

MEMBER BENEFITS

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WHEREAS, in the face of legal and legislative attacks on OCSEA members to collectively bargain, we must ensure that members are engaged, activated and informed about the union’s activities and benefits and remain committed to the union; and

WHEREAS, when members understand the value of being in a union, OCSEA is stronger in its fight for our members and the middle class; and

WHEREAS, OCSEA/AFSCME Local 11 members representing state and local government employees who work in a variety of agencies and institutions have varying needs for education and other supplemental benefits; and

WHEREAS, our membership has diverse needs for continuing education on new advancements, or to build upon a member's expertise in a given field; and

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21 WHEREAS, member-only benefits help assist our
22 membership and their families with their personal growth and
23 make their communities stronger. OCSEA knows that investment
24 in our members creates a stronger and more active voice for the
25 middle class; now

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27 THEREFORE, BE IT RESOLVED that OCSEA/AFSCME
28 Local 11 will continue to partner with institutions of higher learning
29 such as Eastern Gateway Community College (and other
30 institutions) to offer free and/or reduced courses for our members
31 and their family members; and

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33 BE IT FURTHER RESOLVED that we commit our union to
34 join and educate members about supplemental benefit
35 arrangements for “members only” such as free college, summer
36 discounts, discount insurance, purchasing power benefits and the
37 like; and

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39 BE IT FINALLY RESOLVED that OCSEA/AFSCME Local 11
40 leaders and staff will work to educate all membership about the
41 benefits of membership and the value of becoming an active
42 member.

NEW EMPLOYEE ORIENTATION (NEO)

WHEREAS, our union is strongest when we all join together in the fight and when we are educated about the importance of membership; and

WHEREAS, our most effective tool is our voices and our leaders speaking out about the value of our union; and

WHEREAS, we must look for creative ways to reach out to members one-on-one to activate them and lift-up their voices; and

WHEREAS, building relationships through one-on-ones are the most effective ways to strengthen our membership and our union; and

WHEREAS, listening to our members is a critical skill we must cultivate; and

20 WHEREAS, New Employee Orientations (NEOs) are one of the
21 most effective ways to engage members in the union; and
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23 WHEREAS, OCSEA has created new NEO materials and a
24 website and conducted multiple trainings with leaders; now
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26 THEREFORE, BE IT RESOLVED that OCSEA/AFSCME Local
27 11 will work to create more opportunities for NEOs and train even
28 more leaders on the importance of conducting NEOs; and
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30 BE IT FURTHER RESOLVED that we commit our union to
31 participate in best practices with regard to NEOs, including
32 conducting them at the earliest point possible (at least within 30 days
33 of hire); doing multiple one-on-one follow-ups; and discussing union
34 benefits in terms of real-world impact; and
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36 BE IT FINALLY RESOLVED that OCSEA/AFSCME Local 11
37 leaders and staff will work to conduct NEOs in every state agency

38 and local government entity that are relevant and engaging and that
39 help build the union for the future.

AFSCME FALLEN HEROES FUND

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3 WHEREAS, our union brothers and sisters in West Central and
4 South Central, Ohio recently experienced a series of destructive and
5 devastating tornadoes; and

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7 WHEREAS, the storms destroyed hundreds of homes and
8 businesses; and

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10 WHEREAS, OCSEA members in those communities suffered
11 devastating losses; and

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13 WHEREAS, dozens of AFSCME members lost homes or
14 suffered major structural damage that made their homes
15 uninhabitable; and

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17 WHEREAS, many more OCSEA and AFSCME members
18 experienced property loss, including autos, household items and food
19 due to power outages; and

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21 WHEREAS, the International AFSCME Union created the
22 Fallen Heroes Fund to help our AFSCME family who have suffered
23 losses due to natural disasters; and

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25 WHEREAS, the Fallen Heroes Fund helps to provide
26 assistance in the immediate aftermath of a disaster when it's really
27 needed, because being in a union means having each other's backs;
28 now

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30 THEREFORE, BE IT RESOLVED that OCSEA/AFSCME Local
31 11 will educate the membership about the AFSCME Fallen Heroes
32 Fund; and

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34 BE IT FURTHER RESOLVED that OCSEA encourages
35 chapters and subordinate bodies to contribute to the Fallen Heroes
36 Fund; and

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38 BE IT FURTHER RESOLVED that OCSEA will help to connect
39 members in need to the benefits of that fund as well as other
40 assistance that may be available to them; and

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42 BE IT FINALLY RESOLVED that OCSEA will work to submit to
43 the Combined Charitable Campaign AFSCME Fallen Heroes Fund so
44 members can donate to the fund through payroll deduction.

SUPPORTING OUR VETERANS

WHEREAS, employees who have served in the armed forces (veterans) may struggle with issues other OCSEA members do not; and

WHEREAS, finding a voice within the union often contains its own set of difficulties not always understood by non-veteran members, making this population misunderstood or overlooked; and

WHEREAS, connecting with this population will give the membership an understanding of the importance of veterans' struggles in the social and political environments. It's vital that OCSEA, through the education of our members, help find a way to assist our veteran members with reconnecting to society and to the union movement; and

WHEREAS, OCSEA holds the labor seat on the Department of Veterans Services Advisory Committee that serves to advise and

20 assist the Ohio Department of Veterans Services. This Department
21 helps Ohio's veterans with assistance in filing veterans' claims,
22 assistance in employment and housing issues. Union members that
23 have served our country are often eligible for membership in
24 organizations such as Veterans of Foreign Wars (VFW), American
25 Legion and other service-connected groups. OCSEA may assist
26 members in need to get assistance from these organizations, as well
27 as entry into Veterans Administration assistance programs that the
28 member may not know are available to them; now

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30 THEREFORE, BE IT RESOLVED OCSEA will work to connect
31 veteran members to the services they need as well as to veteran's
32 service organizations; and

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34 BE IT FURTHER RESOLVED OCSEA will make it a priority to
35 educate its membership about services unique to our member
36 veterans, including through an annual Veteran's Conference; and

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38 BE IT FURTHER RESOLVED OCSEA affirms its support for
39 our brothers and sisters working for the U.S. Department of Veterans
40 Affairs who are devoting their careers to caring for our nation's
41 veterans; and

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43 BE IT FINALLY RESOLVED OCSEA call on the Department to
44 create a more positive organizational culture in order to maximize the
45 quality of care and services offered to veterans.

LEADERSHIP DEVELOPMENT

WHEREAS, OCSEA grassroots leaders are at the core of OCSEA's structure and are the foundation of the organization as a whole; and

WHEREAS, OCSEA and labor are facing unprecedented attacks by groups like the Koch brothers and the Buckeye Institute to try to get members to drop their union; and

WHEREAS, specific actions, like internal mobilization, have been proven to help our members connect the dots and build union power, increase the union membership and strengthen political power; and

WHEREAS, leadership development and skill training in internal organizing will teach leaders how to effectively educate members about the advantages of the union and the practical

19 reasons why members should join, and that solidarity is our greatest
20 tool; and

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22 WHEREAS, these conversations, and relationships that are
23 engendered, will help us hold the line against our adversaries, make
24 the ranks of our union stronger and build union capacity; now

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26 THEREFORE, BE IT RESOLVED OCSEA will work to ensure
27 leaders are well trained in internal mobilization, one-on-ones,
28 mentorship and other skills that will help recruit new members, get
29 more members involved in the union, and keep the union strong; and

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31 BE IT FURTHER RESOLVED OCSEA will make it a priority to
32 help new leaders establish priorities, set goals and develop action
33 plans; and

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35 BE IT FINALLY RESOLVED OCSEA is committed to
36 developing strong leaders that share the union values and mission to
37 make the lives of our members and our communities better.

FIGHTING FENTANYL / OPIOID EPIDEMIC

WHEREAS, Ohio has seen a steady increase in the abuse of fentanyl and opioids; and

WHEREAS, Ohio is one of the top five states in opioid deaths nationally; and

WHEREAS, opioid addiction affects every aspect of our Ohio communities, including our state agencies and local governments; and

WHEREAS, opioid addiction has touched the lives of many of our members through their families, friends and coworkers; and

WHEREAS, OCSEA members are often on the frontlines of dealing with the addiction in their jobs including in human and social services agencies, correctional and youth facilities and mental health institutions; and

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21 WHEREAS, recent exposures of fentanyl and opioids among
22 our members have underscored the health risks and safety issues
23 our members face who work in Ohio prisons and other facilities; now
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25 THEREFORE, BE IT RESOLVED OCSEA will work to ensure
26 our members have the training, safety equipment and safe staffing
27 levels required to keep our members and communities safe in light of
28 this opioid epidemic; and

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30 BE IT FURTHER RESOLVED OCSEA will lobby local, state
31 and federal representatives on the funding needed to combat the
32 growth of this epidemic; and

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34 BE IT FINALLY RESOLVED OCSEA is committed to working
35 with state agencies and management to fight this crisis where we can
36 and to hold their feet to the fire where we can't.

REQUESTS FOR MEMORANDUMS OF UNDERSTANDING

WHEREAS, no request for a Memorandum of Understanding shall be entered into by any individual or party on behalf of the membership of OCSEA or any individual member of OCSEA without first obtaining the written approval of a majority of all OCSEA Acting Chapter Presidents; now

THEREFORE, BE IT RESOLVED that each Acting OCSEA Chapter President shall provide his or her written approval or disapproval of a request for a Memorandum of Understanding on forms generated by the Acting Treasurer of OCSEA. A Chapter President shall also sign his or her name to his or her approval or disapproval on the applicable form; and

BE IT FURTHER RESOLVED each Acting Chapter President shall respond in writing to each written request for approval of a request for a Memorandum of Understanding within 72 hours from the Acting

19 President's receipt of such request. The response shall be provided
20 on forms designated by the Acting OCSEA Treasurer. The Acting
21 OCSEA Treasurer shall tally the responses from the Acting Chapter
22 Presidents. The results of the tally shall be provided to all Acting
23 Chapter Presidents, in writing, by the OCSEA Treasurer within 48
24 hours of the tally; and

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26 BE IT FINALLY RESOLVED an approval of a majority of all the
27 Acting Chapter Presidents shall be required to approve the request for
28 a Memorandum of Understanding. The written tally of such Acting
29 Chapter Presidents shall be retained in the records of the OCSEA
30 Acting Treasurer for three years.

**SUPPORT FOR THE 28th AMENDMENT TO THE
U.S. CONSTITUTION**

WHEREAS, a 28th Amendment to the U.S. Constitution would empower our government to regulate the cascade of money which has threatened the integrity of our electoral process; now

THEREFORE, BE IT RESOLVED that OCSEA support the National Grassroots movement for a 28th Amendment to the U.S. Constitution. This effort aims to provide accountability and transparency; groups such as American Promise, Move to Amend, Fix-It-America and others are worthy of our support.