

The background image is a photograph of a construction site. A yellow excavator's arm is extended towards a concrete bridge structure. A worker in a yellow safety vest and white hard hat is in a white bucket attached to the excavator, working on the bridge. The bridge has a complex steel reinforcement structure. The background is filled with green foliage.

OCSEA

OHIO
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PUBLIC EMPLOYEE QUARTERLY AFSCME LOCAL 11/AFL-CIO
Volume 77, No. 1 • Winter 2020

THE PRICE of PRIVATIZATION

It's time to reduce ODOT dependency on consultants

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An Ohio Dept. of Transportation audit released by the Ohio State Auditor in late 2019 confirms what OCSEA has been advocating for decades: *Consultants are overpriced and state employees can do the work at a major savings to Ohio taxpayers.*

Specifically, the State Auditor report found that ODOT could save taxpayers upwards of \$21 million per year if the state agency utilized in-house staff for construction inspection, and that the cost of an outsourced consultant inspector is almost three times the cost of using a state-employed professional to perform the same duties. The Auditor's report recommendation? "ODOT should deploy qualified internal staff before hiring consultant inspectors."

OCSEA union leaders in ODOT couldn't agree more.

"It's not surprising that there's a potential savings to keeping this work performed in-house by qualified union employees rather than by overpriced consultants. The union has been warning about the dangers of privatization for years," said OCSEA/ODOT Assembly President **Sabrina Bell**, who represents union members in ODOT. "In every meeting we attend with the agency, we advocate for our members and push ODOT to curb their use of costly consultants."

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—Sabrina Bell
OCSEA/ODOT
Assembly President



The report, released on Dec. 31, 2019, looked at several aspects of cost-savings, including staffing in construction inspection and information technology. The performance audit was required under the state budget that authorized raising the gas tax, which funds Ohio's construction infrastructure projects.

Privatization has, and continues to plague numerous state agencies and cost taxpayers in a big way. Ohio's dependency on consultants comes from an ideology by public officials and agency heads that consultants are good and public workers are inferior, not from pragmatism and a sense of true cost-effectiveness. And ODOT is one of the biggest offenders, says OCSEA.

One of ODOT's largest abuses of consultant use falls in the area of Information Technology, according to the

report. But even the audit doesn't go far enough in terms of the toll these private contractors have taken on taxpayers and workers. *According to the union's own research, ODOT spends more on staff augmentation than it does on total payroll (including wages and benefits) of full-time, permanent IT bargaining unit employees.*

The Auditor's report shows ODOT could save more than \$450,000 annually in IT consultant fees by "transitioning long-tenured consultants into a permanent position." The report also says that the lack of a sufficient system to track consultants (hours, pay per hour and job duties) makes it difficult to evaluate cost-savings and do long-term planning. The union says better tracking would be a start, and would likely substantiate the union's sentiments: *Privatization doesn't pay.*

Systemic contract abuse

The high price of IT contractors is something the union continually brings forward in its statewide IT labor/management meeting. The Joint Information Technology Committee was established under Article 8.05 of the OCSEA/State of Ohio Contract to hammer out issues related to IT work and retention. A reduction in consultant abuse continues to be one of the committee's top priorities on the union side, but often comes with great push back from management, despite data to prove otherwise.

While the union's advocacy on the committee has started to lead to reductions in IT privatization in several state agencies over the last two years (e.g., BWC and Public Safety in particular), ODOT remains steadfast in their use of consultants.



Chris Uguru, ODOT IT Specialist 2, wants ODOT to start investing in its employees instead of consultants.

“ODOT continues to invest in consultants, train them and make them leaders over projects. Then they’re out-the-door, on to something new and taking all their expertise with them.”

—Chris Uguru
ODOT, Information Technology
Specialist 2

“There’s so much that I could say that this audit hasn’t even drilled far enough down to reveal,” said **Chris Uguru**, an Information Technology Specialist 2 who has been employed by ODOT for over 30 years.

Chris says ODOT has double downed on IT hiring of consultants over the past decade, as if internal employees don’t have the necessary skills. “But this couldn’t be further from the truth,” said Chris who believes ODOT IT employees are truly hidden gems of talent.

“And the worst part? ODOT continues to invest in consultants, train them and make them leaders over projects. Then they’re out-the-door, on to something new and taking all their expertise with them,” said Chris.

“When I started, I remember the ‘Three R’s: Retrain, Reward, Retain.’ Back then, everyone worked collectively for the common good and there was a pathway for full-time employees to evolve,” she said. “Imagine an environment in which people are truly connected to their work, to their colleagues, and to their customers?”

Sabrina and the union’s ODOT Assembly second this sentiment: “It’s time for ODOT to invest in and build up its state workforce. And, it’s time to let Ohio taxpayers know the real deal on the cost of privatization,” she said. □

Cover photo credit: ODOT



IT privatization pendulum Are we seeing a shift?

The cost of IT privatization for the State of Ohio has gone nowhere but up for nearly two decades, with agencies like the Ohio Dept. of Transportation and the Ohio Dept. of Job and Family Services being some of the worst offenders. But, thanks to the union’s persistence on this issue, research indicates that overall dependence on IT consultants, for the first time in a long while, may be starting to swing in the opposite direction.

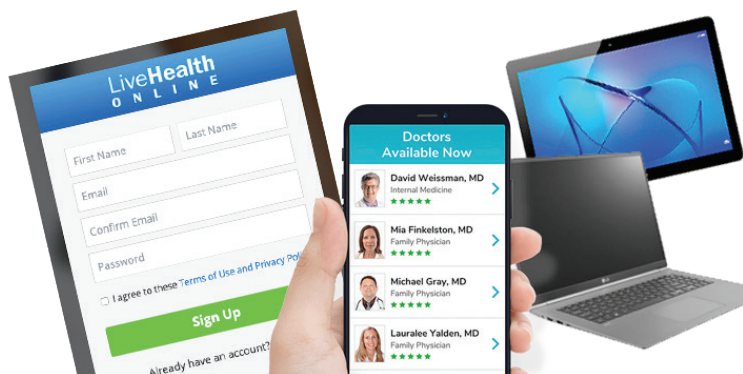
In Fiscal Year 2019, the State’s overall roster of Full Time Employees (FTEs) in IT actually increased by 5 percent, compared to a low in FY 2015. At the agency-level, results are mixed. While ODOT’s hiring of FTEs in IT remained stagnant, and FTE IT positions in ODJFS unfortunately went down, many state agencies are beginning to see the importance of investing in permanent IT staff.

Here are some state agencies that saw internal IT staff increases over the last two years:

- Bureau of Workers’ Compensation – 19
- Dept. of Public Safety – 14
- Taxation – 10
- Dept. Of Developmental Disabilities – 6
- Dept. of Administrative Services – 6
- Opportunities for Ohioans with Disabilities – 5

“While the increases may appear incremental, it appears there is momentum in the right direction, thanks to a union voice at the table,” said **Tim McAllister**, a BWC union member on the Joint Information Technology Committee whose own agency has seen a trend toward bringing more IT staff in house. “As we keep the pressure on, it’s our hope that this transition and investment in state employees starts to take hold,” said Tim. The IT labor/management committee was established under Article 8.05 of the OCSEA/State of Ohio Contract to help build the capacity of the State IT workforce. □

HEALTHCARE The Union @ Work



TeleHealth: Simple, convenient and half the cost

Can't go to the doctor? Bring the doctor to you thanks to a union-negotiated telemedicine agreement. Use your mobile device or computer to visit a doctor or therapist using LiveHealth Online.

And, thanks to the union-negotiated telehealth agreement, tele-office co-pays are also HALF the cost of a normal office visit.

Using LiveHealth Online, you can visit with board-certified doctors, licensed therapists, lactation consultants, registered dietitians and more. Talk to a doctor 24/7 in minutes instead of making a trip to urgent care, ER or when your personal doctor is unavailable.

The telehealth service is administered through LiveHealth Online. Registration is required but only takes a few minutes to sign up.

Visit [LiveHealthOnline.com](https://www.LiveHealthOnline.com) or download the LiveHealth online app from either the Apple or Google app stores.

Common ailments for which a tele-office visit may be appropriate include:

- cold and cough,
- fever,
- flu,
- pink eye,
- sinus infections,
- seasonal allergies,
- urinary tract infections,
- skin rashes

...and so much more. ☐



Your no cost diabetes benefit

Members covered by the State of Ohio medical plan are eligible for FREE diabetic medications and supplies. This applies if you had a Hemoglobin A1c (A1c) test within the past 12 months while covered by the State.

OCSEA union members on the joint health care committee continue to push the importance of this benefit and encourage employees to take full advantage of this cost-savings program. OptumRx manages the program and maintains the confidentiality of all participants.

If you are paying a copay for these medications and supplies and you've had an A1c test, please check with your doctor to see that your office visits are

being submitted correctly to your medical third-party administrator.

Below is a list of \$0 co-pay diabetes medications and supplies covered through a retail pharmacy or home delivery with a prescription.

- insulin
- oral diabetes medications
- injectable diabetes medications
- syringes and pens: insulin syringes and needles & insulin pens and needles
- meters and testing supplies: blood glucose meters, test strips, lancing devices, lancets, alcohol prep wipes/pads
- glucagon emergency kits
- glucose chewable tablets ☐

RAISING *the* WAGE

Local contract wins

After years of fall-out from the Great Recession, lower public revenues and cuts from public officials, 2019 marked a turning point in wage gains for public employees with a union.

Management continued to squeeze workers by cutting leave balances and accruals rates, and increasing discipline, but local OCSEA negotiation teams consistently defeated these proposals and won fair wage gains while holding the line on health insurance costs.

For the 2019 round of local government contract negotia-

tions, typical wage gains were 2.75-3 percent annually. Union teams prepared persuasive data showing that public employees had been pinched for years and that a stronger economy needed to translate into gains for workers.

Bargaining units were unified behind their negotiation teams' economic proposals. And, management took notice. Teams prevailed in winning economic gains while holding off language changes that hurt workers.

"This is called investing in workers," said **Huron County Job and Family Services**

president Renee King, whose team bargained 3 percent wage increases per year in their 2019 contract. The **Ohio Auditor of State** team also won 3 percent increases per year.

The **Trumbull Combined Health** team fought hard for 3/3/2.5 percent on general wage increases. The **Twin City Water** team won 2.3 percent increases across the board while gaining language to strengthen union rights. **Weathersfield Township** secured an additional 2 percent increase in a one-year wage extension.

And, in the **City of Wellston**, which only recently came out of state-mandated fiscal emergency, the union team has, as of this writing, tentatively negotiated a menu of economic gains including 2 percent increases across the board. This is in addition to a cell-phone reimbursement plan that added another 1 percent in the first year, an increase to longevity pay, and a new standby pay system that means \$1,820 annually for members who work 24/7 in the water and streets departments. □

OCSEA Les Best Scholarship

Helping members realize their dreams

Each year, the OCSEA Les Best Scholarship awards a total of \$12,000 in scholarships to OCSEA members, spouses and dependents. OCSEA members and spouses are eligible for the scholarship if attending an accredited college full OR part-

time. Members' dependents must be attending an accredited college, vocational or union apprenticeship program full time to be eligible. Applicants may win up to three total scholarships over their lifetime, so reapplying each year is greatly encouraged.

Ohio Dept. of Education member **Tabitha Palmer**, who was awarded a scholarship in 2019, is currently completing her Bachelor of Science in Nursing at Ohio University. Winning the Les Best Scholarship last fall helped her pursue her dream of School Nurse Certification.

Palmer is determined to use her education to help others in need. "I recognized all of the barriers that exist to education, which led me to healthcare with a goal of addressing deficits and

inequities in early childhood, for children and adults with disabilities, and other vulnerable populations," she said.

OCSEA member **Rachel Feeley**, Dept. of Health, also won a scholarship last year. She, too, is in healthcare, studying to become a Registered Nurse. Her goal is to become a diabetes educator for children diagnosed with Type 1 diabetes.

"The Les Best Scholarship allowed me to continue my education and afford materials to continue my academic path. I work full time and have a family at home, so the extra money really helped take some added stress off of my plate," she said.



OCSEA member Rachel Feeley, uses her Les Best Scholarship studying to become a Registered Nurse.

OCSEA member Tabitha Palmer, a 2019 Les Best Scholarship winner, studies Nursing at Ohio University.



Solvency and Survival

CHRISTOPHER MABE President

money remains only after paying the pension benefits. (Pension benefits are required under the Ohio Revised Code while retiree healthcare benefits are not required.) But for the past 2 years, the OPERS healthcare fund has not received *any* portion of the Employer contribution, because it was all going to the pension side. *It's now estimated that the health care fund would be completely depleted in just 11 years if no changes are made.*

“My priority has been and will always be the solvency of the defined benefit pension. That has been the meat and potatoes of our retirement system from the very beginning and that will always be my primary concern”

Even while retiree health care has never been a guaranteed benefit according to state law, the ability to provide a pathway to healthcare is a guiding principal which all board members and OPERS hold dear. And while no one wants to see these changes, the recent proposal the board voted on was at least a way to preserve some health care for the future.

For better or worse, this time, the health care changes will affect everyone. Beginning in 2022, for current retirees age 65 and over who are Medicare eligible, their base supplement allowance amount will be reduced. For retirees under 65, they will receive a stipend to

purchase insurance on the open marketplace. Dental and vision will remain unchanged.

The combination of health care changes and favorable investment markets are expected to extend health care solvency from 11 years to 23 years.

Some people have asked me why the employer or employee doesn't contribute more to the fund. As you may know, the pension system is not something we can bargain for as a union—that's state law. So it is up to the state legislature to make such changes to the pension. And lawmakers, for whatever reason, have been reluctant to vote on any pension contribution increases. Well, we can't wait any longer for them to act.

My priority has been and will always be the solvency of the defined benefit pension. That has been the meat and potatoes of our retirement system from the very beginning and that will always be my primary concern.

I know you will have lots of questions over the coming months about what this means. OPERS will soon have online tools and resources available that will be the best way to get individualized information so members can make decisions for themselves and their family.

Still, I know this is not news anyone wanted to hear, but I wanted you to hear it from me directly. □



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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, Associates. To update email and other contact information go to: ocsea.org/update or call 800-969-4702.



2020

NEW YEARS Resolutions for Union Members

Make 2020 the year of the worker. Resolve to be union strong this year and beyond. Here's how:



Commit to **sticking with my union.**



Never forget Senate Bill 5, Janus and **work to defeat** the new threats to our rights to come together as a union from the Freedom Foundation and others.



Work to ensure public employees continue to have a **voice on the job.**



Fight against those organizations and individuals who want to **privatize** our work and take our jobs.



Support my union brothers and sisters and build **Solidarity** in the workplace.



Read my union contract cover to cover and **know my workplace rights.**



Commit to **being more active in my union** and attend three chapter meetings in 2020.



Union Education Trust

Shaping Your Future

Commit to **using my union educational benefits** and spreading the word about OCSEA's union-negotiated educational benefit.



Tell co-workers about **Free College** with Eastern Gateway Community College and low-cost college with Central State University.



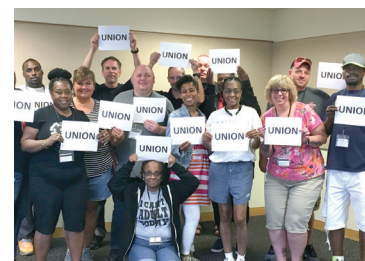
Talk with co-workers to explain how union membership and a strong union helps us to win **better wages and benefits at the bargaining table and maintain a voice on the job.**



Talk to non-members to let them know how signing a card and **being an active member of the union helps communities thrive** by raising the bar for everyone.



Help **spread the word** about the important work public employees do.



Never back down from supporting my union and always speaking up for what is right!

Continuing education

Finding your WHY...and how your union can help

From seeking a promotion to keeping kids college-debt free, there are many reasons why members are taking advantage of OCSEA's continuing education benefits. **What's your WHY?** No matter what your reasons, your union's continuing education programs offer vast, convenient and affordable (even FREE) options for meeting educational goals.



Free College

Thanks to your union, all active, dues-paying members, their children, grandchildren and spouses are eligible for OCSEA's FREE College. This includes an assortment of online associate degree programs through Eastern Gateway Community College for NO MONEY out of pocket. From criminal justice to programming, EGCC has you covered. Those who choose to attend at the EGCC campus have access to the college's full catalogue of degrees. Learn more at OCSEAEducation.org.



Low-Cost College

New in 2019, the OCSEA college program was extended to include two low-cost bachelor's degrees through Central State University. This is available to all active, dues-paying members, their children, grandchildren and spouses. In most cases, this program is free for UET-eligible members and at an extremely reduced rate for family members and non-UET eligible members (No more than \$4,000 per year, and often less). Learn more at OCSEAEducation.org.

Free or low-cost college: What's your why?



PLAN FOR THE FUTURE

2/3 of all new jobs require a college credential.



GREATER JOB SECURITY

Workers with an Associate Degree experience lower rate of unemployment.



BETTER PAY

College graduates earn more on average. Check with your employer whether your college credit counts towards a pay raise!



FREE OR LOW-COST

No or low-cost to you and your family.



CONVENIENT

Study anytime, anywhere. 100% online.



FOR REAL

Accredited, public, non-profit. Students in all 50 states!

Don't forget your union-negotiated UET benefits

Union Education Trust



Union Education Trust
Shaping Your Future

Your union began bargaining contractual education benefits for its members in 1997. Since then, the benefit has only grown! Your Union Education Trust offers a \$6,250 total educational benefit per fiscal year for all OCSEA state

bargaining unit members from the first day of employment. Union-negotiated financial assistance can be used for college tuition assistance, professional enhancement and computer training. Learn more at UEDTrust.org.

What's *your* why?

Singing the tune of a UNION EDUCATION



(Above) Correction Officer Nick Kottman sings at his Bowling Green State University graduation ceremony. Photo: Isaiah Vazquez/Marketing & Communications, BGSU.

Correction Officer Nick Kottman says his WHY for going back to school is his passion for music and performing. That's right! This Toledo health and safety CO is also an opera and choral singer in his spare time. And, thanks to his OCSEA education assistance program, the Union Education Trust, this singing CO is now a Bowling Green State University graduate in musical arts.

"A corrections officer who loves to sing sounds like it could be the premise for a stage musical," wrote the Bowling Green State University in a spotlight about Nick's recent graduation from the university's College of Musical Arts. The third-shift Toledo Correctional Institute employee and union member used his annual union higher education stipend to earn his bachelor's degree in musical edu-

"Music is my passion. I needed that academic musical experience back in my life. It's definitely a stress relief from the prison."

**—Nick Kottman, Correction Officer
Toledo Correctional Institution**

cation with a specialization in choral performance.

Nick said, thanks to the union and other grants, he's had many semesters where he has paid little or nothing out of pocket. The union's annual UET higher education stipend is \$4,000 per member. He encourages every member to take advantage of the benefit.

He heard about the Union Education Trust from his training officer and by reading his union contract and thought "there's no better time than now" to pursue his passion.

Nick's journey to here has

been a long one filled with odd jobs and a rough start in education. "I had failed out of college the first time I tried to get a music degree. I hated having that black mark on my life," said Nick. "My grandfather told me I needed to finish my degree. So that's what I did."

"Music's my passion. I needed that academic musical experience back in my life. It's a big stress reliever," said Nick, who often can be heard practicing in the halls on third shift.

Nick is an active chorister with the Toledo Opera where he has been performing for a few months. He will be appearing in the Opera's upcoming performances of *La bohème*.

Nick says he's going to continue pursuing his passion thanks to his union. He's applied to the BGSU Master's program and, eventually, hopes to pursue a PhD in Music. He says his union-negotiated education benefit has made it all possible. □

Union Justice

Finding support through union advocacy

The past few years have been a nightmare for **Renee Washington**, OCSEA union member and Dept. of Developmental Disabilities employee. “And if it weren’t for my union, for OCSEA, I don’t know where I’d be today,” said Renee.

Her ordeal began in 2017 when, while a Therapeutic Program Worker at the Columbus Developmental Center, she and two co-workers were accused of abusing a client for which they cared and were charged criminally.

“I couldn’t believe what was happening. Only God and I knew the truth, and I was willing to fight for my good name through it all,” said Renee, who was 23 years old at the time.

Finally, after a year and half, Renee’s day in court came. Jobless, hopeless, she prayed for the best and for the truth to come out. And it did! On the stand, the client recanted their story. It became clear to everyone around her what she already knew: she was not guilty. The judge agreed and ruled for her acquittal.

“This took a huge toll on my life. I pretty much lost my house. It took a toll on me physically,” said Renee. “Plus, it impacted my name. I needed a job in the worst way, but any job offers were taken off the table as soon as they discovered my situation.”

“That’s when my union reps stepped in. I didn’t really know what rights I had. They explained the grievance process and how they were there to fight for my contractual right to return to work.”

—Renee Washington
Dept. of Developmental Disabilities

While the burden of her case was behind her, her future was still uncertain. She wanted to return to public service but she knew it was going to be difficult. “That’s when my union reps stepped in. I didn’t really know what rights I had. They explained the grievance process and how they were there to fight for my contractual right to return to work,” said Renee.

“We went to the agency and talked settlements and how to get her and her co-workers back to work,” said OCSEA Staff Representative **Chris Minney**. “Of course, the state just wanted to be rid of them, to settle with cash, wipe their hands of them and be done. But we were confident that we had a winning argument given the false accusation and court’s ruling,” said Chris.

Despite push back and a lot of games from the state, the union moved forward. “We knew Renee and the others accused deserved justice,” said Chris.

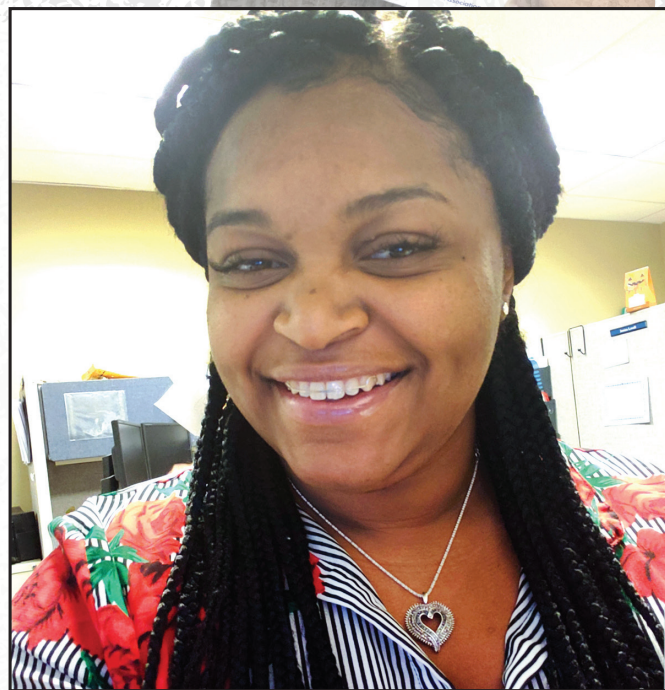
Thanks to her union, who argued on her behalf, Renee won her settlement, including back pay and missed overtime for the 20-month ordeal. *And*, she was able to return to work.

Renee returned to the Columbus DODD center in January 2020. Unfortunately, because of a Medicaid rule, she is unable to work directly with clients. So she now finds herself working in the facility’s kitchen as a cook. “It’s been a humbling, and at times humiliating experience. There are clients I worked with in the past that I can’t even speak to. That’s hard to recon-

cile, but I have to persevere,” said Renee.

Renee said, despite it all, she is grateful for her union and those who helped her through the long journey. “My union advisors were nothing but kind, helpful and understanding,” said Renee.

While this experience may have jaded others, Renee calls it a learning moment. “My union has made an activist out of me. I don’t know how I’ll share my gift of my experience in the future, but I do know that I don’t want anyone to have to go through what I have by themselves,” said Renee. “Our union contract is our protection against injustice!” □



What union members are saying about the Freedom Foundation:



“**My union dues are more than worth having an organization with the power and know-how to fight for me.**”
—Julie Methena
Ohio EPA, Bowling Green



“**I’ve seen public union contracts decimated across the country. This is one time we can’t be silent.**”
—Hagen O’Brien
BWC, Columbus

“**Individuals are the brick and mortar of OCSEA, and we can’t let anyone dismantle these building blocks.**”
—James Rohrbaugh
Trumbull Correctional



“**Our members remember SB 5. That’s why they’re sticking with the union and telling Freedom Foundation to hit the road!**”
—Carl Vanbibber
Mansfield Correctional

“**Freedom Foundation has no rights to my home information. My private life is none of their business.**”
—Charlotte Bruce
ODJFS Lima



“**What gives anyone the right to reap all the rewards without being willing to put in their fair share? Union Strong!**”
—Pamella Butts
Commerce, Reynoldsburg

The Freedom Foundation's REAL AGENDA

DESTROY PENSIONS
cut wages
REDUCE BENEFITS
PRIVATIZE!
cripple health care
eliminate unions

Freedom Foundation is an out-of-state, extreme anti-worker group funded by groups like the Koch family. They are now in Ohio under the name Opt Out Today harassing state employee union members through work email and home mailings. Their real agenda? To eliminate public jobs, benefits and pensions!

In fact, Freedom Foundation is anti-union OUTRIGHT! In a recent newsletter they bragged they were “cutting (government) unions down to size” so they could advance their own interests to cut corporate taxes and privatize services. In a letter begging for donations, they bragged that no group is doing more to get rid of public employee unions and curb the influence of public employees on everything from pensions to health care to privatization to better wages.

The Freedom Foundation has joined with anti-worker politicians across the country to advocate against paid sick leave, disability benefits and retiree health care. The group is a long-time advocate of so-called Right to Work laws, having sponsored many local and state initiatives aimed at eliminating collective bargaining rights for public employees.

In a sizzling rebuke of the Freedom Foundation and all they stand for, thousands of OCSEA members have unsubscribed from their harassing emails and mailers through a postcard and digital drive to stop their unwanted communications. OCSEA has collected thousands of postcards and nearly a thousand have gone online to “unsubscribe.”

“It’s clear our members aren’t buying what they’re selling,” said OCSEA Vice President **Rocky Jolly**. “Not only are their tactics sleazy, their real goal is to end public sector unions and destroy our power,” he said. “They’re not trying to empower workers. Well, good luck with that.”

They’re right about one thing! Public employee union members DO have power and influence. “When we get together, we do make a difference when it comes to fighting for our rights and benefits. That’s called solidarity. And with it, WE have the power, not the billionaire class or their front organizations,” said Jolly.

Get more resources on the REAL Freedom Foundation agenda and learn how to unsubscribe from their harassing communications at ocsea.org/StopFreedomFoundation. □

Anti-union Wish List for State Employees

Behind their “Opt Out Today” smoke screen, the Freedom Foundation is deceiving public employees about their true intentions. Opt Out Today propaganda boasts about liberating workers from unions, but we know their true agenda: destroying pensions and health care and privatizing our jobs!

WISH LIST FOR STATE EMPLOYEES

As recommended by the Freedom Foundation (Opt Out Today) in their “State Budget Reform Toolkit”

- 1 FREEZE ALL HIRING**
Adopt a state hiring freeze encompassing all departments, ensuring the overall size of government doesn’t grow.
- 2 LAY OFF EMPLOYEES**
An exception to the hiring freeze would be to lay off existing employees to be replaced by new hires that are less costly.
- 3 CUT PENSIONS**
States should consider replacing pensions with defined-contribution (401(k) style) plans for new employees.
- 4 RAISE RETIREMENT AGE**
Recommendations to reform state pensions include raising the retirement age for new employees.
- 5 FREEZE HEALTH PLANS**
Freeze defined-benefit OPEB plans, and replace them with defined-contribution plans for new employees, such as an HSA.
- 6 REDUCE BENEFITS**
Recommendations for state retiree health care reform include lowering health plan benefits.
- 7 DELAY RAISES**
Policymakers should delay automatic pay increases for state employees until rising costs of government are brought under control.
- 8 RAISE HEALTH COSTS**
Other recommendations for reform include increasing employee contributions to health care plans.
- 9 PURGE DEPARTMENTS**
Review 20 percent of state programs each year and recommend the elimination or consolidation of certain programs.
- 10 PRIVATIZE JOBS**
Increase the use of privatization and contracting to lower costs.

Produced by nwaccountabilityproject.com
From State Budget Reform Toolkit <https://bit.ly/2Dkg5L>

David Hwang

Education Software Developer



For David Hwang, an Ohio Dept. of Education IT professional, the respect for being union came after years of struggling to keep his job in the private sector. He's not buying what the Freedom Foundation is

selling because he sees the value of a union first hand.

"I've been a software developer for 16 years. After surviving four rounds of layoffs in Silicon Valley during the economic meltdown of 2008, I've seen and heard it all: 'We're not down-

sizing—we're 'right-sizing'. 'Don't worry about any more cuts. This is our team... for now'."

David says there's a dangerous philosophy in IT that if you "do your job" you don't need a union. "This couldn't be further from the truth," he says. "IT professionals tend to think they're untouchable, but when times get tough in the private sector, no one is safe, no matter how hard you work," he said. "That's when people find out it's a mistake to rely on the kindness and goodwill of management."

That's exactly why David denounces so-called Right to Work and the Freedom Foundation. "I cherish and value our right to earn a good living, with job security and good benefits—all the things our union fights for and defends," he said. David says, in a field that values long hours, and where aging IT developers tend to have a short

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—David Hwang
Ohio Dept. of Education

shelf life, he's thankful for a union contract that offers job security and financial wellbeing for him and his family. "When it comes to groups like the Freedom Foundation, would I ever give up my support for the union? Never. It's not even a question," he said.

Nachael Church

Ohio Dept. of Mental Health and Addiction Services



When Nachael Church found out that the Freedom Foundation was in Ohio with one goal, to destroy her union, she went into immediate action alongside the leaders of her OhioMHAS Chapter 4810. Nachael, her union chapter's sec-

retary, said she had a lot of educating to do as members were confused about who the group is, what their true intentions are and why they are contacting members at work and at home.

"We're using this as an opportunity to speak with co-workers

one-on-one about the true benefits of their union and how working together we can fight these attacks on our union-negotiated wages, health care and job security," said Nachael. "I was pleased to know that most members are supportive of the union and consider the communications as no more than 'junk'."

Nachael says chapter meetings have been a successful means of getting out the truth. She also says her union bulletin board is a helpful tool to get out the word and give members the opportunity to unsubscribe from the harassing communications.

Nachael says her greatest concern for her co-workers are the attacks to decimate union contracts and compromise job safety. "Safety on the job is essential for our members. If

"Safety on the job is essential for our members. If employers can cut to the core of safety, they will. ...They already attempt to work us at the minimum to get the maximum work. Our voice on the job is the only thing that stops that."

—Nachael Church
Ohio Dept. of Mental Health and Addiction Services

employers can cut to the core of safety, they will. In our line of work in psychiatric facilities, we deal with violent patients and units that are potentially unsafe and insecure. They already attempt to work us at the minimum to get the maximum work," she said. "Our voice on the job is the only thing that stops that." □

Subordinate Body Meeting Notices – Spring 2020

ASSEMBLY MEETINGS

OOD Assembly	May 16-Meeting: 10 a.m. - 12 p.m.	OCSEA - Union Hall, 390 Worthington Rd., Westerville
ODOT Assembly	March 21-E-Board: 9 a.m. - 9:45 a.m.; 10 a.m. - 12 p.m.	OCSEA Bowman, 390 Worthington Rd., Westerville
DYS Assembly	March 28 & May 16-Meeting: 10 a.m. - 12:30 p.m.	OCSEA - 195, 390 Worthington Rd., Westerville
ODNR Assembly	April 4 & June 13-E-Board: 9:30 a.m. - 10 a.m.; Meeting: 10 a.m. - 1 p.m.	OCSEA - Union Hall, 390 Worthington Rd., Westerville
EPA Assembly	March 28 & April 25-E-Board: 9:30 a.m. - 10 a.m.; Meeting: 10 a.m. - 1 p.m.	OCSEA Union Hall, 390 Worthington Rd., Westerville
Public Safety Assembly	March 14-E-Board: 10 a.m. - 11 a.m.; Meeting: 11 a.m. - 2 p.m.	OCSEA - Rm. 177, 390 Worthington Rd., Westerville

DISTRICT MEETINGS

District 2	March 14 & May 16 12 p.m. - 2 p.m.	Golden Corral Franklin - Large Party Rm., 3350 Village Dr., Franklin
District 7	March 19 & May 21-E-Board: 5:30 p.m. - 5:45 p.m.; Meeting: 5:45 p.m. - 7 p.m.	3rd. District Police Station, 4501 Chester Ave., Cleveland
District 8	May 5-E-Board: 6 p.m. - 6:30 p.m.; Meeting: 6:30 p.m. - 8 p.m.	Hampton Inn, 986 E. State St., Athens

CHAPTER MEETINGS

Chapter 200	April 7 & June 2-Meeting: 5:30 p.m. - 7 p.m.	IBEW 32, 1975 N. West St., Lima OH
Chapter 900	March 19 & May 21-Meeting: 5:45 p.m. - 7:30 p.m.	Golden Corral - Meeting/Party room, 3350 Village Dr., Franklin
Chapter 1230	Meetings: March 9, April 13 & June 8-7 p.m. - 8 p.m.; E-Board: April 13-6:45 p.m. - 7 p.m.	U.A.W Local 402, 3671 Urbana Rd., Springfield
Chapter 2580	May 20-E-Board: 11 a.m. - Noon; Columbus Meeting: Noon - 1 p.m.; May 21-London Meeting-Noon - 1 p.m.	AGO-18th Floor Rm. D, 150 E. Gay St., Columbus BCI - 3rd. Floor Training Rm., 1560 State Route 56 SW, London
Chapter 2595	March 12-E-Board: 5:30 p.m. - 6 p.m.; Meeting: 6 p.m. - 7 p.m.; June 11-E-Board: 5:30 p.m. - 6 p.m.; Meeting: 6 p.m. - 7 p.m.	OCSEA - Union Hall, 390 Worthington Rd., Westerville Taxation Northland Building - Main Lunchroom, 4485 Northland Ridge Blvd., Columbus
Chapter 3100	E-Board: April 21-6 p.m. - 7 p.m.; Meeting: May 19-6 p.m. - 7 p.m.	AFSCME Council 8, 1213 Tennessee Ave., Cincinnati
Chapter 3510	April 15-E-Board: 6:30 p.m. - 7 p.m.; Meeting: 7 p.m. - 8 p.m.	Ryan's Restaurant, 1095 N. Shoop Ave., Wauseon

CHAPTER MEETINGS continued

Chapter 3700	May 20-E-Board: 5 p.m. - 5:15 p.m.; Meeting: 5:15 p.m. - 6:15 p.m.	Ohio EPA SEDO, 2195 Front St., Logan
Chapter 4300	March 16 & May 18-E-Board: 4 p.m. - 4:30 p.m.; Meeting: 4:30 p.m. - 6 p.m.	Cleat's (Woodiebrook Plaza), 602 South St., Chardon
Chapter 5100	April 14-E-Board: 4 p.m. - 4:30 p.m.; Meeting: 4:30 p.m. - 5:30 p.m.	Marion ODOT Garage, 1775 Marion-Williamsport Rd., Marion
Chapter 6000	March 10-Meeting: 6:30 p.m. - 8:30 p.m.	Golden Corral - Community Rm., 1586 Northpointe Dr., Zanesville
Chapter 7000	Meetings: March 19, April 16 & May 21-7 p.m. - 8 p.m.	Briarwood Estates, 1835 N. Lex. Spring Mill Rd., Mansfield
Chapter 7010	April 21-E-Board: Noon - 12:30 p.m.; Meeting: 12:30 p.m. - 1:30 p.m. with continuation at 2:15 p.m.	169th. Union Hall, 376 Longview Ave., Mansfield
Chapter 7500	March 24, April 28 & May 26-E-Board: 5:30 p.m. - 6 p.m.; Meeting: 6 p.m. - 7 p.m.	Shelby ODOT Garage, 2190 St. Marys Rd., Sidney
Chapter 7760	E-Board: March 10 & May 12-12 p.m. - 12:30 p.m.; Meeting: April 14 & June 9-11:45 a.m. - 12:30 p.m.	Ohio EPA NEDO-Conference Rm. E, 2110 E. Aurora Rd., Twinsburg Ohio EPA NEDO - Conference Rm. C 2110 E. Aurora Rd., Twinsburg
Chapter 8320	March 10, April 14, May 20 & June-9-6 p.m. - 8 p.m.	The Village Family Inn (back room), 144 S. Main St., Waynesville

Submitting A Meeting Notice:

To publish events in the union magazine, on the website (meetings ONLY), or to request a direct mailing postcard, go to ocsea.org/meetingnotices OR email meetingnotices@ocsea.org. Quarterly notice deadlines are on the website. **Only authorized leaders can request a notice or add meetings online. A MyOCSEA account is required.**

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."

Magazine Notice Deadlines:

Spring 2020: Submission deadline is April 1, 2020

Fall 2019: Submission deadline is Aug. 31, 2020

Visit ocsea.org/meetingnotices for earliest meeting dates

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."

Subordinate Body Election Notices – Spring 2020

SUBORDINATE BODY ELECTIONS

EPA Assembly	Nominations: March 28, 10:00 a.m. - 10:15 a.m. Elections: March 28, 10:15 a.m. - 10:30 a.m. Run Offs: March 28, 10:45 a.m. - 11 a.m. OCSEA - Union Hall, 390 Worthington Rd., Westerville	Pres., Vice Pres., Treas., Sec., (3) E-Board	Chapter 1810	Nominations: March 3, 5:45 p.m. - 6 p.m. Elections: May 18, 3:30 p.m. - 6 p.m. Run Offs: May 20, 5:30 p.m. - 6 p.m. Lausche State Building - #205 -2nd Floor, 615 Superior Ave., Cleveland	Pres., Vice Pres., 2 nd Vice Pres., Treas., Sec., (4) E-Board, District Delegate/Alt., Assembly Delegate/Alt.
MH/ DODD/ OVH Assembly	Nominations: March 20, 10:30 a.m. - 11 a.m. Elections: March 20, 11:15 a.m. - 11:45 a.m. Run Offs: March 20, Noon - 12:30 p.m. OCSEA - Union Hall, 390 Worthington Rd., Westerville	Pres., Vice Pres., 2 nd Vice Pres., Treas., Sec., (3) E-Board	Chapter 2545	Nominations: March 16, 5:45 p.m. - 6 p.m. Elections: March 16, 6:15 p.m. - 6:45 p.m. Run Offs: March 16, 7:15 p.m. - 7:30 p.m. Rhodes Tower - 29th. Floor, Rm. 2925, 30 E. Broad St., Columbus	Pres., Vice Pres., 2 nd Vice Pres., 3 rd Vice Pres., Treas., Recording Sec., Corresponding Sec., (3) E-Board, District Delegate/Alt., (2) Assembly Delegates/Alt. (Taxation, MH/DD), (2) Trustees, AFL-CIO Delegate/Alt.
DRC Assembly	Nominations: May 2, 10 a.m. - 10:30 a.m. Elections: May 2, 11:15 a.m. - 12 p.m. Run Offs: May 2, 12:30 p.m. - 12:45 p.m. OCSEA - Union Hall, 390 Worthington Rd., Westerville	Pres., Vice Pres., Treas., Sec., (5) E-Board	Chapter 6000	Nominations: March 10, 6:45 p.m. - 7 p.m. Elections: March 10, 7:15 p.m. - 7:30 p.m. Run Offs: March 10, 7:45 p.m. - 8 p.m. Golden Corral - Community room, 1586 Northpointe Dr., Zanesville	Pres., Vice Pres., Sec./ Treas., (3) E-Board, District Delegate/Alt., (7) Assembly Delegates/Alt. (OOD, ODOT, ODJFS, BWC, Taxation, ODNR, Public Safety)
BWC Assembly	Nominations: June 6, 10:15 a.m. - 10:45 a.m. Elections: June 6, 11 a.m. - 11:30 a.m. Run Offs: June 6, 11:45 a.m. - Noon OCSEA - Union Hall, 390 Worthington Rd., Westerville	Pres., Vice Pres., Treas., Sec., (3) E-Board	Chapter 7715	Nominations: March 3, 6:15 a.m. - 8:15 a.m. and 2 p.m. - 3 p.m. Elections: March 4, 6 a.m. - 6 p.m. Run Offs: March 5, 6 a.m. - 6 p.m. Northcoast Behavioral Health - E3 Room E-333 (Rosemary Butts' former office), 1756 Sagamore Rd., Northfield	Pres., Vice Pres., Treas., Sec., (3) E-Board, District Delegate/Alt., Assembly Delegate/Alt.
District 5	Nominations: April 29, 6:45 p.m. - 7 p.m. Elections: April 29, 7:15 p.m. - 7:30 p.m. Run Offs: April 29, 7:45 p.m. - 8 p.m. Theo's Restaurant - Meeting Rm. 632, Wheeling Ave., Cambridge	Pres., Vice Pres., Treas., Sec., (3) E-Board, ODOT Dist. 5 Steward, ODOT Dist. 11 Steward			
Chapter 710	Nominations: April 14, 5:30 a.m. - 2:30 p.m. Elections: April 16, 5:30 a.m. - 2:30 p.m. Run Offs: April 17, 5:30 a.m. - 2:30 p.m. BeCI Main Building Front Entry, 68518 Bannock Rd., St. Clairsville	Pres., Vice Pres., Treas., Sec., (3) E-Board, District Delegate/Alt., Assembly Delegate/Alt.			

**SAVE
THESE
DATES!**

March 20-21
CMCA Conference

Cincinnati • *The Summit A Dolce Hotel*

May 8-9
WAC Conference

Mt. Sterling • Deer Creek State Park Lodge

June 13
Stewards Conference

July 25
President's Conference

October 10
Bargaining Council

November 14
Veterans Conference



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



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PUBLIC EMPLOYEE QUARTERLY

OCSEA

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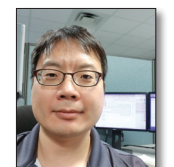
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