

2025 OCSEA 36th Biennial Convention

“Solidarity is our Strength”

August 28 - 30, 2025
Cleveland, Ohio

Submitted by: Annamarie Blake (Alternate – Union Strong)

Date: 9/3/2025

I would like to take this opportunity to express my gratitude for the opportunity to attend my first Union Convention from August 28th - 30th 2025 in Cleveland Ohio. I was not sure what to expect but I went into it with an open mind learn new information and take in new experiences. After getting checked in it was good to see some of my fellow team members and meet some people that I did not know as well. Attending the convention provided me with a better understanding of the unions history, goals, where funds come from to support political candidates that serve our best interests and how the meeting work.

When the speaker and President Chris Mabe talked about the history and that OCSEA started in 1938 this was impactful to me because this was the year my father was born and I remember how he participated in union events back in the 1980's because the employees were fighting for better pay and retirement. So, I believe the key take way is make it personal when talking to people about being union members and solidarity. It also meant a lot to hear from different level of leadership from the AFSCME President Lee Saunders to the panel of speakers that said they were new leaders in various local chapters.

OCSEA's 36th Biennial Convention

August 28-30, 2025

Tyrone Grant

9/4/2025

Event started for me on Wednesday with early registration and credentials from 5pm – 9pm, you could then participate in trainings (Financial Leadership or New Delegate Workshop). If you were on one of the committee's you might have needed to attend a meeting (Credentials, Rules, or Sgt-at-Arms Committee).

Thursday started with registration opportunity if needed from 8am – 9am with general session starting at 10am. You could also use the morning before general session to attend workshops if not attended on Wednesday. There was also another workshop added on Thursday, Future of Work Expo. In this workshop you could gain information on AI and other new technologies that may come into our workplace and how they can help us instead of feeling like they may replace us. They also have some virtual booths set up.

General session started with the Honor Guard and pledge of allegiance follow by members of the credentials committee establishing if there was a quorum. This was followed by members of the rules committee who made motion to accept and adopt the rules and agenda for the convention. The convention continued with Justin Bibb, Mayor of Cleveland who welcomed us to the city, he was follow by Chris Mabe who spoke about the importance of all agencies and how most politicians do not know how departments work. He also talked about the “People” program and its importance. Theme for the day “Each One Teach One”. This was followed by several other speakers to include Kathy Stewart (OCSEA Sec/Treasurer), Rocky Jolly (Vice President of OCSEA) and Sherrod Brown (US Senator).

We attended a luncheon provided by WAC/CMAC who also had a speaker during the meal. This speaker was Kathleen Clyde (Chair of Ohio Democratic Party) who spoke about the importance of voting.

The afternoon continued with presentations about New Member Benefits by Pearl Insurance and presentation on AI and its use in the workplace. Later in the evening there was bus trips to Cleveland Aquarium.

Friday started about 9:35am with Pledge of Allegiance followed by Rocky Jolly providing update with People's numbers from each district. You could also attend New Employee Workshop in the morning prior to the start of the session.

This was followed by Credentials committee update on voting numbers at the convention. This was followed by speaker Dr. Amy Acton (Former Director of the Ohio Dept. of Health) who also is candidate for upcoming Governor race who spoke about youth, supporting each other, and why she is running for Governor.

Later there was a reading and adopting of all proposed resolutions....all passed.

Later there was a tribute to Ron Alexander (former president of OCSEA) he was presented with special award for his years of dedication and the new naming of the OCSEA building to be renamed the Ron Alexander Building. You could also attend New Employee Workshop in the morning prior to the start of the session.

The evening started with a Delegate Reception where we had the opportunity to fellowship and meet other union members from various areas and agencies.

Saturday started with the Honor Guard followed by another “People” organization update. This was followed by credentials update, then a presentation of the leadership award (Jean Fightmaster Award) which was given to Joe Wing. We also had Initiative Awards given to 18 chapters, this was followed by Labor Gives Back Award -Bob White, the winners were Tammy Dobbins, Kate Newman and Erinn.

We then had door prizes and adjournment.

Submitted by: Lisa Dalton-Sims
Date: September 22, 2025

I'm submitting my report of my experience at the 3 day 2025 OCSEA conference in the Downtown Cleveland Hilton Hotel.

Wow! All I can say is, that this conference was a wonderful learning experience for me, we had time after our sessions ended to mingle and explore the city as well.

We checked in Wed evening, there was early registration, new delegates training and meet & greets in several hotel rooms. They served ribs, chicken, Marconi and cheese, baked beans, deserts & drinks. A very very nice welcoming. I did not attend evening training but did next morning. There were a variety of speakers each day. And always Presentation of colors daily.

Thursday morning you could register and attended new delegates work shop, breakfast on our own. There was a future of work expo gave us a look at new technologies in public service and how OCSEA is protecting against job loss. The WAC & CMCA luncheon was set up nice and offered a variety of food for lunch. The Mayor of Cleveland Justin Bibb was a guest speaker & motivator he is a young black mayor, we enjoyed the Ohio Democratic party chair speaker Kathleen Clyde. We also had the pleasure of hearing Sherrod Brown who plans to run for Senate again and spoke on the dignity of work and working for a thriving working class. That evening a shuttle picked us up and took us to the aquarium and an evening meal was provided. Very nice event.

Friday morning, we had a special guest speaker Dr Amy Acton who is running for Governor, we heard various speakers on celebrating leadership. Lee Saunders AFSCME International President spoke and got us all fired up. After general session and today's speakers, there was a delegate reception and dinner was served, and we got dressed up and there was a DJ. Friday the last day credentials committee report, Jean fight master leadership award. Labor gives back with raffles and prizes.

This was a great learning experience and I'm motivated to be more involved, get to work and fight this fight.

OCSEA 36th BIENNIAL CONVENTION

Submitted by: Ul'Ique Campbell

Date: August 27, 2025

Financial Leadership training conducted by Kathy Gersper to explain the rebate process. OCSEA Constitution impacts our rebate and how we remain in financial compliance OCSEA / AFSCME.

New delegate orientation conducted by: Jeff Freeman, Angela Harrington, Tim McAllister. Learned how the convention is structured and parliamentary procedures. All attendees received the Robert Rules of Order book and gave examples of what can be expected when a delegate approaches the microphone.

August 28, 2025

Justin Bibb is the youngest African American Mayor I've had the option to meet and hear speak. He is 38 years old and was elected as the Democratic Mayor in 2022. It was very impressive to have him do the Welcome Address to start our convention.

President Mabe gave his State of the Union speech. I must say he knows how to get us fired up! One thing that our entire group loved when he referred to our grown still living at home children as CHI-DULTS. We as Union members are facing the biggest challenge of our lives and have this current administration. The attack on unions and our rights is a fight we must continue to fight. They have already stripped Federal Employees of their union and they are coming for State unions as well.

Kathy Gersper, Secretary - Treasurer gave a financial report and provided

Rocky Jolly Vice President introduced the PEOPLE Challenge. Trying to get Chapters to increase their contributions up to 100%. The chapter that wins the competition will receive and \$1,000 rebate.

WAC Luncheon - FOOD WAS HORRIBLE! Very disappointed that our Chapter paid for the lunch because it was not worth it at all. Kathleen Clyde, Ohio Democratic Party gave a speech on what we are up against and how to fight back.

Sherrod Brown - I wish he was running for Governor! He is one politician that I trust and believe in. He is true to his word and stands in the fight with us. It was funny how he kept referring to our members who did not vote for him and how he is still fighting. He also let it be known that the Bernie Moreno is not doing what he promised. He got the votes and now he is putting things in place that is harming everyone. He is aligned with the current administration and his main focus is to give tax breaks to the rich and harm all middle working class people.

August 29, 2025

Amy Acton - She is a great speaker and all, but I have my reservations about her running for governor of Ohio. Like I said in my previous report from the conference, we had earlier this year. She has not even advertised that she is running for office. I have only heard her speak at our OCSEA event and not one commercial advertising her campaign. The Republican candidate has already made the announcement, has commercials on TV and on social media. We are in the world of trouble and until our people get serious and realize what's going on it gonna be too late.

Constitution Amendments - I was very disappointed in the leadership of OCSEA and how they prevented the submitted amendments to the constitution but we're not allowed to be heard. The amendments were

directed toward the officers of OCSEA and the amount that they receive and the privileges that they have taken upon themselves that is not in their position descriptions. I believe all of them should've been heard by the body so we could've voted on them and made some changes in my opinion. It was all rigged and that's why they had the ending session starting out, giving out gifts and put all the other business aside. As soon as the gifts were distributed, one person stood up to adjourn the convention, and none of the amendments got to be heard. I wish everyone could have read the amendments and you will understand why I feel the way I do. I'm so glad we had new delegates to attend so they can see the process and experience the convention in its entirety.

President Lee Saunders - as usual, he gave the best speech in the house. I honestly believe he is one burst a blood vessel or something when he starts yelling. every word he said about what's going on in the United States as a whole, our rights that are at stake and what is a head for us. We got to open our eyes and unclog our ears to see and hear exactly what's going on in this earth.. There was so much said about the changes that have been made within the nine months that this president has been in office has hurt us. we need to come together and be union as one and stand up against the bully and his minions. They look just like little puppets on a string, jumping and moving in any direction he instructed them to go in. Unfortunately I will not bow or bend my knees to the plans of the enemy. I stand for was Wright and I treat people right. I believe we are allowed to agree to disagree and continue to have a friendship or me firing you or harming you because of our disagreement. Enough is enough and for all of these grown-ups to keep sitting back and allowing this coward to do this in front of children and don't give a damn, I wanna thank you because you guys are the ones who are going to suffer the worst . Thank you, President Saunders for getting me fired up again. I'm going to keep voting against him and his party and continue to register others to vote. So I hope everyone else takes this seriously and get out to vote.

In closing, I had an awesome experience at the convention and enjoy sharing the experience with six new delegates that attended. I know we need to get ready because election season is coming up and officer positions for OCSEA will be open.

Mrs. Ul'Ique Campbell

OCSEA 36th Biennial Convention Recap

August 27–29, 2025

The OCSEA 36th Biennial Convention kicked off on August 27, 2025, with Financial Leadership training led by Kathy Gersper. She thoroughly explained the rebate process, highlighting how the OCSEA Constitution impacts our rebates and ensures our continued financial compliance with OCSEA and AFSCME standards. New delegate orientation was conducted by Jeff Freeman, Angela Harrington, and Tim McAllister, where attendees learned about the structure of the convention and parliamentary procedures. Each delegate received a copy of Robert's Rules of Order and practical examples of what to expect when speaking at the microphone.

On August 28, 2025, we were honored to hear Justin Bibb, the youngest African American Mayor I've had the opportunity to meet and listen to. At 38 years old, Mayor Bibb was elected as Cleveland's Democratic Mayor in 2022, and his Welcome Address was a motivating start to our convention. President Mabe then delivered an inspiring State of the Union speech, energizing the crowd—especially when he referred to our grown children still living at home as “CHI-DULTS.” As union members, we are facing unprecedented challenges under the current administration, and the attacks on unions and our rights remind us to stay vigilant and keep fighting. Federal employees have already lost their union representation, and now state unions are under threat.

Kathy Gersper, Secretary-Treasurer, presented a financial report and shared updates on our fiscal status. Vice President Rocky Jolly introduced the PEOPLE Challenge, urging chapters to increase their contributions to 100%. The winning chapter will receive a \$1,000 rebate as incentive. Unfortunately, the WAC Luncheon was disappointing—the food did not meet

expectations, especially considering our chapter paid for it. Kathleen Clyde from the Ohio Democratic Party delivered a speech addressing the challenges we face and strategies to fight back.

Senator Sherrod Brown also spoke, and I sincerely wish he was running for Governor. He's a politician I trust and believe in—always true to his word and standing with us in the fight. It was amusing how he referenced members who hadn't voted for him, emphasizing his ongoing commitment to us. He also pointed out that Bernie Moreno has failed to deliver on his promises, aligning with the current administration's agenda to provide tax breaks for the wealthy while harming middle-class workers.

August 29, 2025, featured Amy Acton, a remarkable speaker, though I have reservations about her candidacy for Governor of Ohio. As I mentioned in a previous conference report, her campaign has lacked visibility—no advertisements or commercials—while the Republican candidate is already active on TV and social media. Without increased awareness and engagement, we risk falling behind in the upcoming election.

The handling of Constitution Amendments was disappointing. OCSEA leadership prevented submitted amendments from being heard, especially those targeting officer compensation and privileges beyond their position descriptions. I believe these issues deserved discussion and a vote from the body, but the process felt orchestrated to avoid important business. After distributing gifts, the session quickly adjourned without addressing any amendments. I'm glad new delegates could witness the process and experience the convention firsthand.

President Lee Saunders delivered his usual powerful address, passionately speaking about the challenges facing the United States and the threats to our rights. He emphasized the urgent need for unity and action against the current administration's harmful policies. I refuse to bow to these plans and will continue to stand for what's right, fostering respectful disagreement while maintaining relationships. Enough is enough—it's critical that we stop enabling harmful behavior, especially in front of our children. President Saunders reignited my commitment to vote against those who threaten our values and to register others to vote. I hope everyone recognizes the importance of this moment and makes their voice heard at the polls.

Overall, I had an incredible experience at the convention and enjoyed sharing it with the six new delegates who attended. With election season approaching and OCSEA officer positions opening soon, it's time to get organized and ready for the challenges ahead.

Mrs. Ul'Ique Campbell

OCSEA 36th Biennial Convention – August 28 thru 30th 2025

Submitted by: Shawnett Wade
Date: September 30, 2025

My experience as a delegate was astronomical. I was able to experience what it means to be truly represented by the Union.

Through the various trainings attended, workshops, fellowship with other union chapters created a “togetherness” in the work that they do for our employees regarding bargaining for their rights to work in a productive, peaceful, and safe work environment.

As President of OCSEA, Chris Mabe, “Each one Teach one.” A statement that holds weight. Continued, Leadership training over the next year of 2025.

- ✓ Keeping up with new skill sets
- ✓ 45,000 members down to 4k members due to job cuts... AKA the new administration! (My opinion)
- ✓ Public Service – We keep members safe, from veterans, prisons, ODOT, etc., public servants.
- ✓ Janis Fight – Pay Attention
- ✓ AI – New Technology & what does that REALLY mean
- ✓ Legislators don’t know OUR work!!!
- ✓ ELECT LABOR FRIENDLY CANDIDATES
- ✓ The importance of getting folks registered to vote!

Rocky Jolly spoke on the importance of fighting for our employee rights! And what being an active member of PEOPLE. Which stands for Public Employee Organized People Legislation and I forgot the last E., but you get where I’m going.

- ✓ Went over each district/chapter that currently “contributes” to the PEOPLE organization, as far as folks contributing to the People’s program.
- ✓ Raised contributions from ALL chapters to the PEOPLES program that will overall better the overall union/members & what it stands.

Sherrod Brown – Because of retirees, can now receive their full benefits!

- ✓ Possible UAW Strike held on 8/30/25, will be walking the line.
- ✓ 490K Medicaid jobs loss
 - Folks will lose their healthcare out of the state 12 million people
 - Tax cuts for millionaires – Election for next year.

So many Americans need educated on Unions and their roles, thereof. Sherrod Brown fights for unions. Utility, oil, energy & drug companies.

When “Wall Street” has a problem “Congress” bells them out! When our members have a problem, we ORGANIZE, PROTEST, and FIGHT.

Pearl Insurance: New Member benefit based out of NY, Piori, and Illinois.

Dr. Acton – Running for Governor

- ✓ 40% of Medicaid is getting cut
- ✓ How do we win?

Lee Saunders, “Organize our members to fight back. Make our members heard.

- ✓ Medicaid changes/cuts
- ✓ SNAP ED Program
- ✓ WIFI will no longer be considered as essential household utilities (etc).
- ✓ 98 million for SNAP, Medicaid – CUTS

Tammy Dobbins, gives back

- ✓ Cleans head stones for 20 cemeteries
 - 600 gravestones
 - Gallipolis Development Center
 - Nominated for Bob White Give Back Award

Kate Newman & Erin Cottrell Ch. 7120, both brutally assaulted – Corrections!!!

AS OUR PRESIDENT OF CHAPTER 2599, CHRIS MABE STATED “SOMETHINGS GOTTA GIVE!”

OCSEA 36th BIENNIAL CONVENTION

August 28-30, 2025

Submitted by: Peter Egwudo
Date: October 1, 2025

I was very excited to attend the OCSEA 36th Biennial Convention in the great city of Cleveland Ohio where the Mayor is reconnecting the city with its waterfronts fostering economic developments and easy access around the city. He explained to us that he uses 100% Union contractors to do all these projects. And was even more excited to see, listen to and meet our very own Mayor of Cleveland Justin M. Bibb, who is very busy changing and modernizing the Services and uplifting Cleveland communities.

He believes in affordable housing and his Side Promise Program is currently working to expand affordable housing and meanwhile his RISE initiative has currently reduced homicides by 36% at the same time, achieved record police recruitment.

Mayor Justin Bibb is the President of the Democratic Mayors Association.

THE MEMBER-ONLY BENEFIT INSURANCE.

New member only benefit was announced at the convention. Thanks to our Union who will now provide No Cost workplace insurance of \$10,000.00 to members of the union. The effective date for this policy is Wednesday October 1, 2025. This benefit automatically applies to all dues-paying OCSEA members.

OCSEA partners with Pearl Insurance to offer this program. the Insurance covers death and dismemberment while on the job and hostage situations. The insurance coverage is provided to members only for free.

The "BIG BEAUTIFUL BILL"

That turned ugly will undoubtedly harm many working people and services in the county. This is because the new law makes the biggest cuts in services that people need for their day to day living. There is already higher inflation in the country and the law is making prices of everything go higher and higher. For example the cost of eggs, energy, healthcare are going up. And workers are losing their jobs because the funding that supports our work are being cut.

This new law, will force states including Ohio to cut a lot of their regular programs because the Funds are no longer available to them either from the Federal Government or at the state level. Some States are now cut between raising new taxes or cutting programs and worker.

Now if Congress do not act by extending the tax credits and restore funding to states, Millions of families will not only have insurance coverage, but also their health insurance premiums will go up drastically. And not only that, a lot of jobs will be lost including Union member jobs.

RON ALEXANDER-the Great!!!

The long time President of OCSEA Ron Alexander was honored. The celebration included who is who in Ohio Labor leaders. As a lasting tribute to his leadership, OCSEAs Board of Directors voted to name the OCAEA Union Hall in Westerville, the Ronald C. Alexander Union Hall.

OCSEA 36th Biennial Conference

Submitted by: Lisa Packer
Date: October 1, 2025

Overall it was a great learning experience. The vendor tables are always filled with great information and goodies. Speaker Amy Acton spoke on her COVID experience, her personal life and shared that your zip code can determine your lifeline, and that our state founded public schools. I found that to be interesting. Amy gave a good speech and is ready to take on governing the great state of Ohio in my opinion. Her motto "Act on love not hate".

It was a great honor to be a part of the tribute to OCSEA president Ron Alexander for his 24 years of dedication and service and to have our Union building here in Columbus named after a great leader.

I was selected to serve on the Legislation committee. We met on Friday morning at 8:00 am but had no business to conduct so I didn't get a chance to experience just how the committee would have worked/functioned.

OCSEA 36th Biennial Convention August 28-30, 2025

Submitted by: Debbie Sneed
Date: October 1, 2025

This was a really good experience. Meeting new people and getting a better understanding of why we have and need our union. As I set in the Convention, I just put down a few notes. See below:

08-27-25 - Attended the New Delegates Workshop on Wednesday night. Received the 2025 Rules and Order of Business along with a copy of PARLIMENTARY PROCEDURE AT A GLANCE BASED ON ROBERT'S "RULES OF ORDER."

08-28-25 - Mayor Justin M Bibb of Cleveland was introduced. We were given a clear understanding of how the union works for us by Chris Mabe OCSEA President. It was stressed that we get out and vote in the next election. We need to educate people who do not understand the importance of voting. The Secretary-Treasurer Kathy Gersper gave the report. Vice President Rocky Jolly spoke about the people program. (Public Employees Organized to Promote Legislative Equality). The Ohio Democratic Party Chair Kathleen Clyde spoke at the WAC/CMCA Luncheon.

Second Half- former U S Senator Sherrod Brown spoke.

A new member benefits for members only. Pearl Insurance they work with carries to assist with providing insurance protection to Union Members:

Group workplace Security Insurance:
Must be actively working and a Union member
a. Captivity Benefit
b. Accidental Death or Dismemberment Benefit

AI and how it works. We had a Q&A with questions that were submitted. Things like:

- a. What is Artificial Intelligence (AI)?
- a. How can AI benefit you?
- b. Will AI take your job?
- c. Will AI ever be smarter than humans?

It is an extra tool that allows you to do your job more effectively.

08-29-25 - Dr. Amy Acton Former Ohio Director of Health spoke. She spoke about the state of our economy and the importance of voting. We must organize and work together to create change.

Proposed Resolutions

A Celebration of Leadership - Ron Alexander was recognized. We are stronger together!

First Speaker:

Tim Burga Ohio AFL-CIO

Second Speaker:

Joe Rugola OAPSE/AFSCME Local 4

Third Speaker:

Sean Grayson AFSCME Ohio Council 8

Forth Speaker:

John Lyall AFSCME Ohio Council 8. He reminded us that when we think about the Union Wages, Healthcare and Pension are the most important.

We need to vote for folks who are going to take care of our Union.

Renamed the OCSEA Head quarters in Columbus - The Ronald C. Alexander Union Hall
OCSEA President 1983- 2007.

Second Half-

Lee Saunders- AFSCME international President speaks.

AFSCME GO - Speakers

Dalia Thornton - Director of Research and Collective Bargaining.

Liz Watson- Director of Federal Government Affairs

Alexis M8ller- Political Action

Mal Corey- OCSEA staff Representative

Tom Holden- President of Chapter 8010

08-30-25 - Final Day, Jean Fightmaster Leadership Award was given to Joe Wing.

High Performance Initiative Awards was given to 13 Chapters

Bob White Labor Gives Back Award given to Tammie Dobbins , Kate Newman, Erinn Cottrill.

Giving away prizes