



**OCSEA**  
**STEWARD**  
*Conference*  
**Proud of the Past**  
***Prepared for the FUTURE***

Hilton Columbus/Polaris  
COLUMBUS, OHIO

October 3, 2009





# Agenda

|            |   |                        |
|------------|---|------------------------|
| 9:15 a.m.  | <b>Registration/Continental Breakfast</b><br><b>Booths open</b><br><i>Visit display tables, including the PEOPLE booth.</i>   | HALLWAY GRAND BALLROOM |
| 10:00 a.m. | <b>Welcome to OCSEA's 2009 Steward Conference</b><br><i>A special address to OCSEA leaders by OCSEA President Eddie L. Parks</i>  | POLARIS BALLROOM       |
| 10:15 a.m. | <b>Keynote Address</b><br><i>Paul F. Clark, Professor of Labor Studies and Industrial Relations at Pennsylvania State University, will reflect on the conference theme "Proud of the Past – Prepared for Future."</i> |                        |
| 11:00 a.m. | <b>Break</b><br><i>Make sure to check out the display tables and the Stewards Cyber Cafe to get schooled in all the online resources available for stewards.</i>  |                        |
| 11:15 a.m. | <b>Workshops</b><br><i>Attend one of five workshops available at today's conference. Descriptions and locations for each are available on the next page.</i>  | WORKSHOP ROOMS         |
| 12:30 p.m. | <b>Networking Lunch</b><br><i>Use this time to network with chapter leaders, stewards and activists about steward best practices, where we've come and where we're going.</i>   | POLARIS BALLROOM       |
| 1:50 p.m.  | <b>Drawings</b>   | POLARIS BALLROOM       |
| 2:00 p.m.  | <b>Break</b>  |                        |
| 2:15 p.m.  | <b>Workshops</b><br><i>Attend one of five workshops available at today's conference. Descriptions and locations for each are available on the next page.</i>  | WORKSHOP ROOMS         |
| 3:30 p.m.  | <b>Adjourn</b>  |                        |

## Keynote Speaker: Paul F. Clark



Reflecting today's theme, "Proud of the Past – Prepared for the Future," keynote speaker Paul F. Clark will describe how economic, political and social challenges are affecting today's unions and how front-line stewards can get members interested and keep them involved.



Today only, you can purchase a signed copy of Clark's "Building More Effective Unions" for the discounted price of \$19.75.

# Workshops

## ROOM

### The Evolution of the Steward's Role

POLARIS BALLROOM D

**PRESENTER:** *Pat Hammel, OCSEA Education Representative*

OCSEA stewards have a proud history of excellent member representation. Stewards have to adapt to an ever-changing work place, new provisions in the collective bargaining agreement and growing expectations of bargaining unit members. This workshop explores how the steward role has changed since public sector collective bargaining was legalized in Ohio and will use practical tools and techniques developed by stewards that can be taken back to use at the chapter level.

### The Life of a Grievance after Mediation

POLARIS BALLROOM A

**PRESENTERS:** *Sandra Furman, Arbitrator, & Patty Rich, OCSEA Grievance Manager*

When management and the union can't resolve a grievance, the dispute may go to an independent third-party for resolution. Stewards will learn first-hand from a professional arbitrator what evidence they consider, some effective ways to present a case as well as how to evaluate the merits of a grievance to determine if it should go before the arbitration committee.

### An Update: Salary Continuation and Occupational Injury Leave and the New Oil Appeal Process

GEMINI A

**PRESENTER:** *Sandra F. Bell, OCSEA General Counsel*

As one of the most significant gains at the 2008 bargaining table, OCSEA negotiated Salary Continuation for state employees who are accidentally injured on the job. This workshop will help leaders and stewards learn how this new benefit will be applied and about changes in the Occupational Injury Leave benefit. Stewards will also learn how the Oil Appeal Process is administered.

### Let's Get Strong: Internal Organizing

GEMINI B

**PRESENTERS:** *Debbie King, ODJFS, & Tim Roberts, DR&C*

The root of a strong union resides in the strength of its rank and file members. The OCSEA Internal Organizing Taskforce is currently developing a plan to help give chapters the tools they need to get more members involved. Attend this workshop to share your ideas in developing an internal organizing campaign that will build a strong, viable union for today...and tomorrow.

### W.O.C. What is and is not a W.O.C.? (...and the special IT process)

GEMINI C

**PRESENTERS:** *Michael Gee, OCSEA Paralegal, & Sandi Friel, OCSEA Classification Specialist*

Often stewards don't have a lot of experience with Working Out of Classification grievances. This workshop discusses the process, including determining the merits of a W.O.C., the two basic deadlines and what arbitrators are looking for. For stewards facing IT classifications changes, the workshop will include strategies on filing prior to and after implementation of the new classifications.

# NOTES:

