

SUBMITTED BY: Delaware Chapter 2100

SUBJECT: Article V – Stewards, Section 13.

RATIONALE: Currently either a grievant is represented by OCSEA Staff or themselves only during grievance committee meetings. Often the grievant does not understand the complexities and intent of contract language while their steward of record has been trained, has investigated, and has prepared the grievance on behalf of the grievant. The steward of record should have the right to argue their case in every forum necessary so that the true facts and language intent can be explained for the grievant. This change will strengthen and protect the individual rights of OCSEA members.

BE IT RESOLVED THAT ARTICLE V OF THE OCSEA SUBORDINATE BODY CONSTITUTION BE AMENDED AS FOLLOWS:

Article V – Stewards

Section 1. Qualifications for stewards are those described in Article IV, Section 6 (C) in the State By-Laws.

Section 2. Stewards may be organized by Chapter; as provided for in the By-Laws of a Chapter; by agency work site members within their geographic districts as defined by master contracts; in a multiple agency work site, within such work site by members.

Section 3. Depending on which basis stewards are organized, those stewards may decide on their own selection method of a Chief Steward.

Section 4. Stewards shall be appointed by the Chapter president. The Chapter president shall respond to requests for appointment, in writing, within fifteen (15) calendar days. A member may petition the Chapter executive board, in writing, within fifteen (15) calendar days, if not appointed. The executive board shall respond, in writing, to a petition from a member within fifteen (15) calendar days of receipt.

Section 5. The term of office for stewards shall run concurrently with the term of office of the appointing Chapter president. Stewards must be appointed or reappointed by each Chapter president at the beginning of his/her term.

Section 6. Stewards may be removed by written notice from the Chapter president. The removal may be appealed, in writing, to the Chapter executive board within fifteen (15) calendar days of receipt of the notice of removal.

Section 7. Appeals to the Chapter executive board shall be heard within sixty (60) days of receipt. Appeals shall be forwarded to the Chapter secretary.

SUBMITTED BY: Delaware Chapter 2100

SUBJECT: Article V – Stewards, Section 13.

RATIONALE: Currently either a grievant is represented by OCSEA Staff or themselves only during grievance committee meetings. Often the grievant does not understand the complexities and intent of contract language while their steward of record has been trained, has investigated, and has prepared the grievance on behalf of the grievant. The steward of record should have the right to argue their case in every forum necessary so that the true facts and language intent can be explained for the grievant. This change will strengthen and protect the individual rights of OCSEA members.

BE IT RESOLVED THAT ARTICLE V OF THE OCSEA SUBORDINATE BODY CONSTITUTION BE AMENDED AS FOLLOWS:

Section 8. The decision of the Executive Board shall be forwarded to the member in writing and shall be final. No further appeal shall be made to OCSEA and/or AFSCME.

Section 9. The results of the appeal(s) shall be made part of the minutes of the executive board and a copy of the decision forwarded to OCSEA Central Office.

Section 10. All stewards shall comply with all provisions of the union's State Constitution, State By-Laws, the Uniform Subordinate Body Constitution and any By-Laws of the body. Stewards shall not violate, or willfully attempt to violate, the Union's State Constitution, State By-Laws, the Uniform Subordinate Body Constitution or any By-Laws of this Chapter, District Council, or Assembly.

Section 11. Affiliation with a competing labor organization by any steward after appointment shall be deemed an automatic resignation from the office. Affiliation of any steward with a non-competitive labor organization as a result of work other than public service shall not be deemed an automatic resignation.

Section 12. ODOT District Stewards

A. District Stewards are subject to all Article V conditions, with the following differences:

1. Only stewards in the Ohio Department of Transportation (ODOT) are eligible to be an ODOT District Steward.
2. ODOT District Stewards are elected from among those stewards from Chapters within each ODOT geographical district. Any expense incurred for an election shall be borne proportionally by those Chapters which contain ODOT employees.

SUBMITTED BY: Delaware Chapter 2100

SUBJECT: Article V – Stewards, Section 13.

RATIONALE: Currently either a grievant is represented by OCSEA Staff or themselves only during grievance committee meetings. Often the grievant does not understand the complexities and intent of contract language while their steward of record has been trained, has investigated, and has prepared the grievance on behalf of the grievant. The steward of record should have the right to argue their case in every forum necessary so that the true facts and language intent can be explained for the grievant. This change will strengthen and protect the individual rights of OCSEA members.

BE IT RESOLVED THAT ARTICLE V OF THE OCSEA SUBORDINATE BODY CONSTITUTION BE AMENDED AS FOLLOWS:

- 42 3. The election shall be overseen by the President of the District Council within
43 which the majority of Chapters are affiliated as listed in Section 11 of this Article.
- 44 4. If a vacancy occurs in the position of ODOT District Steward, a new election
45 must be held within forty-five (45) days.
- 46 5. To be eligible for a District Steward position, the member must have been an
47 active, certified steward for at least one year prior to the election date.
- 48 6. No Chapter President may remove an ODOT District Steward from his/her
49 position as District Steward. However, pursuant to Section 6 of this Article,
50 stewards may be removed from the Chapter roster.
- 51 7. A District Steward may be removed by the ODOT Stewards pursuant to Article
52 XII of the OCSEA Subordinate Body Constitution. The removal may be appealed
53 to the ODOT Assembly Executive Board within fifteen (15) calendar days of the
54 removal. The Executive Board has sixty (60) days to respond. The decision of the
55 Executive Board shall be final.
- 56 8. All ODOT District Stewards shall be voting delegates to the ODOT Assembly.
- 57 9. The State Secretary-Treasurer shall determine and have oversight of the process
58 for recouping expenses incurred by ODOT District Stewards for representing
59 members in Chapters other than their own.
- 60 10. The term of office for a District Steward shall be three (3) years except for those
61 elected prior to January 1, 2014.

SUBMITTED BY: Delaware Chapter 2100

SUBJECT: Article V – Stewards, Section 13.

RATIONALE: Currently either a grievant is represented by OCSEA Staff or themselves only during grievance committee meetings. Often the grievant does not understand the complexities and intent of contract language while their steward of record has been trained, has investigated, and has prepared the grievance on behalf of the grievant. The steward of record should have the right to argue their case in every forum necessary so that the true facts and language intent can be explained for the grievant. This change will strengthen and protect the individual rights of OCSEA members.

BE IT RESOLVED THAT ARTICLE V OF THE OCSEA SUBORDINATE BODY CONSTITUTION BE AMENDED AS FOLLOWS:

11. District Steward elections shall be held in conjunction with the assigned District Council elections. ODOT districts are assigned to OCSEA districts as follows:

District Council Assignments

<u>OCSEA</u>	<u>ODOT</u>
1	1
1	2
1	7
2	8
3	3
4	4
5	5
5	11
6	6
7	12
8	10
9	9

Section 13. Grievance Hearings

The Steward of record shall be allowed to attend and speak on behalf of any grievant in front of any OCSEA grievance committee (i.e. Article 17 Committee, Arbitration Committee, etc.).

Committee Assign _____ Committee Recommend _____ Convention Action _____ Requires Majority Vote