



A Message from your Local Union Leadership . . .

Welcome,

To a local and a national union that is dedicated to the pursuit of your success, security, camaraderie & contentment, at your place of work; and who believes very strongly in the dignity of each individual. Local 4501 represent over 2,000 Public, Healthcare, and Education workers in the central Ohio area. It is a large and diverse community.

The leadership of Local 4501 understands that to gain your loyalty and respect we must earn it.

We take great pride in this local union and its accomplishments. - - - It didn't come easy. Historically, we are a union of progression. In our recent past, Local 4501 leadership, along with its members, was instrumental in achieving the following benefits:

- **Sick Leave Conversion Program** - Converting sick leave to vacation time - 2003
- **MOU #4** - Mediation Program - 2006
- **Transitional Work Program** - light duty - 2006
- **Shift Differential Pay** - 2006
- **Continuous Service Pay** - longevity pay - 2006
- No consequence pre-approved medical appointments - Article 40.8D - 2006
- Stronger contract language regarding emergency vacation - Article 19.8 - 2006

Most recently, our collaboration with the university in a process that takes a no non-sense, straight-ahead approach to grievance proceedings, corrective action hearings, and work life issues in Facilities Operations and Development (FOD), yielded a process now referenced as “**Docket Review**”, which the OSU Medical Systems is considering utilizing. We support “**English as a Second Language ESL**” at the medical center and The “**REACH ONE**” program (assisting members in attaining their GED and gaining core competencies in shop math, etc.) available to employees working in the Department of Student Affairs and Facilities Operations and Development (FOD).

Know this, unionism is not a heritage, but rather, a right that must be continually protected and was fought for by courageous, compassionate men and women!

WHAT YOUR UNION DOES FOR YOU

- Keeps you informed - holds meetings
- Disputes/settles your grievances
- Supports fair labor legislation
- Negotiates and enforces your contract (union contract)
- Acts in your interest with the employer
- Guaranteed pay raises & pay days
- You are Eligible to serve as Officer, steward, and or committee member, etc

WHAT YOUR UNION DOES FOR YOU (continued)

- Paid Holidays
- Union Plus benefits (brochure included)

YOUR DUTIES

- Cooperative with your union stewards and union representatives by giving them all the facts regarding your grievances and other issues
- Your demands should be fair
- Practice and preach unionism (togetherness - unity)
- Judge your fellow workers by their actions not by color, creed, or religion
- Support and respect your fellow union worker and your union and leadership

DUES (2 ¼ hours per month of your gross wage) - monies are used for the following:

- State board and arbitration expenses
- Affiliation fees
- Cost incurred from disputes
- Salaries and expenses of full-time and part-time staff
- Rent, equipment and supplies
- Organizing expenses, Negotiation expenses
- Printing, postage, educational materials
- Other legal expenses
- Accounting fees
- Training
- Building and property maintenance
- Strike and Strategic Industry Fund

SOMETIMES IT SEEMS LIKE THE UNION MOVES TOO SLOW!

Please keep in mind that labor relations is a complicated and timely business. Issues must be investigated and meetings must be arranged to allow opportunity to sort through difference of opinions and what the facts may be - - - all this takes time. A grievance hurriedly negotiated could cause great harm.

Your officers, stewards, and representatives do all they can, as quickly as possible, to ensure that your personal and collective gains are attained. Let us not destroy our hard-fought union-management relationship in pursuing individual freedoms.

In closing, I hope the information provided proves to be helpful to you in your work life. On behalf of current members, retirees, stewards, and officers, I invite you to participate, support, and embrace the **power** of **unity** in the **family** that is **Local 4501**.

Sincerely,

Richard A. Murray

Richard A. Murray, President