

Communications Workers of America



Local 4501 Communicator

First Quarter, 2011 Current through June

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Local 4501 Communicator

Michael Secrest (msecrest@cwa4501.org). Editor/Contributor. Writes all articles not specifically attributed to others.
President Richard Murráy contributes a quarterly message and oversight
Dennis Woodson keeps our Facebook current and serves with **Lolita Thomas, Sheila Collins**, and co-chairs **Mae Adams**, and Michael Secrest on the Communications Committee,
Treasurer Cynthia Stewart cstewart@cwa4501.org writes political and voter empowerment articles, and more



President Murráy

Another lousy game of “punish the injured”

We are traveling through an alligator infested swamp, and our government officials rush to the rescue of.....the alligators.

The Conservatives blame the Progressives and suggest that the entire **Near Depression** lies in their hands for coercing Fannie Mae and Freddie Mac (government sponsored private mortgage enterprises) to hold interest rates dangerously low to encourage home ownership of poorer people, their under privileged electorate.

Progressives claim it was Conservatives deregulating the banking industry by overturning Great Depression inspired laws that separated government-backed loaning institutions from investment banking institutions. This overturn permitted banking institutions to gamble and keep all the money they win while passing all their losses on to us. And repealing laws that permitted the bundling of bad mortgages with good ones for sale to other banking institutions.

As with the Great Depression, I am sure there is blame enough to go around. But do you know who's not being blamed by anyone? You. All government workers!

Yet, who's being punished? The bankers? The brokers? The politicians? To the contrary, they're all being rewarded with bonus checks and campaign contributions.

I did not cause the **Near Depression** and you did not cause the **Near Depression**. 2.6 million people who lost their jobs did not cause the

Near Depression and government employees all over the country did not cause the **Near**

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Organized Labor-the folks fighting to save the working class

punish the wounded

Depression. Yet, who are Conservatives punishing?

They fought to stop unemployment extensions until the Progressives gave money to the conservative poster child-the rich man. Now, in every government body across the country, all politicians, particularly Conservatives, are scrutinizing us, the injured, under a large microscope to see which of us can be extracted from such bodies to cover their own asses and try to relieve the effects of monstrous political errors in an effort to keep their own jobs. To keep people from blaming the truly guilty, Conservatives get everyone focused on the innocent. **“LOOK. IT’S THEM! THEY DID IT!!”**

Instead of saying “It was **OUR** fault and we have to tighten **OUR** belts, they are looking at us and saying “You have to tighten **YOUR** belts, and the best way to accomplish this is for you to lose your jobs so you and your family can’t afford to eat. To balance **OUR** deficits, we are going to

hurt....You, uh, and You , and uh.....let’s see....You.”

In 2002, Ohio Governor John Kasich introduced several retirement systems’ managers to eight Lehman Brothers Private Equity Managers. One of these systems was the Ohio Public Employees’ Retirement System (OPERS). As a result of his influence as a former federal representative, these contacts were able to ensnare **OPERS** in toxic assets that **eventually lost OPERS 3.7 million dollars** with Lehman Brothers.

I know one result of this was that if you are retired and your spouse is under 55, your spouse lost paid insurance this year until your spouse reaches 55. And, if they have a pre-existing condition? And what if they develop a condition before they turn 55?

PLEASE LET US KNOW OTHER WAYS YOU WERE AFFECTED SO WE CAN LET OTHERS KNOW. Ask around and talk this up. Your involvement with your union to repel the challenges ahead of us

has never been more important.

There is no doubt in my mind that **Conservatives are going to try to balance all budgets on our backs.** But we are working to counteract these unfair, short-sighted governmental attacks. Many groups have joined together for strength in numbers to accomplish our goals.

Please see articles on page 3.

And, to any conservative friends out there, the enemies of the middle class won’t check your voting records. They see a decent living wage for all as they see it for any. They will not know or care if you are conservative or liberal, if you voted against your own self interest or not. Once the unions are destroyed, the average wage, as it rose for the non-union employee as well as for the union employee, will drop for the non-union employee as well as for the union employee. Unless your are rich, we are all on the same bus and we are all going under that bus together.

SB 5 The Next Step-Referendum, a definition

First, a definition of referendum: a **vote by the whole population on an issue:** a vote by the whole of an electorate (in this case, the state of Ohio) on a specific question (in this case, Senate Bill 5) put to it by a government or similar body (in this case, the injured parties). This would, in essence, be a citizens’ veto of this bill. The next step is the referendum campaign. A campaign to collect signatures to get the referendum on the ballot this November.

The petition campaign will be coordinated by the Ohio AFL-CIO, and

requires 230,000 signatures but their goal will be 500,000, so we can rest assured that 230,000 valid signatures are collected.

Signatures must be collected from 44 of Ohio’s 88 counties.

We have until July 5 to collect our signatures. And the Secretary of State’s office has until July 26 to determine if there are enough valid signatures

The law cannot go into effect until the people of Ohio have spoken.

What SB 5 means to you:

- **Sick leave** reduced from 4.6 hours per 80 hours worked to 3.1.

- **Vacation** capped at 600 accumulated hours.
 - No guaranteed **hours of work**
 - No negotiated **shifts**, etc.
 - No **grievance** process
 - No negotiated **health care** benefits, **Premium contributions**, or **retirement**
 - No seniority on **layoffs**
 - **Merit raises only**
 - **No right to strike** and much more
- What you can do!:**

1. Referendum petition training or
2. Sign a petition (Must be registered voter with valid ID)
3. Vote in November

PUSH BACK! Part of the ONE OHIO NOW Coalition to Counteract Rampant Conservatism's "to the bone cutbacks"!!

A political strategy meeting to stem the attempt of Governor Kasich to balance Ohio's budget on the backs of Ohio's employees and his attempt to gut the Collective Bargaining Act. The session was held at your union hall and was led by CWA District 4 Vice President Seth Rosen and included labor leaders from CWA,



AFSCME, OEA, SEIU, Jobs with Justice and the Steel Workers Union and community activists from Mahoning Valley Organizing Collaborative/Ohio Organizing Collaborative (Progressive think tanks), the Sierra Club, Policy Matters, the NAACP, and other organizations.

The photo above was taken at the first meeting, on January 7; the one on the right on February 4. I show both to demonstrate how interest in the meetings is growing. For the second meeting members of the first were joined by local religious leaders and



other community activist groups. All of these people are united for one purpose. To try to save the Middle Class from the ravages of the Conservative Machine that realizes that the Middle Class is all that stands in it's way of reclaiming the good old days.

Everybody's challenge



Above from left to right are Wayne Crawford, Lee Paul, President Murráy behind Lolita Thomas, and Kevin Kee. Newsletter Editor Michael Secrest was taking the photograph.

Wayne and Lee are two of your union's most faithful supporters and your best friends. They took the

time to come downtown and freeze their butts off to help express discontent for Governor Kasich's gutting of Ohio's Collective Bargaining Law. This is his first step in destroying unionism in Ohio government.

If **all** union members don't stand up for this, we will fall to the blade of the Conservative scythe. They call it balancing the budget. I call it bullying the working class. I call it mean spirited. I call it sad, heartless and thoughtless. Taking from the poor to give to the rich.

District 4 Vice President Seth Rosen, Assistant to the Vice President Linda Hinton, and CWA Staff

Representative Bill Bain were also in the crowd. Many people spoke of the plight of their organizations and many very enthusiastic activists listened, and we saw both the future that the Conservatives plan for us and the future we wish for ourselves. **The choice is yours.**



Superimposed on a panoramic view of 9,000 protestors, March 1, 2011, at our State House in Columbus, Ohio, are articles of instances of attack on the working class by the Tea Party inspired and billionaire purchased reactionary Conservatives that were elected while some of us sat back and did nothing. If you are happy with what you see and hear and read, continue to let circumstances push you around. If you are not happy, please stand up and act. I hope it's not too late. Editor

House Bill 1, Read it and Know

Most of this story came via email from Chris Redfern from the Ohio Democratic Party, as did the one below. My parts are in Italics.

John Kasich and his fellow Conservatives running this state (over the middle class?) are siding with their corporate friends, a sign of what we can look forward to for the next four years.

Their first order of business, House Bill 1, known as "JobsOhio", will turn the state's Department of Development over to a hand-picked group of corporate players. These few will pick the winners and losers of \$1.2 billion in taxpayer funds.

The *Dayton Daily News* criticized the plan, saying, "Even though the board would be promoting deals on behalf of the state, and using public money, the organization would

be private, free of rules that ensure that the public knows what its government is doing and how it's spending taxpayer money."

Should John Kasich be allowed to pick nine of his corporate friends to hand out \$1.2 billion in taxpayer funds to their corporate friends? Should John Kasich's corporate friends be able to award grants to companies that they have financial interests in, without bothering to let taxpayers know?

Democratic state legislators went to bat for the people of Ohio, proposing eight amendments that would protect taxpayers and increase accountability. Partisan Republicans in the Statehouse shot down every sin-

gle one of these amendments.

But Democrats didn't - and won't - give up. Rep. Matt Lundy, a Democrat from Elyria, introduced the 'Taxpayers' Right to Know' bill, which would force John Kasich's corporate friends to tell the people of Ohio how and why they are spending our tax dollars.

*I can see the potential wisdom in having business people advise which businesses would be best for the state of Ohio to invest in. But even more clearly I can see the potential danger in all that money being handled in complete secrecy. **And I have to say "Why the closed doors? What is going on?"***

John Kasich Attacks Working Class Families...Again

COLUMBUS – Ohio Democratic Party Chairman Chris Redfern responded to Gov. John Kasich's suggestion that workers have had the upper hand in contract negotiations. The *Dayton Daily News* today quoted Kasich stating his support for ending collective bargaining for public employees. In voicing his support for this anti-middle class proposal, Kasich said, 'We have got to restore balance (between labor and management).'

"It is breathtakingly absurd for this Governor to suggest that middle class families haven't given enough during this recession," said Redfern. "The mere suggestion that hourly workers somehow hold the upper hand in negotiations shows ignorance of the facts and a disconnect that is astonishing. John Kasich fails to understand the sacrifices that middle class families have made, including the sacrifice of two weeks of pay by every state worker.

And he fails to understand that public employee contract negotiations have been split evenly between the workers and the employers. His effort to end collective bargaining is a jobs killer that will harm middle class families."

A *Columbus Dispatch* [study](#) found that, since 2008, less than 2 percent of contract negotiations were resolved through outside arbitration and that these 20 rulings were split evenly between the unions and the

Senate/House Bill 5, Read it and Fight

Ohio Senate Bill 5, proposed by Republican Shannon Jones, will prohibit collective bargaining for Ohio's government workers, weaken binding arbitration for police and firefighters, ban public employee strikes, limit local unions' right to bargain for health insurance, eliminate automatic step increases, and take away teachers' rights to pick their classes or schools.

The first hearing on the bill drew hundreds of public employees, who protested it as an attack on workers. Unions represent roughly 1 million workers in Ohio, including 130,000 teachers. The latest meeting drew 4200 people. Thank goodness the sleeping dog is awakening.

Kasich said his own bill would outlaw strikes and penalize those who do walk off the job by firing them or docking their pay. He also noted that he wants fact-finding reports produced during contract negotiations open to the public so taxpayers know the details. *Yet he wants his friends handling of \$1.2 billion to stimulate industry in Ohio to remain completely behind closed doors?!?*

This bill would call for all raises that a government worker gets every year to be a merit raise. For state workers, your raises would be based on how much your boss likes you. I worked at Ohio State for 30 years and encountered only two bosses

that I might trust with the total of my annual raise in their hands. Two out of dozens, and many of you can't think of one.

The bill would also permit layoffs do be determined by merit and not by seniority.

On your job for twenty years and your boss just hired her son? Watch out!

The excuse for these changes is to balance the budget. That means they are supposedly being proposed to save money. And, if they pretend to save money, how is that bound to affect your future income levels? See next step, page

2 Secret



Former Governor Strickland, seen here with Local 4501 representative Terryl Davis, was one of 4200 people who attended the rally January 14, protesting Senate Bill 5 and Governor Kasich's desire to gut collective bargaining, which will send all Ohio government workers back to second class citizenship. Terryl also provided the photo.

Sponsor of 1983 Collective Bargaining Act at Rally

Also at the Third Street Rally on February 22 was retired State Senator Gene Branstool. Senator Branstool was the author and sponsor of the 1983 Collective Bargaining Act. When I spoke with Senator Branstool at this rally he informed me that this was the first time since his retirement in 1990 that he had been back to the statehouse. The bill meant so much to him and to the middle class that it protects that he could not sit back and let it disappear without a fight.

The Reverend Jesse Jackson visits Columbus



Where there is a need, where there is a struggle, where there is injustice, there will, if possible, be Reverend Jackson. He has always been driven to help those who most need it. So, on Wednesday, February 23, Reverend Jackson was In Columbus to help our coalition of organizations with our fight to save Ohio's middle class. This rally was held at the Teamsters' Columbus meeting hall.

Leading the crowd with a chant of "Hold out, one day longer, one day longer, one day longer" Reverend Jackson began his talk.

He went on to spend much of his time discussing the differences between the way politicians support the rich against the middle class and the poor in this country, saying in particular that President Roosevelt put a roof on greed and a floor beneath the poor, but that the conservatives these days removed the roof from over the greedy and took the floor out from under the needy. We "gotta feed the roots, not just the leaves".

Reverend Jackson told the story of a meeting between A. Philip Randolph, a black union organizer and civil rights leader during the first half of the 20th century, and President Roosevelt. When the president

asked Mr. Randolph what he thought of the plight of the American Negro at the time, Mr. Randolph spoke very thoughtfully and candidly for some time, with suggestions of what the president could do to help. President Roosevelt immediately said "I agree with everything you said. Now go out and make me do it." Reverend Jackson said that President Obama is a good president but 'when we act we make good presidents great; our inaction contributes to our predicament. Tell the governor 'We're gonna act, we're not going back, we're gonna act, we're not going back'".

"This fight is not just about the money. He doesn't just want your pocketbook, he wants your head. That's why you gotta fight back: protect your head" And we have to fight together. "When

they close your plant and take your job to a cheap market abroad, we'll all look the same in the dark. Those jobs did not go from white to black, or from black to brown, they went from here to there!" He went on to say "If they take public worker's voice today, they'll take private worker's voice tomorrow. It's easier to attack public workers than it is to attack China trade policy. We globalized capital without globalizing worker's rights, without globalizing human rights, without globalizing children's rights and environmental security. There's nothing wrong with American workers, there's something wrong with the rules."

To see the entire speech, go to Jesse Jackson, youtube, SB 5 and you will find it, in three parts, on the right side of the screen. And I suggest you do so.

As the Reverend Jesse Jackson marched arm in arm with Congresswoman Tammy Baldwin and firefighters through Wisconsin's state capitol in defense of collective bargaining, he told reporters it reminded him of Dr. Martin Luther King Jr.'s final efforts to help public sanitation workers in Memphis in 1968.

Free shirts for 4501CWA members



Real shirt is much nicer

4501 CWA members have a tee shirt in your hall waiting for you. You have your choice of red or black. They are 100% cotton and union made in the USA. Just come in and show your current membership card and the shirt is yours, assuming you haven't already picked one up.

No current card? No problem. We have those in here for you as well. Just show your work ID and we will confirm you are a member, and then you can pick up your card, and when we confirm you don't already have a shirt, you can pick that up too. Seriously, though, we need your help in picking up these items.

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.

August 12 saw the loss of **Fred "Pete" Spence Green**. Mr. Green was **Chief Steward at Lima Campus** from 1984 to 1994, and one of the driving forces in bringing the union to Lima Campus. He will be missed by all who knew and worked with him. In mid November, **CWA 4501 Treasurer Cynthia Stewart of the Secretary of State's office** lost her aunt **Nancy M. Delton Smith** and **OSUMC Retiree Kenny MacEiland** passed away. And in late November, **Robyn Baker from OSUMC** lost her niece **Kristian L. Johnson**.



In late December, **Jeanette Pickens**, who was a **dietitian at OSUHP**, passed away.

Ruth Ann Bean was one of the founders of CWA Local 4501. She was a chief steward and served for many years on its Executive Board. She was a Food Service Worker in **Residence and Dining Halls (now Student Life)**. She was also the mother of **Jacque Tinker** who, for many years, served as office manager in your hall. Ms Bean passed away on December 9th, 2010.

In early January we lost **Kecia C. Patterson, retired Nutrition Aide at Rhodes Hall, OSUMC**.

And **OSUMC** lost another retiree, **Mary Ann Early**, in early April.

GOOD AND WELFARE

Magellan is the son of our own Fern Moore, and as proud as she is of the work she does for both OSU Student Life and CWA 4501, Magellan's success in his chosen field is one of the things she is proudest of.

An extremely talented chef, Magellan now oversees the Mediterranean-leaning menu at Mezzo Italian Kitchen in Gahanna's Creekside Development.

Magellan honed his "chops" at various restaurants around Columbus, most notably G. Michael's, where he says he picked up the skills he needed to be a head chef. "I learned everything from Chef Tetzloff. He's one of the last of the old-school chefs. He's a bit of a screamer. He uses tough love"

But Moore himself believes that a relaxed atmosphere better suits his temperament for the work load he carries. He believes in working steady in a relaxed atmosphere and sending meals out at a good pace.

Chef Moore started studying cooking when he was 16 through the food production program at Northeast Career Center. He does not want to be a celebrity chef and wants his food to speak for him.

He quickly names as his hero his grandmother, who got him interested in cooking.



Magellan Moore

SECOND LEVEL GRIEVANCE/RESOLUTION OF DISPUTES ROSTER

DEPT	STEWARD	ARTICLE / ISSUE	HRNG	DECISION	CWA ACTION
FOD	Mogan/Murráy	Harassment, Racially Charged Environment	1/11/11	Resolution: Investigation	ARB
OSUMC	Long	Article 14, No interview	1/27/11	Denied	ARB
OSUMC	Long	Shift Change, Seniority, Disparate Treatment, Overtime	2/10/11	Denied	ARB
STU LIFE	Kee/Murráy	8.1, 12.11, 3.2 Flexible work shift, undue hardship	3/3/11	Denied	ARB
STORES	Davis	7.1, 8.1 Manager's Inappropriate Communication	11/16/11	AFFIRMED	ARB
FOD	Mogan	8, 41.8 Less money than less senior person	11/18/10	Denied	ARB
STU LIFE	Kee/Murráy	8.7 Full Pay for Union Release	10/28/10	AFFIRMED	ARB
FOD	Davis/Murráy	1, 2, 8 Incorrect Performance Review	10/27/10	Some AFFIRMED , some Denied	
OSUMC/ STORES	Murráy/Long/Mogan/Davis	9, Non Bargaining Unit doing Bargaining Unit Duties	10/22/10	Sent to Review by OHRC	ARB ROD***
OSUMC	Long	8, 13, 37 Shift Reassignment	10/7/10	Denied	ARB
OSUMC	Hardgrove	1, 11, 29 Manager Creating Hostile Work Environment	9/23/10	AFFIRMED	ARB
FOD	Myers	8, 29 Long List of Unsafe Hazards	9/13/10	Mostly RESOLVED	ARB
FOD	Davis	8, Incident Report	9/8/10	Denied	ARB
FOD	Mogan/Harrison	7, 8, 11 DCC Reduced to Coaching	8/31/10	Denied	ARB

*CONSIDERING FOR ARBITRATION **NO FURTHER ACTION ***RESOLUTION OF DISPUTES #SEE O.U.C.H.

CWA wins arbitration case for FOD employees

Local 4501 recently prevailed in an arbitration case against the University before Dr. Louis Immundo. In a strongly worded 7 page opinion, Arbitrator Immundo ruled that the University violated the contract when it denied a promotion for two FOD employees to Air Quality Technician 2. The Arbitrator stated that:

"In the Arbitrator's opinion, good attendance is a requisite for all bargaining unit jobs. The Arbitrator understands and appreciates Mr. Abbott's position regarding poor attendance and its adverse effect on dependability. However, the strength of Mr. Abbott's position is significantly diminished by the actions of other members of Management in FOD.

In the Arbitrator's opinion, in view of Mr. Murráy's unchallenged testimony regarding what would be considered in determining dependability with respect to promotion, Management's written definition of dependability in 2002, and their past practice of not determining dependability solely by attendance, if they wanted to change the way in which dependability is determined they had an obligation to notify the Union, in advance, and in writing."

The Arbitrator's award is **a significant victory for Local 4501 and helps prevent arbitrary management practices in the selection and promotion of bargaining unit members.**

Sincerely,
Michael A. Moses
Attorney at Law

CALLING ALL STEWARDS

We need to hear from YOU in our O.U.C.H. (Our Union Can Help) column. We want it to be at least two pages long, and we expect help from ALL OF YOU. It has become clear to us that our grievance roster, though minimally informative, is grossly insufficient as an indicator of what we as an organization and you as individuals do for our members. When you help our members in any way that is not reflected in our second level grievance roster, or have a second level victory where the details have ramifications or educational value for all of our members in the bargaining units, we must know so we can let others know through our O.U.C.H. columns what we can do for them. **If you are not helping our members, there are people waiting for your stewardship, so please step down so others can step up.**

Obama Speaks out for worker's rights and Safety

President Obama told a Cleveland TV interviewer this week that he "strongly disapproves" of the assaults in Ohio, Wisconsin and other states on workers' collective bargaining rights.

"Let's make sure we've got shared sacrifice and that we make sure that the burden just doesn't fall on one set of folks," Obama told WKYC. "Let's certainly not blame public employees for a financial crisis that they had nothing to do with. And let's not use this as an excuse to erode their bargaining rights. So, whether it's Wisconsin or what we're seeing in Ohio, I strongly disapprove."

Also this week, the president issued a proclamation for Workers' Memorial Day, reminding Americans of workplace tragedies such as the Triangle Shirtwaist Factory Fire and the great risks that courageous workers took to fight for safety on the job.

"Until 1970, many Americans still did not have the legal right to a safe workplace, and many employers were not legally obligated to control hazards," Obama said. "The Federal Coal Mine Health and Safety Act of 1969 and the Occupational Safety and Health Act of 1970 fundamentally changed American workplaces.

"On Workers Memorial Day, we reflect on the vital achievements of the past and recommit to keeping all workers safe and healthy in the future. We owe nothing less to the countless working Americans who have built and shaped our nation, and to those who have lost their lives or been injured on the job."