

May 1, 2011

Get the **REAL FACTS**

Recently, DAS sent a letter to all state employees “clarifying” some of the provisions in Senate Bill 5. However, significant aspects of this devastating attack on working families was left out. The following is OCSEA’s point-by-point response:

DAS: State employees keep their pensions and health care benefits.

FACT: The Kasich administration has proposed to increase the employees’ share of their pension contribution by 2 percent in the budget bill. In terms of health care, according to SB 5, 15 percent is the minimum for employees’ share of the health care premium. More importantly, bargaining of health care plans is prohibited.

DAS: SB 5 maintains the right of Ohio’s public employees to collectively bargain for wages and working conditions, a right they have had since 1983.

FACT: It’s OCSEA’s hope that the State of Ohio will continue to bargain in good faith, but SB 5 gives managers no incentive to do so, since it outlaws our ability to strike and gives the final resolution of impasse to the Controlling Board of the State Legislature. **More importantly, if there is no resolution, the State is free to implement its own last best offer, making bargaining virtually meaningless.**

DAS: SB 5 makes no changes to existing contracts and the State has no plans to seek changes in the current contract.

FACT: SB 5 does not impact the current contract but includes a Fiscal Emergency clause, which can invalidate future contract agreements during a fiscal crisis.

DAS: The current contract remains intact. This means cost savings days will expire on June 30, 2011, step increases will resume for bargaining unit employees, and many will receive compensation for personal days as outlined in the contract.

FACT: Cost savings days will expire on June 30; however, the administration has indicated the expiration of CSDs is a “pay increase.” Rather, employees will see a wage freeze equivalent to 2008 pay levels. In addition, step increases and personal time lost over the last two years will not be restored.

DAS: The current contract between the State and bargaining unit employees expires in 2012. Negotiations on future contracts will focus on wages, hours, safety equipment and terms and conditions of employment.

FACT: OCSEA members can bargain wages but can no longer bargain over health care plans, privatization/contracting out or staffing levels, and lets management decide whether or not to bargain over hiring, firing, transfers, discipline, work hours and assignments, equipment, work standards and locations, consolidations and mergers, termination of work and more. Further, SB 5 eliminates longevity pay and step increases, limits overtime and sick leave payouts at retirement, and caps vacation and personal leave accruals.

DAS: A new system will be created to compensate public employees based on their job performance.

FACT: A merit system in such a politically charged atmosphere as state government opens the door to favoritism and nepotism and was one of the primary reasons that we fought for collective bargaining nearly 30 years ago.

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