

RESOLUTIONS
FROM THE
OCSEA 25TH BIENNIAL CONVENTION

August 28-30, 2003

Columbus, Ohio



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AFSCME PEOPLE

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WHEREAS, the Congress of the United States exercises constitutional power over the federal budget and makes our nation’s laws and the President administers the government through our laws and develops public policy; and

WHEREAS, the General Assembly of the State of Ohio exercises constitutional power over the state budget and makes our state’s laws and the Governor administers our state government through our laws and develops public policy; and

WHEREAS, a sensitive and informative relationship between AFSCME and our federally elected officials and OCSEA AFSCME Local 11 and our state elected officials is essential in order to promote the workplace interests of public employees in general, and OCSEA AFSCME Local 11 members in particular; and

WHEREAS, the campaign finance laws of the United States and the state of Ohio require our union to use only voluntary contributions from our members in making donations to candidates for federal, state and local offices; and

WHEREAS, AFSCME has established the PEOPLE program for this very purpose; and

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26 WHEREAS, AFSCME uses funds raised through the PEOPLE program to
27 support our friends and defeat our enemies in federal elections; and

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29 WHEREAS, AFSCME PEOPLE returns one-half of all funds raised
30 through contributions by members of OCSEA AFSCME Local 11 to the OCSEA
31 Political Action Fund; and

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33 WHEREAS, the OCSEA Political Action Fund uses these monies to
34 support elected officials and candidates who support our workplace issues; now

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36 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11,
37 through its subordinate bodies and District Grassroots Committees, will continue
38 to make recruitment of new PEOPLE members a high priority and will integrate
39 PEOPLE member recruitment into all field and outreach activities in the future.
40 OCSEA members and staff will work to reach the minimum goal set forth by
41 AFSCME for all locals and councils of 10% of its membership on PEOPLE
42 check-off, but work to achieve the goal set forth in the OCSEA strategic political
43 action mobilization plan of 15% of its membership on check-off.

24 WHEREAS, the Congress and the State continues to propose tax
25 giveaways to the rich to corporations, permitting corporations to pay even a
26 smaller proportion of the state tax bill and for average citizens and small
27 businesses to pay more to make up the difference; and

28

29 WHEREAS, the Ohio Supreme Court will continue to dramatically whittle
30 away the rights of our members, and the rights of unions; and

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32 WHEREAS, we will always be facing legislative attacks on members rights
33 (i.e. civil service reform, privatization of services) that will require a vigilant effort
34 to educate legislators and build substantial political muscle to persuade
35 politicians to do the right thing; and

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37 WHEREAS, the political grassroots lobbying and fundraising program of
38 the union is vital to the success of OCSEA and is directly linked to its ability to
39 advocate and protect the interests of its members; and

40

41 WHEREAS, the three AFSCME affiliates in Ohio will become a formidable
42 political force and will "Take Back Ohio". By working together to "Take Back
43 Ohio", the affiliates will build political strength by developing their ability to
44 mobilize their members and raise funds for political action; and

45

46 WHEREAS, "Take Back Ohio" requires each affiliate to significantly
47 increase its ability to mobilize its members to raise political funds to effectively
48 combat the cuts in the state budget and to elect state and federal labor friendly
49 candidates in 2004; now

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51 THEREFORE BE IT RESOLVED, that OCSEA will implement a political
52 mobilization plan that will involve every OCSEA chapter, assembly, district
53 council and district grassroots committee through political mobilization, political
54 fundraising and creating a grassroots political advocacy that makes OCSEA a
55 formidable political force; and

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57 BE IT FURTHER RESOLVED, the OCSEA political mobilization plan will
58 accomplish but not be limited to:

- 59 • Outlining a road map about how we support District Grassroots
60 Committees (DGC's) in their mission to select candidates, raise PEOPLE
61 funds, mobilize members, target voter registration and build coalitions.
- 62 • Increase PEOPLE contributions to 15 percent of membership by involving
63 all OCSEA subordinate bodies and recommending best practices about
64 how to reach the goal.
- 65 • Provide a comprehensive political education program for membership and
66 staff that is linked with effective one-on-one communications.
- 67 • Improved worksite communications through Union Power activists
68 including the new Union Power Legislative Activist.

- 69 • Simplify and improve our message so the union consistently stresses the
70 most effective messages and improves our ability to persuade members to
71 mobilize and vote for labor friendly issues and candidates.

72

73 AND BE IT FINALLY RESOLVED, that the OCSEA political mobilization plan
74 will have measures and timetables that will be linked to the priority goals of the
75 plan, that OCSEA will devote the needed financial and staff resources to
76 implement the plan and it will overall improve the employment security and well-
77 being of OCSEA members and strengthen OCSEA's ability to be an effective
78 partner in "Take Back Ohio".

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CIVIL SERVICE REFORM

WHEREAS, civil service laws serve an important purpose in protecting the public and public employees from corrupt government by regulating practices for appointment, testing and selection, discipline, layoff and various other safeguards designed to eliminate political patronage; and

WHEREAS, OCSEA AFSCME Local 11 has attempted to proactively remedy perceived inefficiencies in civil service processes that may hamper flexibility through the development of a joint High-Performance Workplace Report, the Workforce Development program and the Quality Services Through Partnership initiatives and have not been consulted by the administration for input in developing recommended revisions proffered by the state; and

WHEREAS, the Department of Administrative Services has historically pre-positioned the state to prevail in contract negotiations by securing revisions to civil service laws and subsequently using the changed law to influence neutral mediators and fact-finders that the changes they seek in bargaining should be awarded since the changes have been codified; and

WHEREAS, civil service laws have been targeted by conservative administrations in Florida and Ohio as undermining the government's ability to function effectively; and

24

25 WHEREAS, the absence of meaningful civil service protections allow an
26 environment that can be dominated by a particular political influence to include
27 hiring processes, advancement and retention of employment; and

28

29 WHEREAS, civil service laws provide protections against unsupported job
30 loss; and

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32 WHEREAS, unsupported loss of civil service jobs pave the way for
33 privateers to profit from the public's need for services; and,

34

35 WHEREAS, civil service reform initiatives in Florida and Ohio have been
36 based on recommendations from private sector corporations, some which stand
37 to directly benefit from manipulation of government; now

38

39 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 support
40 attempts to revise civil service regulations to the extent that changes truly
41 improve civil service, but reject attempts to reform civil service laws in a way that
42 interferes with the basic protections that prevent the political patronage, coercion
43 and influence in public service.

1 **CONTRACTING OUT CORRECTIONAL FACILITIES**

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3 WHEREAS, overcrowding is a serious and dangerous problem in
4 correctional facilities, with Ohio prisons operating at 126% of design capacity;
5 and

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7 WHEREAS, private, profit-oriented corporations such as the Corrections
8 Corporation of America, Wackenhut, U. S. Corrections Corporation, Management
9 Training Corporation, Civigenics and others have set their sights on what they
10 perceive to be a multi billion dollar growth industry; and

11

12 WHEREAS, private corporations have attempted to use their experience
13 with U. S. Bureau of Prisons and Immigration and Naturalization Service facilities
14 that house illegal immigrants and other short-term detainees to sell themselves
15 as new entrepreneurs in the field of corrections, with new ideas to solve the
16 problems facing our criminal justice system; and

17

18 WHEREAS, past experience with the private sector delivery of public
19 services has resulted, in many cases, in higher costs, poorer services, a loss of
20 accountability and increased corruption; and

21

22 WHEREAS, after more than a decade of experimentation, available
23 evidence raises serious questions about any cost savings associated with
24 privately-operated prisons; now

25

26 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11
27 considers contracting out the management and operation of correctional facilities
28 to be bad public policy; and

29

30 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 supports
31 AFSCME's fight to combat the contracting out of correctional facilities and to
32 force federal, state, and local governments to maintain their responsibilities for
33 the incarceration and rehabilitation of those individuals who violated the law of
34 society; and

35

36 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 will work with
37 other local and state organizations interested in preserving the integrity of our
38 criminal justice system to prevent private corporations from operating correctional
39 institutions.

23 WHEREAS, Ohio prison are operating on average at more than 126% of
24 their design capacity, with some institutions operating at more than 200% of
25 capacity resulting in additional stress and tension among inmates and staff as
26 well as perpetuating unhealthy conditions in which to work; and

27 WHEREAS, understaffing, overcrowding, and the lack of medical attention
28 in Ohio's prison system are responsible for the spread of life-threatening
29 diseases of epidemic proportion resulting in the potential contamination of
30 correction officers and their family members; and

31 WHEREAS, correction officers realize that the condition of Ohio's prison
32 system is the result of political interest rather than public safety and turned out in
33 unprecedented numbers to participate in the collective bargaining process in a
34 show of power, strength, and defiance; now

35 THEREFORE, BE IT RESOLVED, that, in the interest of the health and
36 safety of Ohio's correction officers and the security of the correctional institutions
37 in which they work, OCSEA/AFSCME Local 11 will work diligently with the
38 Corrections Assembly to focus all available resources on efforts to harness the
39 political power of correction officers by implementing a political action strategy
40 through the education and mobilization of correction officers, in accordance with
41 the OCSEA strategic plan.

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DISLOCATED WORKERS

WHEREAS, state employees have had to fight for funding to keep their jobs during the past state budget cycle and are subject to layoffs and job abolishment as a result of downsizing, de-institutionalization, privatization, agency mergers, adult and juvenile prison closings, economic downturns, program changes, workplace technologies; and

WHEREAS, an important role and responsibility for a labor organization is to promote and protect the employment security of its members; and

WHEREAS, OCSEA AFSCME Local 11 has a developed a successful program through its state contract to assist displaced state employees secure employment; and

WHEREAS, programs which assist workers in gaining retraining opportunities, new job skills, job search and interviewing skills, personal and financial counseling, and job placement assistance are an important element in assisting workers who face displacement or have already lost their jobs; now

THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 continue its efforts to provide resources and assistance to members who face dislocation as a result of layoffs, abolishment or change in job design or skills

24 through such methods as the Joint Employment Security Committee established
25 under Article 15 of the State Collective Bargaining Agreement; and

26

27 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 continue to
28 pursue preferential hiring status across agency lines for employees who have
29 been laid off; and

30

31 BE IT FINALLY RESOLVED that as a part of its commitment to protect the
32 employment security of its members, OCSEA AFSCME Local 11 continues to
33 work for state-provided training and development programs, which increase
34 employee skills and career options.

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EXECUTIVE ORDER ON DOMESTIC VIOLENCE

WHEREAS, domestic violence is an issue that affects a large number of citizens in the state of Ohio, including state employees; and

WHEREAS, domestic violence is not limited to any sexual, religious, national origin or ethnic group; and

WHEREAS, battering is the greatest single cause of injury among women in the United States, accounting for more injuries and deaths than auto accidents, muggings and rapes combined and reported to affect more women every year than breast cancer, heart attacks and strokes; and

WHEREAS, domestic violence is not limited to workplace violence and thus affects our employees outside of their normal working hours; now,

THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 encourages the Governor to enact an Executive Order on Domestic Violence to provide:

- Training for managers in assisting an employee dealing with a domestic violence situation which includes deferral of proposed disciplinary action, methods for appropriate assistance, development and use of manuals listing phone numbers and links with local shelters, hotlines and other

- 24 community sources, methods to secure a safe working environment for all
25 affected employees; and any other information/referrals as needed;
- 26 • Flexible hours when needed;
 - 27 • Paid time off for employees who are victims of domestic violence to attend
28 court proceedings related to the violence; and
 - 29 • Specialized Employee Assistance Program (EAP) services for victims of
30 domestic violence.

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GRASSROOTS POLITICAL ACTION

WHEREAS, the union’s strategic plan recognizes political mobilization is a priority; and,

WHEREAS, grassroots member mobilization and the degree of our political activity are the root of our success at the bargaining table; and,

WHEREAS, the political climate in Ohio does not favor organized labor; and

WHEREAS, the current elected officials do not realize the value of publicly operated services; and

WHEREAS, a term-limited legislature lacks a detailed understanding of vital public programs and funding mechanisms needed to operate them in a way that meets the public need; and

WHEREAS, the union’s need to produce members who will vote their jobs obligates every chapter to educate and mobilize each member about political issues that affect their job security; now,

23 THEREFORE, BE IT RESOLVED that each chapter set as a goal to
24 conduct a formal one-on-one education program for their members; and

25

26 BE IT FURTHER RESOLVED that every level of the union commit
27 resources necessary, to the extent possible, for a successful grassroots
28 mobilization of our membership; and

29

30 BE IT FURTHER RESOLVED all levels of the union will use all venues
31 available to them to build relationships with their respective agencies to further
32 mutual legislative interests that serve to protect our job security; and

33

34 BE IT FURTHER RESOLVED that we will promote an ongoing education
35 of the public, membership and legislators that illustrates the impact of legislative
36 decisions about public services; and

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38 BE IT FINALLY RESOLVED that the union will develop grassroots political
39 mobilization campaigns to ensure that a legislators' failure to vote our jobs will
40 result in the loss of their jobs.

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HEALTH CARE REFORM

WHEREAS, the nation is facing the collapse of the U.S. health care system with 43 million uninsured Americans, 80% of whom are working; and

WHEREAS, state of Ohio employees—like employees across the nation—have been hit with double digit premium increases over the past four years with future increases predicted to be just as high; and

WHEREAS, all workers struggle with how to best negotiate through our broken health care system with pre-certification requirements, formularies, and doctors dropping out of plans; and

WHEREAS, the World Health Organization ranks the U.S. health care system 37th in the world in part because of the high number of uninsured, high cost, high infant mortality, and low life expectancy, when compared to other industrialized nations; and

WHEREAS, changing the U.S. health care system will take a large grassroots movement which will need to include labor union members; and

WHEREAS, health care benefits are a key component of the entire benefit package for OCSEA AFSCME Local 11 represented employees; now

24

25 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11
26 continue its efforts to provide quality affordable health care to its members
27 through the efforts of the Joint Health Care Committee; and

28

29 THEREFORE, BE IT FURTHER RESOLVED that OCSEA AFSCME Local
30 11 chapters increase their activity in the fight for health care reform by becoming
31 active in groups that are fighting for health care reform; and

32

33 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 work to elect
34 only officials who will support universal health care coverage for all U.S. citizens.

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INTERNAL ORGANIZING

WHEREAS, the union’s strength at the bargaining table is directly related to its ability to show members active support for a union bargaining agenda; and

WHEREAS, an effective organizing campaign requires one-on-one, face-to-face home visits listening to our members and acting on their interests and that method is the proven, nationally accepted AFSCME model; and

WHEREAS, our collective power to fight for social equity, dignity, economic security and respect in our workplaces will be measured by the diversity, political activity and mobilization of our members; and

WHEREAS, the union’s political strength is rooted in membership activism; and

WHEREAS, the union’s strategic plan recognizes that membership mobilization is an absolute priority and is directly linked to a successful 2006 negotiations; and

WHEREAS, the labor movement and OCSEA AFSCME Local 11’s survival is based on rank and file activism; now,

24 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 leaders
25 embrace the responsibility to organize and educate our members through
26 establishment of a formal internal organizing chapter committee that:

- 27 • Develops and implements a chapter specific internal organizing
28 campaign focusing on one-on-one communication;
- 29 • Uses actions around issues, including actions to support the formal
30 grievance procedure, to show and build strength in the workplace;
- 31 • Mutually reinforces the effort between full-time staff and rank-and-
32 file leadership;
- 33 • Mobilizes in conjunction with collective bargaining negotiations; and
- 34 • Commissions and trains a chapter representative to carry out the
35 OCSEA model of new employee orientation.

36

37 BE IT FURTHER RESOLVED that we will show our collective power
38 through significant work actions directed toward influencing the outcome of
39 negotiations; and

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41 BE IT FINALLY RESOLVED that all chapters of OCSEA AFSCME Local
42 11 will increase active membership to 93%.

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OCSEA STRATEGIC PLAN FOR THE FUTURE

WHEREAS, OCSEA AFSCME Local 11 members face an era of sweeping change in the way the public and elected officials want government services organized and delivered; and

WHEREAS, advancing technological changes, privatization, eroding federal funds, and public sentiment threaten to reshape public infrastructure as we have fundamentally known it; and

WHEREAS, the OCSEA AFSCME Local 11 Board of Directors adopted a union mission to “promote the social, economic and workplace interest of our members and their families through effective collective bargaining and by building productive relationships, valued career opportunities for our members, and quality public services for the citizens of Ohio”; and

WHEREAS, leaders and members want the union to develop creative strategies to proactively deal with the challenges they now face rather than simply reacting to them; and

WHEREAS, the Board of Directors recognized that the best offense is careful planning and adopted and updated a strategic plan to focus activities and

23 resources in the areas of education, technology, staffing, legislation and political
24 action, member services, and marketing; and

25

26 WHEREAS, it is unlikely that union goals can become reality without
27 vision and careful planning; now

28

29 THEREFORE, BE IT RESOLVED THAT OCSEA AFSCME Local 11
30 continue to use strategic planning as a tool to evaluate and update the union's
31 goals each year and focus its resources on fulfillment of the OCSEA AFSCME
32 Local 11 mission statement; and

33

34 BE IT FINALLY RESOLVED that the OCSEA AFSCME Local 11 Board of
35 Directors commits itself to an ongoing effort through strategic planning to
36 broaden the scope and support of the strategic plan among all OCSEA AFSCME
37 Local 11 members.

1 **ORGANIZED LABOR’S INFLUENCE ON WORKFORCE POLICY**

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WHEREAS, Congress has passed sweeping welfare reform and has substantially changed the workforce development system by enacting the Workforce Investment Act (WIA); and

WHEREAS, the Ohio legislature has created the Ohio Department of Job and Family Services *by merging the Ohio Department of Human Service (ODHS) and the Ohio Bureau of Employment Services (OBES); and

WHEREAS, we believe there is dignity in all work and support helping welfare recipients, underemployed and unemployed find meaningful work with decent wages, benefits and rights; and

WHEREAS, an effective workforce development system provides opportunities to develop and maintain work skills and link them to good jobs with employment security and that all job seekers need to be served by a workforce development system that services all Ohioans; and

WHEREAS, the Workforce Investment Act (WIA) calls for the formation of state and local workforce development boards to which Labor will have a right to select representatives; and

23

24 WHEREAS, our members in the Ohio Department of Jobs and Family Services
25 provide valued programs including employment services and unemployment services;
26 and

27

28 WHEREAS, state and local government human services agencies provide
29 important workforce development programs and support services to the unemployed
30 and underemployed; and

31

32 WHEREAS, federal and future state legislation can call for the privatization of
33 existing state and local programs, a devolution of programs that eliminates jobs and
34 diminishment of the state as a provider of employment and training programs; now

35

36 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 support
37 advocacy efforts to ensure that all Ohioans regardless of their employment status will
38 have access to publicly operated employment and training services that support good
39 jobs and employment security; and

40

41 BE IT FURTHER RESOLVED, that OCSEA AFSCME 11 encourage the AFL-
42 CIO and other worker advocacy organizations to become actively involved in shaping
43 the workforce development policy in Ohio through the appointment of labor
44 representatives to state and local workforce development boards, to support legislation
45 that preserves a publicly operated system that serves all Ohioans and to advocate the

46 role of state support to each One Stop by providing core services funded under
47 Wagner/Peyser, NAFTA, TAA/TRA Unemployment Compensation, Rapid Response
48 and Veteran's Reemployment Services; and

49

50 BE IT FINALLY RESOLVED, that OCSEA AFSCME Local 11 work to ensure that
51 public employees continue to administer welfare, job placement and training services so
52 that they remain impartial and accountable to the public and free from corporate
53 influence.

ORGANIZING

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WHEREAS, the union’s power to promote the interests of the membership is a function that members must be engaged in, and our unity and activism spell out our strength in bargaining and in political influence; and

WHEREAS, we are under attack by the selling of our jobs through privatization, budget cuts and downsizing for political gain, and the union’s ability to defend our members relies upon the premise that an injury to one truly is an injury to all; and

WHEREAS, the collective bargaining laws in our state are being scrutinized by politicians who care more about re-election than they do the constituents they purport to represent; and

WHEREAS, OCSEA AFSCME Local 11’s membership growth has declined since 1997, and in recognition of these trends, an active organizing program working to pursue a more liberal interpretation of our jurisdiction was developed to engage in organizing public sector employees; and

WHEREAS, recognizing that the state continues to create exempt positions that include bargaining unit work, continuing the threats on our work; now,

24

25 THEREFORE, BE IT RESOLVED, that OCSEA AFSCME Local 11's

26 organizing program has established the following goals:

27 1. A commitment to organize all government workers who are covered
28 by a collective bargaining law, but not represented by an AFL-CIO
29 union.

30 2. A commitment to organize the un-organized and lead the fight for a
31 strong voice for every public worker in our state.

32 3. A mandate to educate our membership about the attacks from the
33 political arena, and to get our members ready to elect the people
34 that stand with us, putting aside the social issues that divide us.

35 4. OCSEA AFSCME Local 11 will offer assistance in organizing
36 endeavors of other affiliates and will build an active group of
37 "volunteer organizers" to improve our membership numbers and the
38 labor movement as a whole.

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PUBLIC POLICY INFLUENCE

WHEREAS, national program policy frequently determines the type and method of services provided by local government entities, and;

WHEREAS, these policy strategies and decisions are generally discussed in forums and networks that have a presence on a national level, and;

WHEREAS, much of our employment security is protected through support from federal government programs, regulations and funding, and;

WHEREAS, the current administration has an additional agenda to contract-out government work to the private sector, thereby allowing corporations to skim additional profits from tax revenue, and;

WHEREAS, OCSEA AFSCME Local 11 alone does not have resources or networks to take on national program policy issues by itself, and;

WHEREAS, effective political mobilization is linked to program policy that is realistic and understood by the union in a way that the union can influence it most effectively, and;

23 WHEREAS, the most effective way to shape the future is to develop an
24 aggressive national public policy strategy; now

25

26 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 work
27 with AFSCME International to develop networks, groups and coalitions to create
28 national public policy strategies designed to counteract the corporate interest
29 strategies that threaten quality public services by continuing to ease the
30 corporate tax structure that allows corporations to escape their fair tax share.

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PRESCRIPTION DRUG COSTS

WHEREAS, workers across the nation are facing run away prescription drug costs and some 70 million Americans have no prescription drug coverage; and

WHEREAS, in 1980 prescription drug costs made up only 3% of the total cost of health care and now make up 25%, surpassing the cost of hospitalization; and

WHEREAS, we live in the only industrialized nation that gives drug manufacturers the right to make unfettered profits with no competition for the first 12 years of a new drug's introduction because patent laws prevent anyone else from manufacturing the drug for that period; and

WHEREAS, 50% of all drug research and development is funded by tax payers through federal university grants; and

WHEREAS, drug manufacturers should be able to recoup the money they spend on research and development of the new drug in less than 12 years, especially in light of the fact that the top 10 drug manufactures spend only 12% of their sales dollars on research and development and 33% on marketing; now

24 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 works
25 to elect only officials who will support legislation that changes the patent laws for
26 pharmaceuticals or institutes price controls on pharmaceuticals; and

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28 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 works to
29 elect only officials who will support changes in the patent laws for
30 pharmaceuticals or institutes price controls on pharmaceuticals.

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PRIVATIZATION-GOVERNMENT FOR SALE

WHEREAS, public workers have delivered the majority of governmental services to the citizens of the state of Ohio and its various counties, municipalities, and other political subdivisions with pride and efficiency since those services were established; and

WHEREAS, Ohio public workers who have only recently achieved the right to jobs with justice through collective bargaining have witnessed erosion of those jobs through privatization; and

WHEREAS, while privatization has been advertised as a cost saving to Ohio citizens, it has been used by some politicians to avoid facing up to the need for increased revenues, as a cover-up for managerial ineptitude, or to reward political supporters; and

WHEREAS, privatization often replaces jobs with fair wages and benefits with jobs of lower pay and diminished benefits without improvement in the quality of services, and

WHEREAS, privatization of public services has in the long run cost more, delivered less service, and lacked accountability; and

23

24 WHEREAS, minority and female employees have been disproportionately
25 harmed by privatization; now,

26

27 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11
28 continue to oppose all policies and practices that threaten the integrity of public
29 employment and the provision of quality public services including privatization,
30 contracting out, and the creation of alternative employment structures - such as
31 temporary, part-time and volunteer workers - which serve to erode appropriate
32 wage and benefits standards; and

33

34 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 will follow
35 the OCSEA AFSCME Local 11 strategic plan that calls for political mobilization
36 and supporting the valued role of public services; and

37

38 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 will also work
39 to establish joint labor-management efforts to explore strategies to prevent
40 contracting out and to jointly develop ways to effectively deploy OCSEA
41 AFSCME Local 11 employees and propose work that can be contracted in.

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PRIVATIZATION OF SOCIAL SERVICES

WHEREAS, for-profit companies and non-profit entities are aggressively taking advantage of public funding flowing from the 1996 federal welfare reform law and the 1998 federal job training law; and

WHEREAS, these laws emphasize “work first” (with lower welfare benefits or length of benefits), eliminate the requirement that merit staff determine eligibility for cash assistance, further “voucherize” job training and placement systems, and expand the power of business in designing the systems; and

WHEREAS, companies involved include Lockheed Martin, Maximus, Accenture, and others, while non-profits include national and local agencies as well as faith-based organizations; and

WHEREAS, these private entities have a poor track record overseeing and running social services, with results that have included low quality, high costs, misuse of program funds, loss of government flexibility and accountability, and perverse incentives to cut services to vulnerable groups; and

WHEREAS, crucial public sector roles – determining eligibility, managing cases, ensuring due process and appeals for clients, and generally overseeing programs – are endangered by privatization; and

24

25 WHEREAS, the role of public merit staff in providing honest and high-
26 quality services, insulated from profit incentives and the need to secure
27 government contracts, is also threatened by privatization; and

28

29 WHEREAS, some states are experimenting with devolving services to the
30 local level or to the private sector, which would further undermine government
31 accountability and the role of public employees; and

32

33 WHEREAS, some states are trying to tear down remaining requirements
34 that public employees determine eligibility for public assistance (welfare)
35 programs, including Food Stamps and Medicaid; and

36

37 WHEREAS, some states are attempting to merge or reconfigure programs
38 in harmful ways, e.g., disconnecting the Employment Service (ES) from the
39 closely related Unemployment Insurance system, and folding the ES into county
40 public assistance (welfare) structures that may not be equipped to provide such
41 services/programs; and

42

43 WHEREAS, technology is reshaping the provision of social services, but
44 some government and privatizeers are using technology to cut down on human
45 interaction and minimize comprehensive services; now

46

47 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 will
48 continue to oppose the privatization of public assistance (welfare), job training
49 and placement, and other social services which will collectively form an
50 indispensable safety net for all citizens; and

51

52 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 will
53 continue to advocate for merit staff requirements which ensure impartial
54 administration and high-quality operation of all social services, at all levels of
55 government; and

56

57 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 will fight to
58 oppose the devolution of state programs, where such devolution would open the
59 door to privatization and de-unionization, weaken programs, and cost jobs; and

60

61 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 continue to
62 fight for government oversight of social services, at various levels, to ensure that
63 worker and client needs are met as well as the priorities of employers, explore
64 new ways public employees can add value in a changing employment system;
65 and

66

67 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 will
68 continue to monitor trends in social services, document the failures of

69 privatization, cultivate allies and coalitions on these issues, and hold privateers
70 accountable; and

71

72 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 will support
73 appropriate and innovative use of technology, but will oppose its use to replace
74 staff assistance to clients, to limit client access, or to otherwise harm service
75 quality; and

76

77 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 will oppose
78 harmful efforts by states to merge or reconfigure social service workforce
79 development programs, especially when those efforts would mean clients falling
80 through cracks or workers losing rights; and

81

82 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 will continue
83 to organize social service workforce development employees so that employees
84 can speak with one voice to support comprehensive services to clients, decent
85 jobs, wages, and benefits for employees, and responsibility and accountability by
86 government for these tasks.

PUBLIC AWARENESS

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3 WHEREAS, the vast majority of taxpayers and the public-at-large are
4 unaware of the essential services provided by public employees; and

5

6 WHEREAS, the ability of public employees to retain or improve their jobs
7 and compensation will depend in large part on whether taxpayers are supportive
8 of government services; and

9

10 WHEREAS, public perception can only be changed by persistent and
11 repeated messages that challenge their current opinions; and

12

13 WHEREAS, commercial media is taken more seriously by the public,
14 legislators, public officials and the media, itself, than any other communications
15 vehicle; and

16

17 WHEREAS, the positive contributions of public workers and the unique
18 changes that are occurring in the public sector because of various efforts to
19 introduce quality and redesigning initiatives present many opportunities for
20 promoting new innovations and efficiencies in government services; and

21

22 WHEREAS, the efforts and activities of the union are often unknown or
23 misunderstood by the union's own bargaining unit members; now

24

25 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 engage
26 in a long-term campaign aimed at the public, and our own members, that
27 enhances the image, status, and value of public workers and the union through
28 the use of paid and free media; and

29

30 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 develops the
31 ability to respond to anti-public worker actions and legislation, such as
32 privatization, through the use of free and paid media.

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PUBLIC EMPLOYEE POLITICAL RIGHTS

WHEREAS, public employees in Ohio have been denied political rights that others in our society take for granted because of the state’s regressive and punitive “Little Hatch Act” for most of the twentieth century; and

WHEREAS, because of the law, public employees do not possess the same rights of freedom of speech, freedom of assembly, and freedom of association; and

WHEREAS, a public employee, working for the state of Ohio or any of the political subdivisions of the state can be fired from their job or otherwise disciplined for publicly speaking on behalf of a partisan candidate, circulating a petition for a partisan candidate, seeking delegate status to a state or national party convention, soliciting money for a partisan candidate, holding an office of precinct committee person or other party post or otherwise participating in many ways in the political mainstream of our society; and

WHEREAS, legislation would extend full political rights to public employees while on their own time and would allow participation in the political process for public employees if they so desire; and

22 WHEREAS, it would also protect public employees from illegal coercion or
23 harassment from unscrupulous elected officials if they choose not to participate
24 in partisan politics; now

25

26 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11
27 continue to support the passage of any legislation that allows public employees
28 to participate in the political process, if they so desire, and to protect public
29 employees from coercion or harassment from elected officials if they choose not
30 to participate in partisan politics.

1 **REDESIGNING GOVERNMENT - THE OCSEA APPROACH**

2

3 WHEREAS, the redesign of government is long overdue; and

4

5 WHEREAS, obsolete “command and control” management systems are
6 damaging the credibility of government and causing widespread public distrust
7 and resentment of government; and

8

9 WHEREAS, OCSEA AFSCME Local 11 members, as government
10 workers and taxpayers, share the public’s dissatisfaction and want to improve
11 public services; and

12

13 WHEREAS, state and local governments are striving to change the way
14 they do business by improving productivity, efficiency, and effectiveness; and

15

16 WHEREAS, redesigning government requires a long-term continuous
17 commitment to joint problem-solving; and

18

19 WHEREAS, employees participating in the design of their work and
20 empowered to share in the decision making about their work will deliver efficient
21 and effective customer service; and

22

22

23 WHEREAS, worker voice and input about the programs they run
24 combined with employment security have led to improved service delivery in both
25 the public and private sectors; and

26

27 WHEREAS, OCSEA AFSCME Local 11 members, who deliver public
28 services, are in the best position to know how to improve service delivery; and

29

30 WHEREAS, management frequently attempts to prevent union
31 involvement in issues related to the mission and design of work by insisting that
32 these matters are exclusive management rights; and

33

34 WHEREAS, mismanagement is never a management right; and

35

36 WHEREAS, congressional changes with regard to block grants and other
37 actions will redefine the roles of federal, state, and local governments without an
38 examination of what works in Ohio; now

39

40 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 foster
41 improvements in public services by initiating efforts to redesign government
42 which are built upon these principles:

43

- 43 • Worker empowerment built on union representation rights;
- 44 • Investments in worker training to improve the delivery and the
- 45 quality of these services;
- 46 • A more responsive and efficient bureaucracy with fewer layers
- 47 between top management and frontline workers;
- 48 • Employment security;
- 49 • Commitment to the belief that government must serve and be
- 50 accountable to all the people; and

51

52 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 vigorously
53 oppose efforts to destroy the quality of public services through ill-conceived,
54 politically-inspired initiatives put forth under the guise of “reinventing government”
55 which only further demoralizes frontline workers and undermine public
56 confidence in government; and

57

58 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 call on
59 government leaders and others to join with us on the high road of improving
60 public services through innovative cooperative design efforts, rather than taking
61 the wasteful, counter-productive low road of load-shedding, downsizing, and
62 contracting out; and

63

64 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 calls upon
65 employers to look beyond their antiquated views of management rights and
66 support joint programs that improve service delivery.

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SEXUAL HARASSMENT

WHEREAS, numerous surveys have shown that the majority of working women as well as an increasing number of men have been victimized by sexual harassment at sometime during their careers, and that sexual harassment can have devastating psychological, physical, and economic consequences for its victims; and

WHEREAS, the United States Supreme Court unanimously held in Meritor Savings and Loan v. Vinson that unwelcome, sexually directed behavior at the workplace violates Title VII of the 1964 Civil Rights Act if it creates a hostile or offensive working environment and although sexual harassment violates Title VII of the Civil Rights Act and Ohio's Laws Against Discrimination, remedies thereunder are limited to restoring job benefits lost due to harassment, nor are punitive damages available to make employers who tolerate or condone sexual harassment pay a staff penalty; and

WHEREAS, OCSEA AFSCME Local 11 and many other unions and employers have taken positive steps to stop sexual harassment through well enforced contract language and policy statements, through education and training programs, but despite the positive steps taken by some employers and despite the fact that the courts have put employers on notice that they may be liable for the sexual harassment of their workers, the program has not been

24 eradicated and many employees victimized by sexual harassment have no
25 workplace procedures available to deal with the problem; now

26

27 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 will
28 work for passage of legislation that offers more aggressive protections to
29 employees subjected to sexual harassment.

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SOCIAL SECURITY – MANDATORY COVERAGE

WHEREAS, Social Security is the nation’s great system of income protection that enables many workers to pool their contributions in order to protect each other and their families from catastrophic wage loss due to death, disability or retirement; and

WHEREAS, Social Security covers most American workers with guaranteed, reliable benefits and is the nation’s top poverty fighter – keeping twice as many Americans out of poverty as all other income-tested programs combined; and

WHEREAS, Social Security trustees now say that the system is in good financial shape, able to pay full benefits, on time, at least until the year 2032 and capable of paying at least 75 percent of current benefits thereafter; and

WHEREAS, this is a manageable long-range problem, with many responsible solutions available; and

WHEREAS, millions of public employees across this nation, including all OCSEA AFSCME Local 11 members are excluded from Social Security coverage for their public jobs due to the creation of alternative retirement

23 systems – systems that were created during a period when public employees
24 were forbidden from joining Social Security; and

25

26 WHEREAS, OCSEA AFSCME Local 11 members enjoy the same safety-
27 net benefits that Social Security provides other workers, as well as a stable and
28 sufficient defined benefit retirement plan, through the Public Employees
29 Retirement System of Ohio; and

30

31 WHEREAS, further objective studies show that requiring Social Security
32 participation would cause an undue hardship on public employees who have, for
33 decades, been covered by excellent alternative plans and would seriously
34 threaten the very existence of those plans, including PERS; and

35

36 WHEREAS, all 18 Representatives and both U.S. Senators in the Ohio
37 Congressional Delegation oppose mandatory Social Security coverage of our
38 public employees; now

39

40 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 salutes
41 the Ohio Congressional delegation for their support on this issue and will,
42 separately and in partnership with other public employee unions in Ohio,
43 aggressively fight any and all attempts, now and in the future, to force mandatory
44 Social Security coverage on our members.

TESTING

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WHEREAS, the contract between the State of Ohio and OCSEA AFSCME Local 11 provides that promotional opportunities are to be awarded, in part, on the basis of proficiency in minimum qualifications for the positions; and

WHEREAS, competition with the private sector for public work demands that employees performing work demonstrate qualifications and ability to perform the work; and

WHEREAS, the state of Ohio has increased testing initiatives in the areas of proficiency and Civil Service tests and our members have an interest in being fairly and objectively evaluated for promotional opportunities; and

WHEREAS, proper test development and administration is important to assure that test measures are valid and evaluate what is permissible under the contract; and

WHEREAS, appropriately developed testing instruments provide employees with an equitable and impartial opportunity to demonstrate an ability to perform duties; and

22

23 WHEREAS, improperly prepared tests may result in faulty selection of
24 applicants and, if challenged, a delay results in the resolution of the selection
25 dispute which harms both the properly and improperly selected candidate; and

26

27 WHEREAS, there is no coordinated state policy that creates oversight or
28 test administration practices that satisfactorily address decentralized test
29 practices by state agencies; now

30

31 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11
32 supports the use of properly developed tests that are developed through
33 appropriate testing methodologies and impartially administered to ensure our
34 members' economic interests are protected in a non-discriminatory fashion with
35 equal opportunity for advancement; and

36

37 BE IT FURTHER RESOLVED that OCSEA AFSCME Local 11 will strive to
38 cause the state to acquire test development and administration expertise from
39 the DAS, Human Resources Testing Administration to assure that testing is done
40 appropriately; and

41

42 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 will
43 vigorously challenge improperly developed and administered tests and seek to
44 correct wrongs resulting from improperly selected candidates.

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UNION LEADERSHIP TRAINING

WHEREAS, OCSEA AFSCME Local 11 must invest in its leadership to assure that they are prepared to meet significant workplace changes; and

WHEREAS, education is critical to achieving union security; and

WHEREAS, OCSEA AFSCME Local 11 has a responsibility to its members to enhance the skills of their leaders so they can effectively handle problems caused by the workplace of the future; and

WHEREAS, the fundamental changes taking place in government requires that leaders meet new challenges and member expectations; and

WHEREAS, the effectiveness of union leadership is essential to the well being of any union; now

THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 continue to provide, as well as develop, a diversity of education and training programs for its leaders.

YOUTH SERVICES

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WHEREAS, Ohio currently incarcerates approximately 1700 youth in DYS as compared to approximately 3500 in the year 2000; and

WHEREAS, the causes for decline in youth incarceration are not only due to a decline in the at risk population, but due to non-serious youth commitments to facilities and programs operated outside of Ohio Department of Youth Services; and

WHEREAS, the Ohio Department of Youth Services receives the more serious youth offenders; and

WHEREAS, The cost of providing constitutionally sound conditions, safety and security, and constitutional treatment programs are much greater; now

THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 work with the Department of Youth Services to educate the General Assembly to the cost associated to maintain the current level of funding for programs within the Department of Youth Services; and

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22 BE IT FINALLY RESOLVED that the union will work with the DYS
23 assembly to develop and implement an active Political mobilization plan in each
24 DYS chapter.

CANADIAN DRUGS

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WHEREAS, the average cost of prescriptions drugs in America is approximately twice what the same exact drugs cost in Canada; and

WHEREAS, escalating drug costs are the main driver behind increased health care costs; and

WHEREAS, in every other industry (automobiles, electronics, apparel, etc.) the U.S. government allows for these products to be imported into the United States, but forbids the importation or (re-importation) of prescription drugs from Canada, giving the drug manufactures a monopoly unheard of in other industries; and

WHEREAS, prescription drugs from Canada are safe and effective and usually have been manufactured in the United States, but because of price controls in Canada are far less expensive than if they were purchased in the United States; and

WHEREAS, if the drug manufactures had to compete in the global economy on the basis of price, the prices for drugs in the United States would come down; and

24

25 WHEREAS, 70 million Americans have no prescription drug coverage and
26 those who do fight to keep their coverage affordable; now

27

28 THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 work
29 with other unions and organizations to fight for the FDA to allow for the
30 importation or re-importation of prescription drugs to the United States; and

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32 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 work to elect
33 only officials who will support changes in FDA regulations that would allow for the
34 importation and re-importation of prescription drugs from Canada.

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OPERS Retiree Health Care Benefits Preservation

WHEREAS, the Ohio Public Employee Retirement System provides health care at a reasonable cost to hundreds of thousands of retired Ohio public workers and their spouses; and

WHEREAS, the provision of health care at a reasonable cost by OPERS is a benefit that has been expected as part of their retirement by hundreds of thousands of Ohio public workers and their spouses; and

WHEREAS, the growth of health care inflation is exceeding the growth in the portfolio of assets OPERS uses to fund its health care program; and

WHEREAS, OPERS represents a large and powerful purchaser of health care goods, medicines and services; now

THEREFORE BE IT RESOLVED that OCSEA AFSCME Local 11 supports the efforts of the union representatives on the OPERS Retirement Board to protect the health care benefits for active and retired public workers; and

22 BE IT FURTHER RESOLVED that the union calls on the OPERS
23 Retirement Board to preserve access to affordable, quality health care for all
24 eligible members and their dependents; and
25

26 BE IT FURTHER RESOLVED that the union calls on the Retirement
27 Board to insure that the OPERS staff manage the health care program using
28 sound business practices consistent with industry norms and marketplace
29 developments, and that OPERS partner with similar groups to maximize
30 negotiating leverage and economies of scale; and
31

32 BE IT FURTHER RESOLVED that the union calls on the Retirement
33 Board to support wellness and disease management activities that assist benefit
34 recipient, encourage recipients to make healthy choices and participate in
35 activities that impact health care costs, and actively inform and assist recipients
36 regarding sound consumer choices; and
37

38 BE IT FURTHER RESOLVED that the union calls on the Retirement
39 Board to pursue consumer-oriented health care public policy changes, participate
40 with similar stakeholders in joint advocacy activities, and encourage recipients
41 and recipient organizations to partner with OPERS in its advocacy efforts; and
42

43 BE IT FURTHER RESOLVED that the union calls on the Retirement
44 Board to insure that OPERS staff provide consistent information to recipients on

45 health cost trends and also provide frequent updates to recipients about efforts
46 by OPERS to preserve health care benefits; and

47

48 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 urges the
49 OPERS Retirement Board to enact changes in current recipient health benefit
50 levels only after all reasonable efforts to improve plan management, recipient
51 accountability, advocacy and education have been made.

1 **OPERS Investment Policies and Corporate Governance**

2

3 WHEREAS, the Ohio Public Employee Retirement System is among the
4 largest pension funds in the United States with over \$45 billion in assets; and

5

6 WHEREAS, the OPERS assets represent a benefit earned by hundreds of
7 thousands of current and retired public employees; and

8

9 WHEREAS, the OPERS assets, in part, represent the direct contribution
10 of hundreds of thousands of current and retired public employees; and

11

12 WHEREAS, the protection of OPERS assets is crucial to the strength of
13 the retirement programs for current and retired public employees; and

14

15 WHEREAS, it is in the interest of public employees that OPERS
16 investments are made in ways that support working families instead of working
17 against them; and

18

19 WHEREAS, invested appropriately, the assets of OPERS offer public
20 employees a tremendous amount of leverage to influence corporate behavior;
21 and

22

23 WHEREAS, the employee representatives Trustees serving on the
24 OPERS Retirement Board from the AFSCME affiliates and SEIU can be a
25 powerful voice for the interest of active and retired public workers; and
26

27 WHEREAS, the OPERS Retirement Board has made significant steps to
28 create investment policies that restrict or prohibit investments in companies that
29 foster anti-labor activities such as privatization or engage in activities that legally
30 or ethically undermine the income and rights of workers; and
31

32 WHEREAS, the OPERS Retirement Board has begun to use its
33 investment leverage and proxy voting power to force corporations to engage in
34 ethical and legal governance practices such as improved accounting disclosure,
35 more voice for shareholders, and stopping conflicts of interest among members
36 of the Board of Directors; now
37

38 THEREFORE BE IT RESOLVED that OCSEA AFSCME Local 11 salutes
39 the leadership efforts of the union representatives on the OPERS Retirement
40 Board, and the Retirement Board itself for setting investment policies that benefit
41 active and retired public workers and create better corporate governance
42 behavior; and
43

44 BE IT FURTHER RESOLVED that the union calls on the OPERS
45 Retirement Board to continue to its efforts to not engage in investments that

46 undermines the rights and incomes of workers in Ohio, the United States and
47 abroad;

48

49 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 urges the
50 OPERS Retirement Board to work cooperatively with other employee pension
51 plans to maximize the effectiveness of the efforts to engage in responsible
52 investments and to seek sound corporate governance behavior.

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PUBLIC PENSION COALITION

WHEREAS, most public pension plans in Ohio and across the nation have seen reduced revenues and are struggling to fund retiree health care costs; and

WHEREAS, there are no plans on the horizon that will reduce the escalating costs of health care, which means pension plan’s difficulties with funding retiree health care benefits will continue; and

WHEREAS, public pension plans could wield a tremendous amount of power if they were organized and they used their power to persuade the companies in which they are shareholders to support legislative efforts to reduce prescription drug costs or other meaningful health care reform; and

WHEREAS, a number of public sector unions have representatives who sit on the pension boards; now

THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 work with AFSCME International, other unions and public pension plans to develop a national coalition of public pension plans; and

22 BE IT FINALLY RESOLVED that OCSEA AFSCME Local 11 work with
23 this coalition to rally leaders in corporate America to support and actively pursue
24 meaningful health care reform and/or prescription drug price controls.

ARBITRATION

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WHEREAS, any grievance is of utmost importance to the member who filed it; and

WHEREAS, issue grievances have been given the lowest priority in getting heard before an Arbitrator after approval from the Arbitration Committee; and

WHEREAS, all members should be able to feel that OCSEA AFSCME Local 11 at the state level is concerned about them; and

WHEREAS, issue grievances have taken up to a year or longer to be arbitrated; and

WHEREAS, this type of a delay creates resentment and anti-union attitudes among the membership; now

THEREFORE BE IT RESOLVED that OCSEA AFSCME Local 11 be required to analyze and review the arbitration process in order to find ways to decrease and/or eliminate unreasonable delays in arbitrating issue grievances and formulate a plan accordingly.

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PRO LABOR USE OF MEMBERSHIP DUES

WHEREAS, the duly elected leadership of OCSEA AFSCME Local 11, the office of Executive Director and the staff of OCSEA AFSCME Local 11, must adhere to a practice of wise and responsible use of the dues monies collected from the membership; and

WHEREAS, the membership of OCSEA AFSCME Local 11 has a high expectation of their union including the American Federation of State, County and Municipal Employees, AFSCME, the Ohio Civil Service Employees Association, OCSEA AFSCME Local 11 and the subordinate bodies of OCSEA AFSCME Local 11 to support, patronize and advocate for the use of unionized goods and services in building construction, maintenance, delivery services, communications, transportation, food, apparel, workplace supplies, lodging, conventions and conferences, including but not limited to cleaning services, repair services, basic telephone, cellular wireless phone, fax, e-mail, voice mail, video-audio conferencing, and internet services; now

THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 advance this expectation and utilize membership dues monies in a manner which serves to protect the integrity of the membership by advocating for the purchase of unionized goods and services in building construction, maintenance, delivery

23 services, communications, transportation, food, apparel, workplace supplies,
24 lodging, conventions and conferences; and

25

26 BE IT FINALLY RESOLVED that the members of OCSEA AFSCME Local
27 11 be united in the cause to support and advocate as our first purchasing priority,
28 the use of appropriate public and private sector union shops in the same manner
29 in which we would expect our brothers and sisters in other public and private
30 sector union shops to purchase appropriate goods and services from the
31 unionized members belonging to the OCSEA AFSCME Local 11 AFL-CIO.

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ROLL CALL PAY

WHEREAS, the conciliator in the 2003-2006 Contract between the State of Ohio and OCSEA Bargaining Unit 3 members changed the 30 minutes of roll call pay available at the overtime rate of pay to 30 minutes of straight time pay; now

THEREFORE, BE IT RESOLVED that OCSEA AFSCME Local 11 take all necessary steps to restore the 30 minutes roll call pay from 30 minutes straight time back to 30 minutes overtime pay.



**MOBILIZE
ENERGIZE
ORGANIZE!**