

# Communications Workers of America



## Local 4501 Communicator

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October/November 2015

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### Local 4501 Officers

President: Kevin Kee

Executive Vice President: Jason Lacey

Secretary: E. Mae Adams

Treasurer, Christal Harris

Vice President: (SOS) Tim Quinn

Board Members: Anthony Brown, Wayne Crawford, Lisa Frew,  
Mericle Long, Darlene Sunderland, Anthony Tutt



### Local 4501 Communicator

Michael Secrest [msecrest@cwa4501.org](mailto:msecrest@cwa4501.org) Editor/Contributor. Writes all articles not specifically attributed to others.

Sheila Collins keeps our Facebook current and she and Lolita Thomas record our membership meetings and serve with, Lee Paul, and Michael Secrest, chair, on the Communications Committee.



President Kee

#### Secretary of State's Office

Our bargaining unit there voted 48 to 1 to ratify their new contract. It passed by 98%. And the workers there are 100%

union. Great organizing! Thank you stewards and officers. Great members. Thank you for your dedication and your great spirit. Congratulations.

**The Ohio State University** Our bargaining unit at the Ohio State University voted 2 to 1 to ratify their contract.

Do you know that the administration of The Ohio State University knows a lot more about percentages than you do? For instance, they know exactly who in the bargaining unit is a card carrier and who is a fair share payer. And they know exactly what percent of the bargaining unit in each department is a card carrier.

Ask yourself why they want to know this. Why do they care? Because becoming a card carrying member is a commitment to a cause. It's a commitment to a more forceful voice; to better working conditions and to better treatment in your workplace.

The university would love to see the union go away. Look at unionism all over the country since 1980.

I quote this article from Dollars and Sense in regard to what is causing the decline of unionism in the United States:

**"Employers' determination to rid themselves of unions has certainly played a major role in declining unionization rates. Where employers could not break unions by frontal assault, they were determined to find ways around them."**

One way is of particular interest to us: **"Some employers began contracting out work, formerly done by union em-**

**ployees, to non-union subcontractors (the original meaning for "outsourcing")"**

Other ways they deal with unionism were moving companies to non union areas in the US; moving companies overseas; setting up non-union sister companies; hiring in new people at a much lower rate and "encouraging them" to remain non-union.

By not filling out a membership application, you are saying that you have no intention of adding your voice to ours.

This is music to the university's ears because it means you are dancing to their song. They do everything they can to isolate us. To separate us from the students, from the faculty, from the public and from each other. View their actions through this lens and you will see that it's true. **Look around you.**

Some of you realize that you are aiding and abetting the University in busting

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**Weekends: brought to you by organized labor.**

*Be the best friend a coworker can have.*

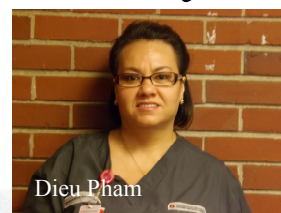




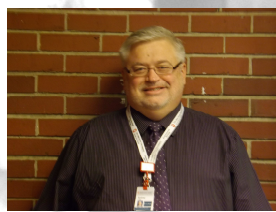
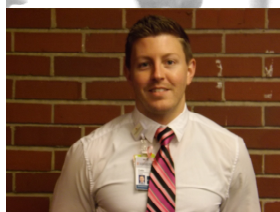
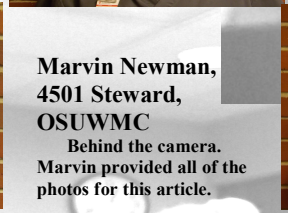
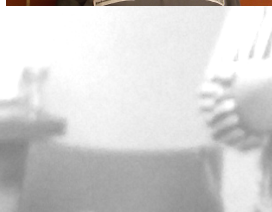
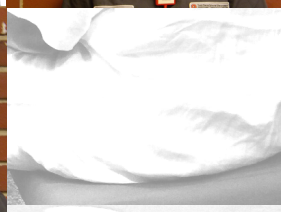
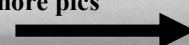
# Award Ceremony

for members of Local 4501, Communications Workers of America, working at The Ohio State University Wexner Medical Center.

## Some of the building blocks of a great university.



more pics



A shout out to the administrators who recognize the importance of honoring the workers who help make this place great. We need a lot more like them.

**Editor's note:** As I age, I am spending more and more time at various OSU health facilities, including recently spending four days in Ross Heart Hospital, and everyone I dealt with was great. Based on the quality of its people and its care, I would recommend OSU Wexner Medical Center and all of its facilities to anyone. Michael Secrest, editor.



our union, perhaps believing you will benefit by working with management. Others of you do not realize what your inaction means for all of us. Or perhaps you are afraid of retaliation from management, and I will not pretend the latter is not a real fear, depending on how bad your managers are. Like I said, they will do anything to make us fade away. But the weaker we become (and with you we will definitely become stronger), the more middle management feels they can

get away with. **Look around you!**

Newcomers wouldn't know how things were as recently as five years ago, but those of you who have been around for a while do. Are you being treated as well as you were treated five years ago?

If you don't realize unionism is under attack from Human Resources all over the country, then you are not paying enough attention. It is their job to freeze us out; to get each of us alone so we cannot bargain collectively. They study not

only the percentage of card carriers but how to shift the balance and make us weaker.

Filling out an application will cost you nothing. Not filling out an application may cost you everything. It has already cost you (look around you) and will continue to cost you. It will cost you and your children's future, it will cost us all the middle class and it will cost you, eventually, your livelihood, or at least a living wage. **LOOK AROUND YOU!**



## GOOD AND WELFARE

Serena Mitchell of the Secretary of State Office elections department is recovering from cancer. We will all keep her in our thoughts.

## IN MEMORY

*Give them rest with the devout and the just, in the place of the pasture of rest and refreshment, of waters in the paradise of delight; whence grief and pain and sighing have fled away.*

In late June **Bob Polser, Groundskeeper 2 from OSU Lima Branch**, lost his wife *Kelly Polser*.

In early July, **Paula Dill, from the Secretary of State Office**, lost her sister *Glenna Davis* and her *Aunt Judy A. Brown* in early August

In mid-July, **Denise Sherrod from the Secretary of State Office** lost her father *Ralph Thomas Downey*

In late July **Deanna Smith, OSUWHP Environmental Services in Doan Hall**, lost her grandfather, *William Pendergrass*. And **Amber Topping from the Secretary of State Office** lost her *Aunt Linda Lou Satterfield*.

**Allison Scott from the Secretary of State Office** lost her father *Roland M. Marshall*

And in late August **David Patterson OSUWHP Environmental Services, Doan Hall** lost his brother *Eric Patterson*

And in early September, **Michael Olshawsky, from the Secretary of State Office**, lost his father *Andy Olshawsky*

**Prayer for the grieved:** *"May the LORD bless you and keep you; May the LORD make His face shine upon you, and be gracious to you; may the LORD lift up His countenance upon you, and give you peace."*



# TAKE MY PENSION FROM ME! TAKE MY JOB!!

Most of you know the way pensions work. Those who are already retired are being paid by the workers of today, and those who will retire will be paid by the workers of tomorrow. So, what will happen if there are fewer people being employed by the state of Ohio? Or if they are making

less money?

**The goal of public employers is to pinch your pennies so they can lower taxes on the rich. This they are trying to do by contracting out (look around you) and by destroying unions (think SB5 and the So Called "right to work"), to mention only 2 ways. I'm**

sure you can think of more. Email me and let me know. My address is on the front page.

**What will happen to your pension if future workers make \$8.10 an hour, and there are fewer of them?**

## Why Workers Need the Working Families Party

By CWA International President Chris Shelton, an op-ed in The American Prospect.

It's not news that the Republican Party has lunged far to the right, and is now fully controlled by the robber barons of the financial elite. The Republican presidential primary has become a terrifying contest of who can exhibit greater cruelty toward working people, immigrants, women, and people of color. Donald Trump has risen to the

top of the Republican polls by seeming to almost drip with contempt for anyone who isn't a millionaire.

But the Democratic Party is conflicted. Many of our best champions run as Democrats, but the Democratic Party as a whole is also distressingly dependent on funding from corporate elites and Wall Street. Wisconsin Gov-

ernor Scott Walker is just one of several Republicans who have built their careers by eviscerating workers' rights. How many Democrats have proposed dramatically expanding them? When Democrats are in control, they slow the pain, but they don't reverse the trend. So yes, A Working Families' Party.

### SECOND LEVEL GRIEVANCE/RESOLUTION OF DISPUTES ROSTER

DEPT	STEWARD	ARTICLE / ISSUE	HRNG	DECISION	CWA ACTION
OSUWMC	Long	11, 8	Jul 22	Denied	Arbed*
STU-LIFE	Harris/Sunderland/Kee	Managerial Harassment/violence	Jul 15	Denied	Arbed*
FOD	Lacey	Inappropriate discipline	Jun 18	Denied	Arbed*
OSUWMC	Long	Unfair discipline	Jun 12	Denied	Arbed*
OSUWMC	Long	Non-selection	Jun 10	Denied	Arbed*
OSUWMC	Long	Non contractual displacement	Jun 10	Denied	Arbed*
OSUWMC	Long	Non selection for promotion	May 15	Denied	Arbed*

\*CONSIDERING FOR ARBITRATION

\*\*NO FURTHER ACTION

\*\*\*RESOLUTION OF DISPUTES

#SEE O.U.C.H.