



## OCSEA – WHERE WE’VE BEEN

### 📅 **1938**

- ✓ OCSEA founded

### 📅 **1943**

- ✓ 1<sup>st</sup> across-the-board \$ increase for state employees

### 📅 **1945**

- ✓ 2-week vacation for all employees

### 📅 **1949**

- ✓ Establish 1<sup>st</sup> standardized list of jobs
- ✓ Establish uniform pay schedules

### 📅 **1955**

- ✓ Gain 40 hour work week

### 📅 **1961**

- ✓ Win right to overtime

### 📅 **1975**

- ✓ Martin Luther King’s birthday added to holidays

### 📅 **1983**

- ✓ Ohio Collective Bargaining Law passed
- ✓ Guarantee the right to belong to the union
- ✓ OCSEA affiliates with AFSCME

(continued)

## 📅 1986

- ✓ 1<sup>st</sup> contract negotiations
- ✓ 7% pay increase plus \$450 bonus
- ✓ 1<sup>st</sup> grievance /arbitration system
- ✓ Seniority established
- ✓ Right to refuse unsafe work
- ✓ 10 days sick leave
- ✓ Occupational Injury Leave (OIL)
- ✓ 22¢ a mile travel reimbursement
- ✓ Portal-to-portal \$ for field employees
- ✓ Guarantee of 17 weekends off for MH/MR and OVH employees
- ✓ End split shifts for fulltime employees
- ✓ Standardized system for posting/filling vacancies
- ✓ Standardized layoff and bumping system
- ✓ Union bulletin boards
- ✓ 1<sup>st</sup> limits to use of temporary and seasonal employees
- ✓ Right to review personnel file
- ✓ Create Employee Assistance Program (EAP)
- ✓ Progressive discipline system
- ✓ Discipline only for just cause
- ✓ Annual eye exam
- ✓ Regular breaks for VDT operators
- ✓ Asbestos inspections/abatement in state workplaces
- ✓ Annual inspection of state vehicles
- ✓ Water/restrooms available to all employees
- ✓ Guaranteed health benefits and management contribution of 48% of premium
- ✓ 1<sup>st</sup> contracting out restrictions
- ✓ Protections against working out of classification
- ✓ 1<sup>st</sup> AFSCME MasterCard® offered

## 📅 1987

- ✓ 5% pay increase
- ✓ Additional millions in \$ increases from 1<sup>st</sup> statewide review of job classifications for sex-based wage discrimination
- ✓ 1<sup>st</sup> OCSEA member-only discounts offered

## 📅 1988

- ✓ 7% pay increase
- ✓ Mental Health Act creates SOS program – preventing layoffs

## 📅 1989

- ✓ 4% pay increase
- ✓ Health insurance – increase management's contribution to 85%
- ✓ Establish dependent day care accounts and subsidies
- ✓ Establish shift differentials of 35¢
- ✓ 3 weeks of vacation after 5 years
- ✓ Hostage leave for all DRC and DYS employees
- ✓ Pick-a-post established for DRC employees
- ✓ Les Best Scholarships created

continued)

📅 **1990**

- ✓ 4% pay increase
- ✓ OCSEA Education Department created

📅 **1991**

- ✓ 4% pay increase
- ✓ OCSEA offers free captivity insurance to all prison system members

📅 **1992**

- ✓ PETE established
- ✓ Increase management's health insurance contribution to 88%
- ✓ Quality committees established to aid job security (QStP established)
- ✓ Limits and notices on contracting-out
- ✓ Preferred Provider Organization created to contain health insurance costs
- ✓ Protection against using non-permanent employees to reduce work hours of regular employees
- ✓ Hepatitis B immunizations provided
- ✓ "Paper Layoff" system created to offer employees more options
- ✓ Quality standards established for HMOs
- ✓ OCSEA Benefits Trust created for life, vision and dental benefits
- ✓ Assistance for dislocated workers

📅 **1993**

- ✓ 5% pay increase
- ✓ After OCSEA report of Lucasville prison riot, 906 corrections officers added
- ✓ 1<sup>st</sup> contract for corrections sergeants
- ✓ Ohio public employees get OSHA protection
- ✓ 1<sup>st</sup> PETE class has recognition ceremony
- ✓ Union and management jointly hire first QStP Director

📅 **1994**

- ✓ 3% pay increase
- ✓ Establish 120-day notice for contracting-out
- ✓ Right to demonstrate contracting-in benefits
- ✓ Mediation included in grievance procedure
- ✓ Guarantee of union role in all Quality initiatives
- ✓ Career and Education Committee established
- ✓ Right to propose pay range review for 10 job classifications per year
- ✓ Medical co-payment reduced to \$5 per office visit
- ✓ Disability waiting period reduced to 14 days

(continued)

## 📅 **1995**

- ✓ 4% pay increase
- ✓ OCSEA crafts 1<sup>st</sup> Strategic Plan and Mission Statement
- ✓ OCSEA wins 1<sup>st</sup> seat on PERS Board
- ✓ 1<sup>st</sup> web page and e-mail system for union news
- ✓ OCSEA wins 1<sup>st</sup> seat on State Employee Credit Union Board
- ✓ OCSEA Benefits Trust improves vision coverage

## 📅 **1996**

- ✓ 3% pay increase
- ✓ OCSEA Extras (discount program) announced
- ✓ 1<sup>st</sup> Horizon Award winner honored
- ✓ 1<sup>st</sup> Leadership Academy
- ✓ Travel information centers saved – preventing layoffs
- ✓ 1<sup>st</sup> OCSEA work site Town Meeting
- ✓ 1<sup>st</sup> OCSEA radio and billboard campaign aimed at the public
- ✓ OCSEA Benefits Trust obtains enhanced life insurance and enhanced dental coverage

## 📅 **1997**

- ✓ 3% pay increase
- ✓ Workforce Development negotiated to provide employment security
- ✓ Workforce Development's Tuition Assistance Plan (TAP) rolls out - \$1000 reimbursement or voucher for college credit courses
- ✓ Working Solutions benefit added to OCSEA Benefits Trust
- ✓ Hostage leave eligibility expanded to entire workforce
- ✓ Right for investigation of unsafe practices in institutions
- ✓ Expanded VDT protections
- ✓ TB testing according to CDC guidelines
- ✓ OIL filing period lengthened
- ✓ New seniority protections
- ✓ Employees able to bid for demotion in order to reach a job series with greater upward mobility and career ladder
- ✓ New prevention and wellness benefits, including tetanus and annual influenza immunizations for adults
- ✓ Occupational therapy and chiropractic services coverage added
- ✓ Improved adoption leave options
- ✓ Improved travel and lodging reimbursements
- ✓ Added protections for holiday schedules
- ✓ OCSEA Benefits Trust improves vision coverage

(continued)

## 📅 **1998**

- ✓ 3% pay increase
- ✓ Workforce Development Career Counseling hotline available
- ✓ Workforce Development Computer Enrichment Training (CET) program begins - \$500 for computer courses
- ✓ OCSEA Benefits Trust develops "Disability Gap" insurance

## 📅 **1999**

- ✓ 3% pay increase
- ✓ 1<sup>st</sup> Privatization Conference
- ✓ 1<sup>st</sup> Stewards Academy
- ✓ Workforce Development TAP adds vocational training option
- ✓ Workforce Development's Professional Development Program offers \$300 for conference or seminar trainings
- ✓ Workforce Development increases benefits from TAP, CET and Professional Development Program to a combined total of \$4250 per fiscal year.
- ✓ Workforce Development offers interest-free computer loan program for up to \$2500 to purchase computer hardware and software

## 📅 **2000**

- ✓ 3% pay increase
- ✓ Improved travel and lodging reimbursements
- ✓ New prevention and testing benefits including disease management and dietician coverage
- ✓ Increased cash out for sick leave at retirement by 5%
- ✓ Added shift differential and sick leave accumulation for employees on Occupational Injury Leave
- ✓ Established new Workers' Compensation hearing rights
- ✓ Launched interactive web site for members ([www.ocsea.org](http://www.ocsea.org))
- ✓ Negotiated an agreement to protect the employment statuses of OCSEA members affected by the OBES/Human Services merger into ODJFS
- ✓ Secured additional funding for Benefits Trust

## 📅 **2001**

- ✓ 3.5% pay increase
- ✓ Increased Workforce Development Tuition Assistance Plan benefit to \$3,000 annually
- ✓ Added step for employees paid at pay ranges 32-36
- ✓ Negotiated merit pay for employees working on special Y2K-like projects

(continued)

## 📅 **2002**

- ✓ 4% pay increase
- ✓ Organized and received collective bargaining rights for State Fire Fighters
- ✓ Created Workforce Development pre-retirement training program
- ✓ Increased Workforce Development Professional Development Program (PDP) benefit to \$1,200 annually

## 📅 **2003**

- ✓ Increased sick leave payment to 100% for any usage associated with hospitalization
- ✓ Secured additional funding for Benefits Trust
- ✓ Organized and received collective bargaining rights for 150 contract IT employees at ODJFS
- ✓ Elected first-ever labor majority to the Ohio Public Employees Retirement System Board
- ✓ Defeated a legislative attempt to weaken civil service protections for state employees
- ✓ Created a forum to advance the interests and job security of state IT employees
- ✓ Created Workforce Development Career Development Workshops
- ✓ Launched E-Action, a web-based interactive site that directly links members with state legislators
- ✓ Implemented a New Employee Orientation program
- ✓ Increased the participation of members voting on the state contract to 78%

## 📅 **2004**

- ✓ 2% lump sum bonus
- ✓ Established the State Institutional Closure Commission to provide legislative oversight of executive decisions to abolish institutions
- ✓ Launched unprecedented voter registration drive aimed at union households that increased OCSEA members registered to vote to 70%
- ✓ Prevented legislative attempt to privatize IT work performed by state employees
- ✓ Created new ODOT Highway Technician classification series expanding the career path for highway workers
- ✓ Increased Workforce Development Tuition Assistance Plan (TAP) to \$3,500 annually
- ✓ Achieved 83% chapter participation in political mobilization activities
- ✓ Worked in coalition with Ohio labor organizations to pass a discount drug purchasing program (Ohio's Best Rx) for seniors and low income Ohioans
- ✓ Won an Ohio Supreme Court case granting collective bargaining rights for employees of the Ohio School Facilities Commission

## 📅 **2005**

- ✓ 4% pay increase
- ✓ Negotiated increased healthcare coverage with the addition of the flexible spending account options

## 📅 **2006**

- ✓ 3% pay increase
- ✓ \$5 per employee additional funding for Benefits Trust
- ✓ Union takes over operation of Workforce Development
- ✓ Expanded promotional rights to employees bidding in a geographic district
- ✓ Gained layoff rights for employees by appointment type
- ✓ Extended military duty pay supplement beyond 22 days, and permits leave accruals during initial period
- ✓ Gained right to use unpaid pregnancy leave for up to six months

## 📅 **2007**

- ✓ 3.5% pay increase

## 📅 **2008**

- ✓ 3.5% pay increase

## 📅 **2009-2012**

- ✓ Service years in other political subdivisions count toward vacation accruals
- ✓ IT classifications retooled, including pay scales, process for change and disputes
- ✓ Elimination of fines
- ✓ Improvements in health care benefits, including elimination of mandatory mail-in drug program, elimination of co-pays for wellness visits, screenings, immunizations and insulin
- ✓ Increased sick leave payment to 100 percent for usage associated with out-patient surgeries or recovery times from out-patient surgery
- ✓ Travel reimbursements based on General Service Administration guidelines

📅 **2009-2012 continued**

- ✓ Same mileage reimbursement as exempts
- ✓ Salary continuation for employees injured on job
- ✓ OIL appeal process
- ✓ Parity clause, meaning if other employees receive a better benefit, OCSEA also receives it
- ✓ Intermittents come into bargaining unit

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# OCSEA

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