li>Urge people to register to vote or to vote early.</li> <li>Have a button to wear for outside work supporting an issue or a candidate (check your agency's dress code).</li> <li>Place candidate bumper stickers on your car.</li> <li>Place signs in your yard supporting a candidate.</li> <li>Write to a legislator or statewide candidate (not your boss) and receive a tax credit of \$50.</li> </ul>	<ul style="list-style-type: none"> <li>Participate in “see labor to labor” phone banks and door-to-door canvassing.</li> <li>Donate to a candidate’s campaign or do fundraising if you work for the candidate in a non-work setting.</li> <li>Do business trips at the workplace in support of a candidate.</li> <li>Wear a t-shirt to work endorsing a candidate.</li> <li>Create a petition to get a candidate on the ballot.</li> </ul>
---	--

# STANDING UP for women and workers

Half a million women, children and male allies across the nation converged on Washington in January to stand up for women and their diverse issues. They were supported by hundreds of thousands of sister marchers across the nation and the globe.

Attendees at the Women's March on Washington included labor activists and worker advocates who are asking the new administration to not only stand with America's workers but to support their right to collectively bargain. This included OCSEA union members from every corner of the state like **Christina Wieg**, who helped organize OCSEA members from the Ohio EPA, their families and friends, and OCSEA State Board member **Matt Tyack**, an Industrial Commission union activist.

Worker's Rights was one of the March organizers' unity principles, specifically equal pay for women and access to affordable childcare, sick days, healthcare, paid family leave, and healthy work environments. The March tenets said all workers must have the right to organize and fight for a living minimum wage.

Labor contracts even the playing field for women's wages and protect benefits that help women and families, including health care and family leave. With the share of working women who are union members holding relatively steady, there are predictions that women could soon be the new face of the labor movement. □



**WEB EXCLUSIVE:**  
See more photos at  
[ocsea.org/women](http://ocsea.org/women).

## An activist in her own words

**Christina Wieg, Ohio EPA Mom, public employee, union activist**

*I'm a union member and steward for OCSEA Hocking County Chapter 3700. I traveled from Athens, Ohio with family, friends and other union members to participate in the Women's March on Washington.*

*The march was a very positive and peaceful experience for me. It was wonderful to see such a diversity of people marching for different purposes, with one common theme: equality for women and other marginalized groups in our society. For me the March was to, both, celebrate the achievements we've made toward equality as well as acknowledge that there is still much work to be done.*

*Although I marched in honor of my daughters, Raven Emmaline, age 10 and Violet Anna Belle, age 4, I also marched for equal treatment of women in the work place. Women continue to experience unique challenges in the workforce such as pregnancy and acting as primary family caregivers. Still, even today, a woman on average makes less on the dollar than a man does.*



*My march for equality for women overflows into my work as a union activist. Equality in our communities will result in better standards and conditions for all workers. Rising tides raise all boats!*

Read more about Christina on page 15 and see how she's using OCSEA's scholarship program to pursue a degree in law. □



*(Above) Steward Christina Wieg (second from right) organized a trip to the Women's March with other Chap. 3700 Ohio EPA members, their families and friends. (Left) Wieg says she marched for her two daughters.*

## Fighting for our daughters



*OCSEA Board member Matt Tyack says he traveled to Washington for workers and to support his daughter Emily and all young women like her.*

OCSEA State Board member **Matt Tyack**, an Industrial Commission employee from Columbus, attended the Women's March on Washington with his 17-year-old daughter Emily, to stand up for workers' rights and for women.

"I want to set a good example for her that women are important and that their issues are, too," said Tyack. His daughter is a young union member with Kroger who felt energized after the recent election. He says she wants to be a part of the solution to make sure women's voices are heard and respected by our elected leaders. □

# THE POWER OF EDUCATION

Free college benefit helps members do the impossible

“I JUST WANT TO TAKE MY CAREER AS FAR AS I CAN. AND THE FACT THAT MY UNION FEELS THE SAME WAY IS AWESOME.”

— IVY CASELLI, OHIO DEPT. OF PUBLIC SAFETY

“I just want to take my career as far as I can. And the fact that my union feels the same way is awesome,” said **Ivy Caselli**, a 26 year old OCSEA member who works for the Ohio Department of Public Safety.

Caselli, who has only been a public employee for a year and half now, took advantage of the free college benefit through Eastern Gateway Community College as soon as she could upon being hired. She heard about it from a co-worker, who was also taking advantage of the free college benefit and encouraged her to do the same.

**The Eastern Gateway benefit is a union-negotiated program that offers four online associate degree curriculums at absolutely no out-of-pocket costs for OCSEA members, their spouses, dependents and grandchildren. Eastern Gateway is a member of the University System of Ohio and**

**is one of the fastest growing public colleges in the country. The free program was expanded nationwide to all AFSCME members in 2016.**

Ivy says she went to college right out of high school but was unable to continue because her mother got sick. Soon after that she became pregnant with her first child. “Life just got in the way,” she said.

She said being a single mom made the logistics of going back to school very tricky. But she credits the union-negotiated benefit for helping make her education dreams a reality.

Online classes and no travel made going back to school while working full-time and being pregnant with her second child easy, she says.

Ivy is pursuing her General Education Associate of Arts degree and will walk to receive her diploma at the Eastern Gateway main campus

in the spring. (We can’t wait to see pictures!!) She hopes to attend the Ohio State University for business administration or public relations and is relieved knowing her Eastern Gateway credits will easily transfer to a public, four-year university.



*Public Safety member Ivy Caselli, right, credits co-worker Leslie Butler, left, for telling her about the Eastern Gateway free college benefit when she was hired. Both women are going back to school at no cost thanks to the union-negotiated benefit.*

“IT’S NICE TO HAVE A UNION THAT CAN PROVIDE US WITH SUCH A USEFUL BENEFIT. A LOT OF US WOULDN’T HAVE BEEN ABLE TO AFFORD IT OTHERWISE.”

— BRYAN CREMEANS, CORRECTIONS OFFICER



*Corrections Officer Bryan Cremeans thanks his union for providing him with a college benefit that made going back to college free and simple. He even gave OCSEA a 5-star rating on its Facebook page crediting the benefit!*

**facebook**  
★★★★★ · January 6, 2017  
It's hard to talk bad about OCSEA when my college is costing me \$0 out of pocket.

She credits her advisor for helping her through the process, including guiding her on which classes she needed to take to eventually pursue a bachelor's degree. "The teachers and advisors will do anything they can to make sure you succeed. They want you to succeed and graduate," said Ivy.

Corrections Officer **Bryan Cremeans**, 27 of Chillicothe, also can't say enough about his Eastern Gateway advisor who walked him through what he needed to do to pursue an associate degree in Criminal Justice. "We interacted over the phone and email," Bryan said. "He broke down everything for me based on the degree I chose and what I planned to do next, and all at my own pace," he said. "He made sure I wasn't wasting my time on coursework I didn't need."

Bryan says that without the union's free college benefit, he probably wouldn't have been able to go back to school. Bryan says, without the financial assistance of the program, he would have had to take out costly student loans or put off going back to school entirely.

"I haven't paid a penny. Not a dime. And that's the truth. Everything is paid for by my union,"

said Bryan. In addition, he says credits from Shawnee State University, where he went for a stint after high school, transferred easily. This means he will likely be able to earn a degree in a year and half instead of two years, he said.

Members in Corrections like Bryan now also get credit for their Corrections Training Academy coursework, something the union and Eastern Gateway negotiated with the Department of Rehabilitation and Corrections and will soon negotiate with the Department of Youth Services. This will also speed up the degree process for thousands of OCSEA members.

Bryan says he knows a handful of his co-workers at the Correction's Franklin Medical Center who are now taking classes through the program. He encourages more to look into the benefit. "It's free school for us members. Why wouldn't everyone take advantage of this?" he said.

"It's nice to have a union that can provide us with such a useful benefit. A lot of us wouldn't have been able to afford it otherwise," said Bryan.

□

 **EASTERN GATEWAY COMMUNITY COLLEGE**

**Free college! For real!**  
Eastern Gateway Community College  
FREE degree programs:

- Associate of Arts
- Associate of Criminal Justice
- Associate of Business Management
- Associate of Arts in Early Childhood Education

**WEB EXCLUSIVE:**  
Find out more and get the Eastern Gateway checklist at [ocseaeducation.org](http://ocseaeducation.org).



# Power of the People

**CHRISTOPHER MABE**  
*President*

even have the right to collectively bargain.

In Ohio, we've seen year after year of tax cuts for corporations and the rich that have taken a toll on state agencies, on local governments and on state tax receipts. Even with big tax breaks for so-called job creators, job growth in Ohio has lagged the national average for two years.

In Ohio we've seen privatization, consolidation and even institutional closures in state budget after state budget. Local governments are at an all time low in terms of staffing. In Iowa, state employees are even being asked to give back pay raises to balance their state budget.

If state and local budgets are going to be cut and our rights are going to be diminished, we want to make sure that any "cut backs" aren't made on the "backs" of our members and that we're ready to take on any attacks on our collective bargaining rights.

For all these reasons, we're getting a head start on our bargaining process by sending out Solidarity Pledge Cards for you to sign, fill out and send back to us. If you haven't seen one of these cards in your workplace yet, you will soon. (*See an example on next page.*) We must stand arm in arm this year during the state budget process to save our services and as we negotiate a new state contract later this year. This solidarity pledge is the first step.

We know there's power in standing together collectively. Just look what we recently accomplished in the township of West Chester, Ohio. Elected officials there tried to rush

**“We’ve always known that the power in this union is in its people.”**

*~Christopher Mabe  
President*

through a right-to-work ordinance that would have eliminated the collective bargaining rights of carpenters, plumbers, construction workers, steel workers, autoworkers—you name it—who work in the township of West Chester. But dozens of labor organizations banded together and came out by the hundreds to protest and speak out, ultimately, killing the measure...at least for now.

But the fights aren't near over. Whether it's for women's rights, immigrant rights, or workers' rights, this country is seeing a shift in how people are responding to attacks on their rights and attacks on democracy. People have had enough and they're taking their fights to the street.

Throughout history, labor has led in these fights for working families, and we're not backing away now. To join the movement to fight for workers, go to [ocsea.org/solidarity](http://ocsea.org/solidarity) and make sure you've signed up to support your bargaining team and get engaged in the fight together.

The power of the people will lead us to victory. □



PRESIDENT **Christopher Mabe**  
VICE PRESIDENT **Kelvin Jones**  
SECRETARY-TREASURER **Kathleen M. Stewart**

BOARD OF DIRECTORS:

**District 1:** Bret Pitts (ODOT), Shawn Gruber (DR&C), Jerry Lugo (ODJFS),

**District 2:** Carrie Johnson (MH) Jerry Brown (DR&C)

**District 3:** Doug Mosier (DR&C), Michelle Smith (ODJFS)

**District 4:** Bruce Thompson (DYS), Eric Kusky (DR&C)

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

**District 6:** Matt Tyack (IC), Gerard "Rocky" Jolly (School for Blind), Tim McAllister (BWC), Scott Dye (DRC), Karen Ryther (OOD), Carol Boyes (FCJFS), Cathy Deck (Public Safety), Sherry Webb-Greer (Education), Amy Turner (ODOT)

**District 7:** James LaRocca (Lottery), Deborah Weaver (DODD)

**District 8:** A. J. Frame (DR&C), Jason Underhill (MH)

**District 9:** Charlie Johnson (ODOT), Charlie Williamson (DR&C)

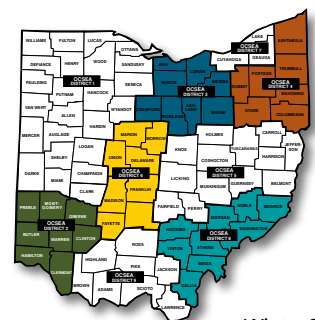
**Retiree Representative:** Ron Alexander

OCSEA HEADQUARTERS:

390 Worthington Road, Ste. A, Westerville, Oh 43082  
LIVE OPERATOR: 614-865-4700 or 800-969-4702  
AUTOMATED DIAL: 614-865-2678 or 800-266-5615  
FAX: 614-865-4777  
WEB SITE: [ocsea.org](http://ocsea.org)  
CUSTOMER SERVICE: 888-OCSEA-11 (888-627-3211)

*OCSEA Public Employee Quarterly* (USPS 010-112) is published quarterly for \$6 by the Ohio Civil Service Employees Association, 390 Worthington Road, Suite A, Westerville, OH 43082. Periodicals postage paid at Westerville, OH and additional mailing offices. 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: Sally Meckling, Director; Deirdre O'Neill-Wedig, Pattie Boy, Britanni Vogt, Associates. To update email and other contact information go to: [ocsea.org/update](http://ocsea.org/update) or call 800-969-4702.





**OCSEA convention delegate election notices**

OCSEA's Biennial Convention is Aug. 24-26 at the Duke Energy Convention Center in Cincinnati. A notice of convention will be mailed to subordinate body presidents, secretaries and OCSEA State Board of Directors members in February.

All delegates and alternates to convention must be elected pursuant to the OCSEA Constitution. Elections must be held no earlier than Feb. 25 (180 days prior) and no later than Aug. 14 (10 days prior).

Subordinate bodies must give their membership at least 15 days written notice of a delegate election. OCSEA offers two services to notify members of an upcoming election:

1. Mailed postcard
2. OCSEA magazine notice

To request either one of these notice options, go to [ocsea.org/meetingnotices](http://ocsea.org/meetingnotices) or send an email to [meetingnotices@ocsea.org](mailto:meetingnotices@ocsea.org).

If a subordinate body requests a notice in the OCSEA magazine, it will appear in the union's spring edition. To appear in the union magazine, the following guidelines must be met:

- Election must fall between **June 3 and Aug. 14**.
- OCSEA must receive the notice by April 3.

If these guidelines are not met, subordinate bodies will be given the option to send a mailed postcard notification. □

# Make the **POWER OF BARGAINING** **PLEDGE**

The OCSEA contract for state employees expires in February 2018, but union leaders are working hard NOW to reach out to every union member, to gauge their needs and concerns...and ask for their collective support.

And the key to a solid contract is a unified membership! Pledge for Power! Show your support for your union negotiators today!

## Get this pledge card from your local union leaders.

Sign your name so we know whose got our backs, and whose backs we've got, too!

Tell us your up-to-date contact information so we can communicate with you easier.

Give your best phone number, and let us know if you text so we can send bargaining updates.

Provide a personal email address, so we can send confidential, member-only updates about your union contract.

Let us know what time of day you work, so we can contact you when it's best for you.

**Then... return the entire card to your local union leadership.  
or... sign the online pledge card at [ocsea.org/solidarity](http://ocsea.org/solidarity)**

# How the repeal of the Affordable Care Act **COULD AFFECT YOU!**

If you're an OCSEA member under either the state or a local government contract or an OCSEA retiree, you are already receiving benefits from the Affordable Care Act.

Under the ACA, or "Obamacare," all Americans, including OCSEA members and retirees, are entitled to the "Ten Essential Health Benefits." These 10 benefits ensure that all Americans are entitled to the same rights and benefits as other Americans when it comes to healthcare. Those with pre-existing conditions must be covered and there are no lifetime limits on care. Providers can't charge five times more for OCSEA retirees than they do for an OCSEA's member 17-year-old son, nor can women be charged more for health care than men.

OCSEA members and retirees and all Americans now receive adequate preventative care, mental health care, outpatient services, rehabilitative care and other benefits designed to keep them healthy on every insurance plan.

One of the major changes under the ACA is that now insurance plans must offer most wellness and preventive care services and screenings FOR FREE. That means OCSEA retirees on Medicare no longer have to delay important wellness visits or preventive screenings for fear of reaching their Plan B coverage limits, because Obamacare ensures that they receive these wellness visits without needing to make a co-pay.

For OCSEA members, children can stay on their parents' plan until they reach 26, and members who work 30 or more hours on average per week are now considered full-time employees for the purposes of health care. *(see story next page).*

While OCSEA has been able to bargain for things like caps on out-of-pocket costs, most Americans did not have that protection prior to the ACA. Families with fragile or chronically sick children would often be forced into bankruptcy prior to the ACA, and those with

pre-existing conditions were either left without coverage or couldn't afford it.

The ACA was also a turning point for anyone needing mental health services. Prior to the ACA, lots of individual or small group insurance plans limited mental health services or increased their rates significantly for those with a mental illness. But the ACA now prohibits those limits.

The repeal of Obamacare could put all of these health care benefits at risk and make it even harder for OCSEA to negotiate fair health care packages for its members. In fact, the OCSEA contract with the State of Ohio says explicitly if the

ACA is repealed that the parties will come back to the table to discuss the 30-hour threshold under the ACA.

If you haven't already done so, members should call their member of Congress as well as Ohio's U.S. Senator Rob Portman to tell them to NOT repeal the ACA without a responsible replacement. Isn't it time everyone deserved affordable health care?

**WEB EXCLUSIVE:**  
Get the facts on the Affordable Care Act at [ocseaorg/ACA](http://ocseaorg/ACA).

## Benefits of the Affordable Care Act

- Free preventative care
- Coverage for young adults to age 26
- Coverage for pre-existing conditions
- No cancellation or lifetime limits on care
- Caps on out-of-pocket expenses
- 30 million people with insurance

**OCSEA retirees worked hard for their Medicare benefits.**

**Thanks to Obamacare,**

**retirees have no well visit and preventative service co-pays.**

**The ACA has also helped close the doughnut hole for prescription drugs.**





# A matter of life or death

## Jackie Davis Mount Vernon Developmental Center

**J**ackie Davis, a Financial Associate at the Mount Vernon Developmental Center, is concerned how the repeal of the Affordable Care Act could affect her treatment as a cancer patient.

Davis is one of the many part-time OCSEA members who was afforded full-time health care benefits under the ACA. Last year, she was diagnosed with cancer.

Prior to the implementation of the health care act, Davis, who works on average 32 hours per week, was considered a part-time employee and hence only eligible for pro-rated health care benefits. For many part-timers, pro-rated health benefits just weren't affordable, costing thousands of dollars more per year.

But under the "employer mandate" section of the ACA, Jackie is now considered a full-time employee for the purposes of health care, and thus eligible for full-time benefits at a cost she can afford, just over \$115 per pay for a family plan.

Her health care benefits meant Davis did not pay one single dime for her cancer



**“WITHOUT THESE CHANGES TO HEALTH CARE, IT WOULD HAVE LITERALLY KILLED US.”**

— JACKIE DAVIS, DODD,  
CANCER SURVIVOR

medicine after deductibles were met, and a surgery costing more than \$30,000 was fully covered. This was possible because, under the ACA, the union was able to negotiate better limits on out-of-pocket maximums for health care and prescription drugs.

The "30-hour threshold" provision, which went into federal law roughly four years ago, meant OCSEA was able to get that language put into its current collective bargaining contract with the state.

"Because I can afford my health care as a full-time employee, my family is now on my health insurance. That helps me out

tremendously," said Davis. "My husband has high blood pressure and takes cholesterol medicine," she said.

Jackie also has five children and three grandchildren. One child is 19 and could lose insurance if the ACA is repealed. The ACA allows for children to remain on their parents' health insurance until age 26.

"Without these changes to health care, it would have literally killed us," said Davis, who is now in remission from her cancer. "This was a journey I was supposed to take, but lucky for me, I didn't have to take it alone," said Davis. □



# THE POWER OF SOLIDARITY

## Fighting right-to-work attacks from the Statehouse to the courthouse

To date, 28 states have passed debilitating right-to-work laws that target union workers. The attacks have spread like wildfire in the last five years, from Wisconsin and Indiana, to West Virginia and Michigan and now Kentucky and Missouri. Union activists in states like Ohio are alarmed at how quickly workers' rights are being taken away across the country.

One anti-union Ohio legislator, State Rep. John Becker, has already announced that he will introduce a bill this year to harm and silence public sector union members. He sent out a co-sponsor request to Republican legislators in January.

These right-to-work attacks come despite voters overwhelming opposition to collective bargaining attacks in Ohio and the resounding defeat of SB 5 in 2011.

Right-to-work laws have NOTHING to do with providing rights at work. The anti-union laws make it optional for workers protected by a union contract to help pay for the expenses their unions incur while guaranteeing the rights of all employees.

Why is this a big deal, you ask? By limiting unions' resources and weakening the ability of workers to have a say about their jobs, these laws drive down everyone's wages, benefits and overall living standards. They weaken collective bargaining agreements and ultimately wipe out the union's



ability to fight with all the power of its membership.

To date, Ohio legislators have been unsuccessful at gaining much momentum for right to work, but union proponents fear that Republican wins in November have energized anti-worker legislators who will renew their attacks.

Additionally, extreme politicians are finding creative ways to limit workers' rights from the Statehouse to the courthouse.

Earlier this year in West Chester, Ohio, near Cincinnati, township trustees were aggressively pursuing a right-to-work ordinance just for their township. Two of the three township trustees hopped on the opportunity to silence workers after a recent federal appeals court opinion appeared to open up right to work to cities and some townships.

But OCSEA and dozens of other labor organizations pushed back hard, with hundreds protesting the ordinance at a January township meeting. Their message? Restrictions on workers won't make the area a "magnet" for jobs, just the opposite: it will hurt the very employ-

ees who serve and work in the township.

"We must all be on high alert in our communities to stand up against these attacks," said **Jill Tummler-Mackenzie**, an OCSEA union leader in the Cincinnati area. "If this can happen in West Chester, this can happen in any city, town, township or village."

As of this writing, the ordinance has been put on hold as a ruling regarding cities and townships returns to federal court for reconsideration. But this fight, and other fights like it at the U. S. Supreme Court are surely in labor's future. □

### What IS Right to Work

- Right-to-work laws do not, in fact, protect *anybody's* right to work.
- Workers in right-to-work states are **less secure** and have **fewer job protections** than those in free bargaining states.
- Right-to-work laws **lower** wages and benefits.
- Workers in right-to-work states make \$6,000 less per year, or **12 percent less**.
- Workers in right-to-work states **pay a larger share** of health insurance.
- Shockingly, the rate of workplace deaths in right-to-work states is **49 percent higher**.

# Lame Duck Round Up

After the November election, Ohio lawmakers returned to work with a laundry list of legislation they tried to rush through with little or no public scrutiny. The time between Election Day and New Years is called “lame duck” and is often a time when legislators try to slam through controversial priorities that are unpopular with voters.

From severe unemployment cuts to a bill to eliminate entire state agencies, there were numerous bills on the table during lame duck with serious implications for public employees, unions and working families. But thankfully, the power of union activists and pro-worker advocates helped fight back many of the attacks. □

## Sunset Review bill vetoed

Ohio Senate Bill 329 could have wiped out whole agencies if a small committee of state legislators did not find them up to their standards of effectiveness and efficiency.

But OCSEA and opponents aggressively lobbied against it and urged public employees to speak out about their services. It appeared that the bill was dead in early December, but it was unexpectedly revived and quickly passed in both houses soon after.

OCSEA promptly set an action campaign into motion, urging calls to the governor, asking that he veto the law and save vital state services from extinction. Thanks to these efforts, Gov. Kasich rightfully vetoed the bill on Dec. 27.

## Sunset UPDATE!

They're back at it! Anti-government lawmakers are planning to introduce another “329” sunset review bill during the new session. Like before, this would put the power to shut down state agencies in the hands of a few legislators. Stay tuned!



*OCSEA member activists and staff attend a lobby day in Columbus to speak out against drastic reductions in unemployment compensation.*

## Right to Work laws fizzle out

Ironically, a right-to-work bill for public employees was introduced in the Ohio Statehouse on the 5th anniversary of the Million Signature March against Senate Bill 5. Union advocates feared it would pick up steam with other anti-union laws around the country.

Luckily, Republican leaders did not tackle this issue during lame duck as some had feared they might. This was in part because of vocal union activists who continue to mobilize against laws that silence workers and limit collective bargaining.

## Labor leads unemployment compromise

In December, labor, business, and legislative leaders announced a compromise to avoid massive cuts in unemployment benefits for jobless workers.

In an effort to fix Ohio's Unemployment Compensation solvency issues, legislators unveiled a plan that would slash worker benefits from 21 to as few as 14 weeks while giving employers a sizable tax break.

Thanks to massive lobbying efforts by labor, including a successful lobby day, the bill was stopped in its tracks in favor of a compromise to get back to the table with labor poised to participate. Union leaders say their goal is to find solvency for the unemployment fund that will help workers now and into the future.

## Private prison “blank check” blocked

Supporters of private prisons slipped an amendment into an unrelated bill to eliminate the 5 percent savings requirement for Ohio's for-profit prisons. Current law requires that Ohio private prisons show they save taxpayers 5 percent over the cost of state-run prisons.

OCSEA worked with Ohio legislative leaders on both sides of the aisle to counter the elimination of the savings threshold. OCSEA said the last-minute attempt would have given for-profit prison CEOs a blank check and would have violated the OCSEA collective bargaining agreement. The amendment was removed.

## Right to work UPDATE!

With the New Year and new General Assembly, anti-union legislators have announced their intentions to introduce right-to-work bills to harm and silence public and private union members. Republicans are seeking RTW co-sponsors. Stay tuned!

# THE POWER OF GIVING BACK

## Union holiday giving felt statewide

**O**n a cold winter day in late December, union members gathered to volunteer for St. Stephen's Community House in Columbus. Volunteers spent 8 to 10 hours over a four-day period, Thursday to Saturday, to ensure the supply of food to more than 3,500 Central Ohio families.

The program, created over 61 years ago to help families who have fixed incomes or who have faced job layoffs or family illnesses during the holiday season, helps to minimize some of the hardships felt by Ohio's hardest hit families. Food supplied included holiday staples

like spiral hams, milk, cheese, butter, eggs, potatoes, fruits and vegetables as well as deli meats, microwavable dinners, canned goods, boxed cereals and more.

OCSEA members and union activists across Central Ohio came together in solidarity for the St. Stephen's effort as they do every year. And all thanks to the support of Central Ohio AFL-CIO, local schools, corporate companies and citizens. "This was made possible because of the generous help of union volunteers who are willing to do what it takes to keep Ohio families strong. We couldn't be prouder of our union family,"

said OCSEA activist and retiree **Debra King Hutchinson**, who assists with the event annually.

And the display of giving doesn't end there. OCSEA members and chapters across the state were a charitable force to be reckoned with this holiday seasoning, giving back their time and thousands in donations

to make sure that the holidays were bright for Ohio's less fortunate.

"Union members are the most generous people I've met. They know what it means to work together and to fight together when the going gets tough," said King Hutchinson. □



### Labor Gives Back Award

"The Bob White Labor Gives Back Award" is given annually to active OCSEA members, chapters, districts, and assemblies displaying outstanding achievements in community service and charitable giving. The winner receives \$500 for their charity. Find out more at [ocsea.org/laborgivesback](http://ocsea.org/laborgivesback)



**Portsmouth Chapter 7310** donates to the Adams County Children Services/Wilson Children's Home in West Union, Ohio.



**Grafton Correctional Chapter 4710** raised funds and purchased toiletries, hats and puzzles for residents at Ohio's Veteran Home in Sandusky. "We had such a great time talking and laughing with the residents. We've decided to 'adopt' them and hope to do bigger and better things for them," said leader Bobbie Peters. They also collected towels and blankets for homeless veterans in Lorain.



Brianna Smith, the daughter of **Dixie Chapter 4220** member Bonnie Coventry, helps deliver gift bags for the annual Turn the Tide program. The chapter annually provides gift bags filled with items for teens, who are often an overlooked group at Christmas. **Knox-Licking Chapter 4500** leaders also donated to Interchurch, the group that heads up this initiative.



**Hocking Chapter 3700** was very busy this holiday season, giving back to southern Ohio charities including the Logan Shop with a Cop program, the Athens Food Rescue, the Southeastern Ohio Food Bank and more.



OCSEA staff help OCSEA Secretary/Treasurer **Kathy Stewart** gather and sort donated stuffed animals. Stewart has devoted herself to the charitable work of annually collecting thousands of teddy bears for children at domestic violence shelters across the state. She says having something to hug can make the world of difference for a child. She thanks the OCSEA chapter members who continue to voluntarily donate to the cause. Stewart accepts donations, including monetary gifts, throughout the year.

**WEB EXCLUSIVE:**  
See more stories and photos at [ocsea.org/laborgivesback](http://ocsea.org/laborgivesback).

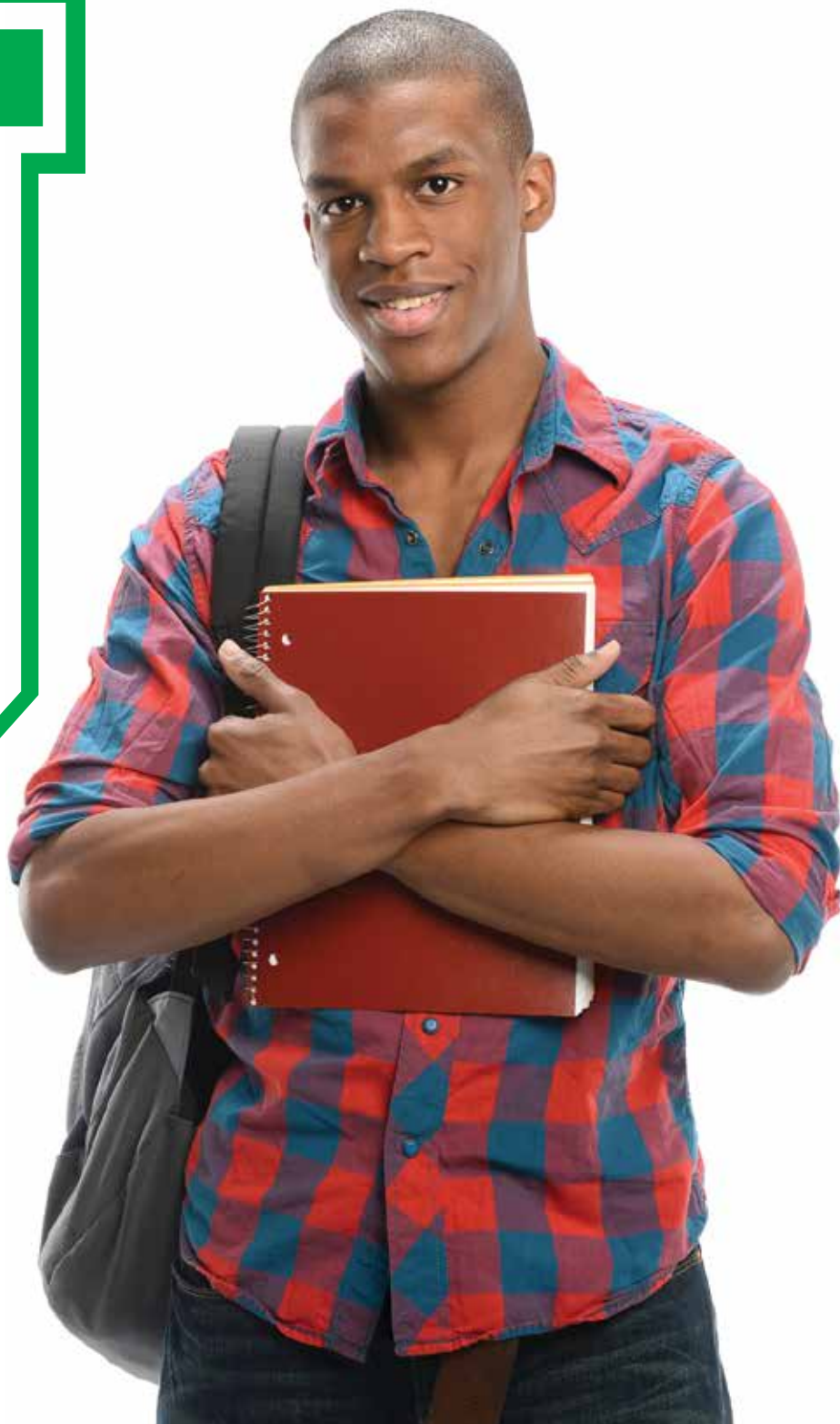


*Courtesy of the Marietta Times.*

Corrections staff and inmates partnered with the 'Bike Lady Inc.', a non-profit group that provides bikes to children in Ohio child protective services. Members at **Noble, Grafton, London, Pick-away, Toledo and Correctional Reception Center** all helped the program to assemble and deliver bikes to county foster children agencies.

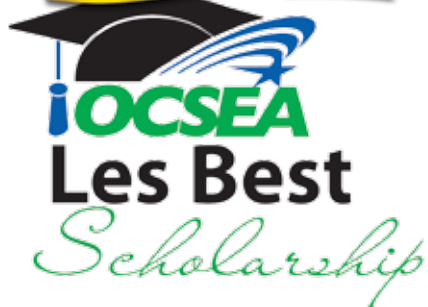
OCSEA members, spouses and dependents. The Les Best Scholarship Fund has

# Scholarship money for



**A total of \$12,000 in scholarships will be awarded!**  
Deadline to apply April 30, 2017.

*\$12,000 in awards!*



**Apply at [ocsea.org/lesbest](http://ocsea.org/lesbest)**

# INVESTING IN MEMBERS' FUTURES

## Les Best Scholarship helps fund education goals



One of the many ways OCSEA strives to improve the lives of its members and their families is through the Les Best Scholarship Fund. Each year, OCSEA awards a total of \$12,000 in scholarships to OCSEA members, their spouses and dependents. In addition, two, \$250 scholarships are available to members for books and supplies through the Pat Callanan-Castro Book Scholarship.

Applications for the scholarships are accepted beginning January 1 and ending on April 30 of each year. An outside panel of independent judges with backgrounds in education or labor affairs makes the award determinations to ensure fairness and impartiality.

The judges review each individual application, awarding points based on the requirements for each of the three scholarship categories. Depending on the category, points are given for the required essay question, grades, ACT scores, community service and union activism. Personal or professional references are also required. The top scoring applicants in each scholarship category are awarded the scholarships.

Applicants are encouraged to apply in subsequent years, because Les Best Scholarship recipients are eligible to win up to three total awards. Read the stories of some past winners:

### Christina Weig



**“The scholarship allowed me to worry a little less about the financial burden of pursuing my educational goals.”**

— Christina Weig,  
Environmental Specialist III,  
Ohio EPA

**Christina Weig** was a Les Best Scholarship winner in the Member category in 2016. She works as an Environmental Specialist III at the Ohio EPA. Weig is also a steward for Hocking Chapter 3700 and is responsible for updating the union bulletin board in her office. That was how she found out about the scholarship and subsequently applied. Winning the scholarship was a blessing, saying “The scholarship allowed me to worry a little less about the financial burden of pursuing my educational goals.” she said. Weig is currently pursuing a Juris doctorate as a second year law student at Capital University Law School, attending evening classes while working at the EPA. She hopes to continue in her current profession of environmental protection, but as an attorney once she finishes her degree.

**“The process of writing the essays for the scholarship also encouraged me to have interesting conversations with my father, a union member, about what union membership means to him.”**

— Amy Malone,  
Program Manager, Microsoft



### Amelia Malone

**Amy Malone** is a multiple Les Best Dependent Scholarship winner and a recent graduate of the University of Maryland, currently working as a Program Manager for Microsoft. Her father, OCSEA member **Richard Malone**, is employed at the Ohio Industrial Commission. Malone appreciated the extra financial support of the scholarships, which allowed her to focus on her studies rather than worrying about how to afford college. She also enjoyed working on the required application essays, “The process of writing the essays for the scholarship encouraged me to have interesting conversations with my father, a union member, about what union membership means to him.” she said. Malone, who majored in computer science, is excited to have further opportunities to work on groundbreaking projects that may make positive impacts on the lives of people around the world.

### Simone Burley

**Simone Burley** is a multiple scholarship winner in the Spouse Category. Her husband, OCSEA member **Kenneth Burley**, is employed by the Franklin Medical Center. Burley completed her Bachelor of Arts degree at OSU and has used her new degree to secure a job with the Columbus City Attorney’s Office as a Legal Investigator/Paralegal. She says it’s the best job she has ever had. Burley says that because she was an ‘adult learner’ few scholarship opportunities were available to her. “Paying for my education out of pocket was a tremendous challenge, and the Les Best Scholarship helped to ease the financial burden of paying my tuition,” she said. □



**“Paying for my education out of pocket was a tremendous challenge, and the Les Best Scholarship helped to ease the financial burden of paying my tuition.”**

— Simone Burley, Legal Investigator/Paralegal,  
Columbus City Attorney’s Office



# 2016:

## Collective bargaining win... for now

In a March 2016 4-4 split decision, the U.S. Supreme Court kept intact four decades of precedent that allowed collective bargaining rights for public employees. The tie in the *Friedrichs vs. California Teachers Association* case allowed the ruling rendered from the lower court to stand. In that Ninth District ruling, the union won. The highly funded, anti-labor case aimed directly at attacking public employees and their ability to speak up together for wages and benefits that sustain their families and set standards for every American. More attacks to collective bargaining are expected in 2017.



## GDC downsizing push back

The State of Ohio announced yet another round of layoffs at the Gallipolis Development Center, home to approximately 52 individuals with developmental disabilities. This is their third layoff in six years. But OCSEA activists at GDC did not keep quiet. They rallied and spoke out to legislators, press and the community. They pushed calls to the governor's office to demand an end to the downsizing and layoffs. "OurTown, Our Jobs, Our GDC" event and actions put the pressure on as the Kasich's administration continued to downsize and push GDC residents into unsafe settings.



## Private prisons amendment BLOCKED

During the lame duck session at the Ohio Statehouse, an amendment was introduced that would eliminate a 5 percent savings restriction for private prisons. Currently, Ohio requires a 5 percent savings over the cost of state-run prisons. Removing the savings could run counter to OCSEA's collective bargaining agreement that allows OCSEA to bid against private prisons and other privateers when their contracts are up for renewal. OCSEA worked tirelessly with Ohio legislators to ensure the private prisons amendment included the 5 percent threshold, holding privateers accountable to the taxpayers of Ohio.



## Membership and PEOPLE drives

The union led one of the most successful AFSCME membership and PEOPLE (voluntary PAC contribution) drives in the country. The focus on leader training and direct, one-on-one interactions with members across the state drove up membership numbers and drove down fairshare fee payers. The drive increased education about why an active union voice at the Statehouse is key to employee success. OCSEA continues to gauge member needs and concerns as preparations for 2017-2018 contract bargaining get underway.



# A YEAR IN REVIEW



*Corrections Officer Richard Anderson, the Ohio State Penitentiary, is taking advantage of his free college union benefit and continues to recruit brother and sister COs to take advantage of Eastern Gateway.*



## FREE College

Thanks to union negotiating power, OCSEA members, spouses, children and grandchildren were introduced to free college through Eastern Gateway Community College. Eastern Gateway and OCSEA have partnered together to offer free associates degree programs that work for busy professionals like OCSEA members and their families. In 2016, OCSEA helped the program go national, working with AFSCME International to offer the free education benefit to all AFSCME members around the country. Also in 2016, OCSEA negotiated college credit options for members who have completed the Correction Training Academy. Thousands are taking advantage of this amazing benefit nationwide.



## Winning contracts

Thanks to the efforts of OCSEA local government leaders and staff, there were some very successful local government contracts bargained in 2016.

Renewed local government contracts included good union benefits, wage increases, affordable health care, overtime, sick time and vacation, safety on the job, tools for successful work, education and more.

In Morrow County, a new contract agreement meant a 35 cent per hour wage increase over the next three years, a 12-hour per year increase for sick leave, no pre-approval for personal leave, paid leave for death of an immediate family, and a one-time annual bonus tied to sick leave. In addition, leaders negotiated that PEOPLE contributions can now be voluntarily deducted from their pay.

Employees at the Burr Oak water treatment plant negotiated their new three-year contract and had zero concessions, maintained the current cost of health insurance and negotiated raises.

Other contracts recently renewed include Huron County Job and Family Services, Trumbull County Board of Health, Trumbull County Engineers, Twin City Water and Sewer and Weathersfield Township.



## Fighting for our prison farms

Prison farms have been a critical part of Ohio, not just for inmates but also our local communities. Ohio's state-run prison farms and its employees were supplying thousands of pounds of vegetables to local food banks around the state in addition to supplementing diets for inmates. OCSEA never gave up when the closures were announced. Union activists traveled the state to protest the closures in Lebanon, London, Mansfield, Marion and Pickaway. Despite the union's injunction attempts, the last of the state's beef cattle and equipment was sold to the highest bidder. The union continues to fight for those jobs impacted by the closures. □

# Subordinate Body Meeting and Election Notices – Spring 2017

ASSEMBLY MEETINGS		
<b>Corrections Assembly</b>	<b>April 01, 2017</b> E-board: 9 a.m. - 10 a.m. in Rm. 192 Meeting: 10 a.m. - 1 p.m. (Bowman)	OCSEA, 390 Worthington Rd., Westerville, OH
<b>ODJFS Assembly</b>	<b>April 1, 2017</b> 10 a.m. - 1 p.m.	OCSEA-Room 195, 390 Worthington Rd., Westerville OH
<b>ODNR Assembly</b>	<b>April 29, 2017</b> 9:30 a.m. - 1:30 p.m.	OCSEA (Room#), 390 Worthington Rd., Westerville, OH
<b>ODOT Assembly</b>	<b>March 25 &amp; May 20, 2017</b> E-board: 9 a.m. - 10 a.m. (Rm. 192) Meeting: 10 a.m. - 1 p.m. (Bowman)	OCSEA, 390 Worthington Rd., Westerville, OH
DISTRICT MEETINGS		
<b>District 2</b>	<b>March 11 &amp; May 13, 2017</b> 12 p.m. - 2 p.m.	Golden Corral-Large Party Room, 3350 Village Dr., Franklin, OH
<b>District 5</b>	<b>March 29 April 26 &amp; May 31, 2017</b> 6:30 p.m. - 7:30 p.m.	Theo's Restaurant, 632 Wheeling Ave., Cambridge, OH
CHAPTER MEETINGS		
<b>Chapter 900</b>	<b>March 16 &amp; May 18, 2017</b> 6p.m. - 8p.m.	Golden Dragon Buffet and Grill (west side), 86 N. Brookwood Ave., Hamilton OH
<b>Chapter 1801</b>	<b>March 14 &amp; May 9, 2017</b> 5 p.m. - 6 p.m.	State Office Tower Plaza, 615 West Superior Ave., Cleveland, OH
<b>Chapter 3510</b>	<b>April 19, 2017</b> E-board: 6:30 p.m. - 7p.m. Meeting: 7 p.m. - 8 p.m.	Ryan's Restaurant, 1095 N. Shoop Ave., Wauseon, OH
<b>Chapter 3700</b>	<b>May. 10, 2017</b> E-board: 5 p.m. - 5:15 p.m. Meeting: 5:15 p.m. - 7 p.m.	Ohio EPA - Rooms 104 A/B, 2195 Front St., Logan, OH 43138
<b>Chapter 5100</b>	<b>April 11, 2017</b> 4:30 p.m. - 5:30 p.m.	Morrow ODOT Garage, 5560 US 42, Mt. Gilead, OH
<b>Chapter 6000 Meeting</b>	<b>April 19, 2017</b> 6:30 p.m. - 7:30 p.m.	Golden Corral, 1586 Northpointe Dr., Zanesville, OH
<b>Chapter 7000 Meeting</b>	<b>March 16, 2017</b> 7 p.m. - 8 p.m.	Briarwood Estates 1835 Springmill Rd. Mansfield OH
<b>Chapter 7010 Meeting</b>	<b>April 18, 2017</b> E-board: 12 p.m. - 2:45 p.m. Meeting: 12:30 p.m. - 2:15 p.m.	169th. Steel Workers Hall, 376 Longview Ave., Mansfield, OH

SUBORDINATE BODY ELECTIONS		
<b>MH/DODD/OVH Assembly</b>	<b>March 17</b> Nominations: 10:30 a.m. - 10:45 a.m. Elections: 11 a.m. - 11:15 a.m. Run Offs: 11:15 a.m. - 11:30 a.m. OCSEA 390 Worthington Rd. - Bowman A, Westerville, OH	President, 1st. Vice President, 2nd. Vice President, Treasurer, Secretary, (3) Executive Board
<b>BWC Assembly</b>	<b>June 3</b> Nominations: 10:15 a.m. - 10:30 a.m. Elections: 10:45 a.m. - 11:15 a.m. Run Offs: 11:30 a.m. - 11:45 a.m. OCSEA - 188, 390 Worthington Rd., Westerville, OH	President, Vice President, Treasurer, Secretary, (3) Executive Board
<b>District 5</b>	<b>April 26</b> Nominations: 6:30 p.m. - 6:45 p.m. Elections: 6:45 p.m. - 7 p.m. Run Offs: 7 p.m. - 7:15 p.m. Theo's Restaurant, 632 Wheeling Ave., Cambridge, OH	President, Vice President, Treasurer, Secretary, (3) Executive Board, District Steward For District 5, ODOT District 11
<b>Chapter 2100</b>	Nominations: <b>Jun. 14, 2017</b> 5:15p.m. to 5:45p.m. Elections: <b>July 12, 2017</b> 5p.m. - 5:45p.m. Run Offs: <b>July 12, 2017</b> 6:15p.m. - 6:30p.m. OCSEA 390 Worthington Rd., Westerville, OH	President, Vice President, Sec/Tre, (5) Executive Board, District Delegate, (2) Assembly Delegates (ODOT, ODNR)
<b>Chapter 2503</b>	Nominations: <b>Apr. 05, 2017</b> 10 a.m. - Noon BMV Shipley Building Room 311 (3rd. Floor), 1970 W. Broad St., Columbus, OH  Election #1: <b>Apr. 12, 2017</b> 9:30 a.m. - 5 p.m. BMV Shipley Building Conference Rooms 3-3 & 3-4, 1970 W. Broad St., Columbus, OH Elections #2: <b>Apr. 13, 2017</b> 10 a.m. - 1 p.m. BMV Alum Creek-Conference Room M103 (Front), 1583 Alum Creek Dr., Columbus, OH  Run Off #1: <b>Apr. 17, 2017</b> 10 a.m. - Noon BMV - Shipley Building Room 311 (3rd. Floor), 1970 W. Broad St., Columbus, OH Run Off #2: <b>Apr. 17, 2017</b> 2 p.m. - 3 p.m. BMV Alum Creek-Conference Room M103 (Front), 1583 Alum Creek Dr., Columbus, OH	President, Vice President, Treasurer, Secretary, (3) Executive Board, District Delegate
<b>Chapter 2545</b>	<b>March 20</b> Nominations: 5:45 p.m. - 6:15 p.m. Elections: 6:30 p.m. - 7 p.m. Run Offs: 7:45 p.m. - 8:15 p.m. Rhodes Tower (Lower level cafeteria area), 30 E Broad St., Columbus, OH	President, Vice President, 2nd. Vice President, 3rd. Vice President, Treasurer, Recording Secretary, Corresponding Secretary, (3) Executive Board, District Delegate, (2) Assembly Delegates (Taxation, MH/DD/OVH), Trustee and AFL-CIO Delegate
<b>Chapter 6000 Election</b>	<b>March 15</b> Nominations: 6:30 p.m. - 6:45 p.m. Elections: 7 p.m. - 7:15 p.m. Run Offs: 7:30 p.m. - 7:45 p.m. Golden Corral-Community Room, 1586 Northpointe Dr., Zanesville, OH	President, Vice President, Treasurer, Secretary, (3) Executive Board, District Delegate, (6) Assembly Delegate (OOD, ODOT, ODJFS, BWC, Taxation, ODNR)

## Submitting A Meeting Notice

To publish events on-line (meetings ONLY), in the OCSEA magazine or to request a direct mailing postcard, go to [ocsea.org/meetingnotices](http://ocsea.org/meetingnotices) OR email [MeetingNotices@ocsea.org](mailto:MeetingNotices@ocsea.org). Only authorized leaders can request a notice or add meetings on-line. A MyOCSEA account is required to request a meeting on-line.

## 2017 PEQ Deadlines

Public Employee Quarterly notice deadlines and guidelines are:

**Spring 2017** Deadline: April 3, 2017 - Meeting must take place ON or AFTER June 3, 2017.

**Summer 2017** Deadline: June 26, 2017 - Meeting must take place ON or AFTER Sept. 2, 2017

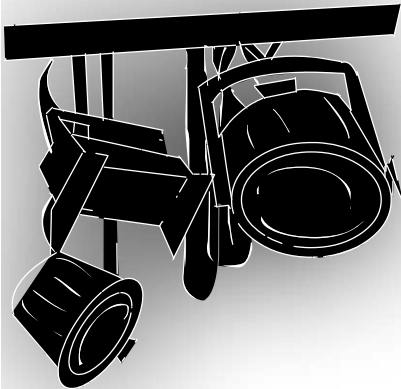
**Fall 2017** Deadline: Sept. 5, 2017 - Meeting must take place ON or AFTER Nov. 12, 2017.

## Candidate Eligibility:

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

## Election notification requirements:

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



# Leader Spotlight

**Dustin J. Ward**  
*President – SCI Chapter 2330*  
*Sergeant*  
*Southeastern Correctional Complex*



**O**CSEA union leaders give much of themselves. They donate their time and efforts to speak out for union members, their rights and so much more. But, in a lot of ways, they are also heroes in their communities.

Recently, the Ohio State Highway Patrol honored SCI Chapter 2330 Chapter President **Dustin J. Ward**, a Vinton County resident, for his lifesaving actions. Ward is a Sergeant at the Southeastern Correctional Complex in Lancaster, Ohio.

Ward received an OSHP Certification of Recognition for his efforts in rescuing a 17-year-old driver whose pickup truck

caught fire after a crash in September 2016. The young driver was trapped inside his truck after he traveled off state Route 664 in southern Ohio and struck two trees, according to an OSHP media release. Ward was able to free the teen before the vehicle was engulfed in flames.

The driver was transported via MedFlight to the Ohio State University Wexner Medical Center in Columbus, where he was treated for his third degree burns, a broken jaw and more. Ward suffered minor injuries to his fingers as a result of the incident. Despite a long recovery for

the teen, Ward and the young man were able to meet up a few weeks after the accident.

After 18 years in Corrections, Ward humbly says that taking care of others is just a part of life. "I've always liked to help people, on and off the job. People typically ask me for advice and I always like to help them out," he said.

Ward doesn't enjoy the pomp and circumstance that comes with being honored but

is glad he was able to save a life. Ward says one great, yet simple honor after the accident was a free pair of boots from the Rocky Mountain Boot Company. His were melted during the accident.

Ward has been the recipient of two DR&C golden stars for bravery and service in two years. The second came after diverting a person with mental illness at a community junior high baseball game. □

## Spring 2017 Education Calendar

Designed for all Members

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

### MARCH

**SATURDAY 4 - FMLA BASICS**, 10 a.m.-1 p.m., OCSEA Headquarters - RM 195, 390 Worthington Rd., Westerville, OH

**MONDAY 6 - BASIC STEWARD PT. 1**, 6 p.m.-9 p.m., OCSEA Headquarters - RM 195, 390 Worthington Rd., Westerville, OH

**WEDNESDAY 8 - BASIC STEWARD PT. 2**, 6 p.m.-9 p.m., OCSEA Headquarters - RM 195, 390 Worthington Rd., Westerville, OH

**MONDAY 13 - HANDLING PRE-DISCIPLINE MEETINGS**, 6 p.m.-9 p.m., Comfort Inn, 7525 US 23, Piketon, OH

### MARCH

**THURSDAY 23 - FIRED FOR FACEBOOK**, 6 p.m.-8 p.m., Holiday Inn (Independence), 6001 Rockside Rd., Independence, OH

**SATURDAY 25 - ADVANCED STEWARD**, 10 a.m.-1 p.m., OCSEA Headquarters, RM 195, 390 Worthington Rd., Westerville, OH

### APRIL

**SATURDAY 29 - BASIC STEWARD PT. 1 & 2**, 9 a.m.-4 p.m., OCSEA Headquarters - RM 195, 390 Worthington Rd., Westerville, OH

### MAY

**SATURDAY 6 - STEWARD CONFERENCE**, 10 a.m.-4 p.m., Crown Plaza, 600 Metro Place N., Dublin, OH

**TUESDAY 16 - BASIC STEWARD PT. 1**, 6 p.m.-9 p.m., OCSEA Headquarters - RM 195, 390 Worthington Rd., Westerville, OH

**THURSDAY 18 - BASIC STEWARD PT. 2**, 6 p.m.-9 p.m., OCSEA Headquarters - RM 195, 390 Worthington Rd., Westerville, OH

# Next Wave

Look to the future



*OCSEA Next Wavers and union mentors come together to brainstorm about the future of the labor movement and how to get more involved.*

OCSEA members recently gathered in Columbus for the OCSEA District 6 Next Wave Conference. The event for new activists and younger members, and their mentors, focused on getting involved and making a difference in their union and community.

District 6 leaders like **Rochelle Mickens**, who put on the event, says new and young state employees are the future: "We're the future of public service and the future of the labor movement," said Mickens. □

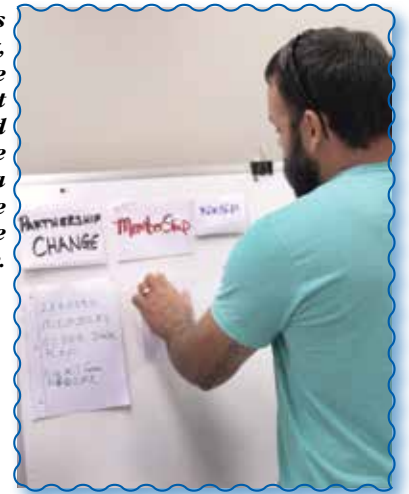


*OCSEA Vice Pres. Kelvin Jones with event organizers, Rochelle Mickens, OOD, and Olega Liapis-Muzzy, AFSCME, talks to Next Wavers.*



*Tanisha Crump, OOD, says she wants to keep the movement alive so the next generation can benefit from all our hard work.*

*Chris Hernandez, ODOT, says he used the event to get educated about the union and as a stepping-stone to become active.*



## Safety-minded prison employees win awards

While health and safety is the number one issue inside Ohio's prisons for the union, often the work OCSEA members do to keep everybody safe goes unrecognized and unreported. Luckily, the statewide labor/management health and safety committee takes time each year to honor the bargaining unit employees who really stand out and who protect staff who watch over our prisons. This year was no exception. Health and safety committees, management and OCSEA bargaining unit members from each of Ohio's state prisons deliberate to decide who excelled over the year and who should be recognized for their leadership in health and safety.

Two awards were given this year to three employees who exemplified

strength and determination and who are helping to make Ohio's prisons a safer place to work:

This year's Health and Safety Committee Champions are Stacy Shelton-Ewing, Dayton Parole Board, and CO **Richard Karl** and CO **Keith Hawn** from the Ohio State Penitentiary.

As an Assistant Region Administrator **Shelton-Ewing** helped lead a team to establish safety precautions regarding parolees and others entering parole offices in her Dayton workplace.

COs Karl and Hawn from OSP helped develop a plan to handle active shooter situations at their institution as well as real-world training based on the principles of Run, Hide, Fight. Both COs are SRT and STAR members and active trainers for new officers. □



*Health and Safety Committee Champions are Stacy Shelton-Ewing, Dayton Parole Board, (above, center right) and CO Richard Karl and CO Keith Hawn from OSP (below, center left).*



# SAVE THESE DATES



**May 6**  
**OCSEA Steward Conference**  
Crown Plaza  
Dublin/Columbus



**June 2-4**  
**WAC/CMCA Conference**  
Great Wolf Lodge  
Cincinnati/Mason

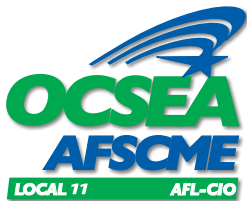


**July 8**  
**Bargaining Council**  
DoubleTree by Hilton  
Columbus-Worthington



**Aug. 24-26**  
**OCSEA Biennial Convention**  
Duke Energy  
Convention Center  
Cincinnati

**Sept. 15-16**  
**Veterans Conference**  
Location to be announced.  
Columbus



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



PUBLIC EMPLOYEE QUARTERLY

# OCSEA

W I N T E R 2 0 1 7

## COVER STORY



**2-3** The power of activism



**4-5** The power of education  
*Free college benefit helps members do the impossible*



**8-9** How the Affordable Care Act impacts state employees



**10** Fighting Right to Work  
*from the Statehouse to the courthouse*



**12-13** Labor Gives Back  
*Union holiday giving felt statewide*



**14** Apply for the Les Best Scholarship



**16-17** A Year in Review



**23-24** OCSEA Extras  
*A guide to union benefits*

**6** PRES. CHRISTOPHER MABE  
*Power of the People*

**18** MEETING NOTICES

**19** EDUCATION CALENDAR

# THE POWER OF EXTRAS

## A guide to your Union Benefits

One of the great ways we increase the value of your OCSEA union membership is by using our large numbers and organization to provide exclusive discounts and additional benefits for members and their families.

Members are urged to visit [ocsea.org/extras](http://ocsea.org/extras) to learn more about these valuable benefits.

Copies of our Extras brochure that describes our benefits can be requested by contacting OCSEA Central Office at **800-969-4702**.



[ocsea.org/extras](http://ocsea.org/extras)



## EDUCATION

### FREE College



OCSEA has partnered with Eastern Gateway Community College to bring active, dues-paying OCSEA members, retirees and their family members (including grandchildren) FREE quality higher education. Eastern Gateway online programs offer associate degrees in Business Management, Criminal Justice, Early Childhood Education and Arts. Tuition, fees and textbooks are covered.

Find out more at [OCSEAEducation.org](http://OCSEAEducation.org) or call **800-266-5615** or **614-865-4760**.

### Les Best Scholarship

All active, dues paying OCSEA members, their dependent children and spouses are eligible for the OCSEA Les Best Scholarships. Apply online or download applications at [ocsea.org/lesbest](http://ocsea.org/lesbest).



- **Les Best Scholarship:** Opens Jan. 1 with deadline to apply on April 30. Scholarships totaling \$12,000 will be awarded to qualified applicants.
- **Pat Callanan-Castro Memorial Book Scholarship:** Those submitting applications to the "Members' College" Les Best Scholarship are automatically eligible for one of two \$250 textbook scholarship awards.

### Columbia Southern University



Columbia Southern University offers online degree programs and certificates with no application fee and a 10% discount on tuition. Visit [ocsea.org/extras](http://ocsea.org/extras) for information on how to apply.

### Drexel University Online

At Drexel University you can earn a top-ranked degree or certificate and receive special tuition rates when you enroll in one of Drexel's distinguished online programs. For more information or to take a Test Drive of the program, contact a representative at **866-803-0053** or via email at [partners@drexel.edu](mailto:partners@drexel.edu).



### Ashford University

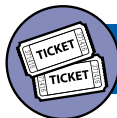
Earn your associate and master's degrees from Ashford University. OCSEA members receive tuition discounts, technology fee waiver and free required course materials for all mandatory courses. To speak to a dedicated OCSEA Advisor at Ashford University, call **800-210-8619**. For more information on Ashford University visit [success.ashford.edu/ocsea](http://success.ashford.edu/ocsea).



## Family Fun Discounts

Great discounts to Ohio's best theme parks, zoos and attractions are available each summer for OCSEA members. Get your discount codes, download coupons and purchase discount tickets online at [ocsea.org/extras](http://ocsea.org/extras). (Available beginning mid-May 2017.)





# ENTERTAINMENT

## African Safari Wildlife Park



Drive through the park located in northern Ohio in your own vehicle and feed exotic animals such as alpaca, bison, llama, elk, watusi cattle, sika deer and many more! Park operates Feb. 24 - Dec. 3, 2017.

Download your OCSEA Extras discount coupon at [ocsea.org/extras](http://ocsea.org/extras) and pay only \$10 for each admission!

## Cleveland Cavaliers & Quicken Loans Arena Events



Get discounts to sports, concerts and family shows offered throughout the year at the Quicken Loans Arena in Cleveland. Purchase discount tickets online at [ocsea.org/extras](http://ocsea.org/extras).

## Greater Cleveland Aquarium



The Greater Cleveland Aquarium features more than 40 tanks filled with thousands of living creatures. Save \$4 per ticket by purchasing them online (**Adult \$15.95, Child \$9.95**) using the code **OCSEA16** at [ocsea.org/extras](http://ocsea.org/extras).

## Great Wolf Lodge



Visit this premiere indoor water park with dining and lodging, all at a 20% discount! Locations are in Cincinnati and Sandusky, Ohio. When booking, use code **OHIO430A** at [greatwolf.com](http://greatwolf.com) or call 866-925-WOLF(9653).

## Newport Aquarium



Newport Aquarium showcases animals from around the world in a million gallons of water. Show your OCSEA membership card at the door or purchase discount tickets (**Adult \$20.99, Child \$13.99**) online using code **OCSEA** at [ocsea.org/extras](http://ocsea.org/extras).

## Rule(3) Entertainment



Rule 3 is your family fun destination located in Pickerington, Ohio. Bowling, arcade, volleyball, food and fun! Download discount coupons to save on bowling and food at [ocsea.org/extras](http://ocsea.org/extras).

## The Wilds



This eastern Ohio conservation center offers tours of rare exotic animals living in open range habitats. Save \$5-\$25 per person on daily tours by purchasing discount tickets online at [ocsea.org/extras](http://ocsea.org/extras).

## Velocity Archery Range



This family friendly archery range in Columbus offers instruction, bow rental, separate beginners rooms, league and competition shoots. Download a coupon for a **FREE bow rental**, including arrows and 1 paper target with purchase of range time at [ocsea.org/extras](http://ocsea.org/extras).



# TRAVEL

## Ohio State Park Lodges



Enjoy discounted rates throughout the year at Deer Creek, Maumee Bay, Mohican, Punderson Manor and Salt Fork State Parks. Use promo code **OHGOVT** when making your reservation at [atapark.com](http://atapark.com) or by calling 800-AT-A-PARK.

## Hideaway Country Inn



Hideaway is a beautiful inn located between Cleveland, Columbus and Toledo with acres of gardens and 12 private whirlpool suites. Discounted nightly rates are available for OCSEA members. Download your discount certificate to be presented at check-in at [ocsea.org/extras](http://ocsea.org/extras) and use the promo code **OCSEA** when making reservations at 800-570-8233 or [HideAwayInn.com](http://HideAwayInn.com).

## Orlando Employee Discounts



OCSEA members can save up to 35% off their Orlando vacation! Orlando Employee Discounts offers exclusive pricing on hotels & vacation homes in or nearby Disney World and Universal Studios Orlando as well as discounts on tickets for Disney World, Universal Studios Orlando, Sea World and ALL Orlando area theme parks and attractions! OED also offers advantageous pricing on Caribbean cruises through Royal Caribbean and Disney Cruise Lines.

Visit [ocsea.org/extras](http://ocsea.org/extras) for a link to your exclusive discounts page at Orlando Employee Discounts. Or call 800-641-4008 to speak to a travel representative, and give them the code **OCSEA**.

# RETAIL



## Purchasing Power



Purchasing power is a great way to buy name brand products through payroll deduction with no credit check or down payment required. Use discount code **OH12184** when ordering at 866-305-3389 or [ocsea.purchasingpower.com](http://ocsea.purchasingpower.com). See more details about the program at [ocsea.org/extras](http://ocsea.org/extras).

## COSTCO



An American membership-only warehouse club, COSTCO provides a wide selection of merchandise at a discount. OCSEA members will receive a coupon book with discounts and free items worth \$50 after purchasing a NEW membership to COSTCO. Purchase your Membership Activation Certificate online at [ocsea.org/extras](http://ocsea.org/extras), then print your certificate and redeem at any COSTCO location.

## Sugarbush Gourmet Gift Baskets



Save 15% on gourmet gift baskets, fruit baskets, holiday gifts, chocolates, wines, cheeses, nuts and a variety of specialty foods. Order online at [sb-gourmet.com](http://sb-gourmet.com) or call 800-837-2929 and use the discount code **OCSEA** when ordering.



More exclusive union member discounts are available through the AFSCME Advantage Program. Go to [AFSCME.org/advantage](http://AFSCME.org/advantage) for a complete list.