



OAPSE News

Official Publication of the Ohio Association of Public School Employees, OAPSE/AFSCME Local 4/AFL-CIO

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Fall, 2011



In the spring, Governor John Kasich and the Republican-controlled Ohio legislature rammed through Senate Bill 5, which guts collective bargaining rights for 350,000 public employees, including all OAPSE members. In the early summer, tens of thousands of the affected workers, their families and friends, collected more than 1.3 million signatures to block the bill from taking effect and to place it on the ballot. This fall, Ohioans will go to the polls, where a “NO” vote on Issue 2 will repeal Senate Bill 5 and send a clear message to the governor and his political allies that OAPSE members and other workers who provide critical public services will fight to protect the safety and security of our members.

OAPSE Executive Director Joe Rugola is traveling the state to talk with members about the importance of voting

“NO” on Issue 2 to repeal Senate Bill 5.

“There is no question that our members and all of organized labor have been motivated and energized since Senate Bill 5 was introduced in March. That is evidenced by the huge turnout at rallies, and the number of volunteers who collected 1.3 million signatures to put Issue 2 on the ballot. But we have to be clear that the most important work lies ahead of us. We must go to the polls on November 8 or cast an absentee ballot to vote ‘NO’ on Issue 2,” Rugola said.

If we don’t vote, “all the work to put this fight to the people of Ohio will be for nothing.”

He stressed the importance of sticking to a message “that tells the people of Ohio what Senate Bill 5 really does – threaten the safety and security of hundreds of thousands of public em-

ployees. These workers had nothing to do with causing the economic crisis. Yet they are being falsely accused of being lazy and ineffective while receiving huge paychecks and pensions. We know better, and the people of Ohio will know better before we are through with this campaign.”

OAPSE State President JoAnn Johntony stressed that millions of dollars will be spent by those who want to see Issue 2 pass.

“I’ve seen a lot of vicious campaigns in my years as an elected union leader, but I think they will all pale in comparison to what is coming. I am urging every OAPSE member to keep our eyes forward and remember what we know is true – we must vote ‘NO’ on Issue 2 because Senate Bill 5 is an unfair attack on our safety and our basic rights at work.” □

We Are Ohio Stands Firm; “Compromise” Offer on Issue 2 Was a Farce

What was being called a compromise offer on Issue 2 by Governor Kasich and the media was actually a public relations stunt to try and sway public opinion. OAPSE and the We Are Ohio Coalition weren’t interested.

“This was not a compromise offer. The governor said he would talk with us about changes to Senate Bill 5 if we pulled Issue 2 off the ballot. In other words, ‘Heads, I win. Tails, you lose.’ The governor and the legislature had their chance to talk with us when tens of thousands of us packed the statehouse. The time for talking was before they rammed through this legislation that specifically targets OAPSE members, teachers, police, firefighters and nurses,” said OAPSE Executive Director Joe Rugola.

“More than 1.3 million Ohioans signed the petitions to put Issue 2 on the ballot and repeal Senate Bill 5. We take our responsibility to them very seriously and are not about to silence those voices by agreeing to some shady backroom deal to water down a bill that never should have passed in the first place,” Rugola said.

OAPSE Members Collect 104,085 Signatures to Repeal Senate Bill 5

Hundreds of OAPSE members hit the streets to fight for their safety and their basic rights at work. They signed on as volunteers to collect the signatures needed to repeal Senate Bill 5, which guts collective bargaining and threatens workplace safety for hundreds of thousands of Ohio public employees.

“There was no way we were giving in without a fight,” said OAPSE Associate Director Gary Martin. “The OAPSE executive board, leadership and staff were ready to do whatever it took to educate and engage our members about the importance of this battle and putting the repeal of Senate Bill 5 to the people.”

The result? Of the 1.3 million petition signatures turned into the Ohio secretary of state, OAPSE members collected more than 104,000 names — nearly three signatures per member.

“The effort was outstanding. The goal of the We Are Ohio Campaign, which spearheaded the petition circulation, was to get about 500,000 signatures and to collect 3 percent of registered voters from all 88 of Ohio’s counties. Well, OAPSE members met the 3 percent goal in 45 counties, and in some cases, produced more than triple the campaign’s goal,” Martin said.

For example, in Gallia County, the campaign needed 288 signatures. OAPSE collected 645 signatures – 224 percent of what was needed. In Hocking County, OAPSE’s 978 signatures dwarfed the 271 required signatures and represented 360 percent of the campaign’s goal.

“The list goes on and on. In Monroe County, our 1,105 signatures represented nearly 700 percent of what we needed to collect. And in

Vinton County, our efforts paid off with 633 signatures, almost 500 percent of the campaign’s goal,” said OAPSE State President JoAnn Johnntony.

“We worked hard in every corner of Ohio, including the big cities and areas with a lot of union members, like my home county of Trumbull. But we excelled in the small, rural areas, where voters are harder to reach. I am very proud of my fellow officers and executive board members and of all the staff and activists who knocked on doors and ran our drive-throughs to collect these signatures,” Johnntony said.

The next step, she said, is to cast an absentee ballot or go to the polls and vote “NO” on Issue 2. OAPSE members should also encourage all family members and friends to vote early.

“You can find an absentee ballot application in this issue of the OAPSE News. And it is important to make sure your voter registration information is current with your local board of elections. Let’s not take any chances this fall. If you have moved, changed your name or not voted in a while, contact your local board of elections and make sure you are registered. We need every ‘NO’ vote on Issue 2,” stressed Johnntony. □



OAPSE staffers loaded the first 1,500 petitions off the press into Exec. Dir. Rugola’s vehicle so he could personally deliver them to OAPSE activists around the state.



Executive Director Joe Rugola delivered petition #1 to State President JoAnn Johnntony.



OAPSE staff dispersed hundreds of petitions to activists in the Southwest Region on the first day of the signature gathering campaign.



Executive Board Member Ken Nance and Alternate Kathy Chamberlain discuss the proper way to fill out the petition.



Activists and staff in the Northeast Region of the state were ready to go as soon as the first petitions hit their area.



Jeremiah and Molly Talley, OAPSE staffers, held an open house to collect signatures in their neighborhood.



Exec. Dir. Rugola delivered petitions to staff in the Northwest Region of Ohio where activists like District President Cindy Weible and PEOPLE Committee Member Karen Jones were ready to go.



Columbus City Schools Local 336 member Karen Holdridge turned in the first completed petition.



These OAPSE activists from the Central Region were among the 6,000 workers and supporters who delivered 1.3 million signatures to the secretary of state.

McGraw to Serve on Panel to Lower Health Care Costs

Fred McGraw, OAPSE Health Insurance Consultant, recently was appointed to serve on the Payment Reform Collaborative for the Health Policy Institute of Ohio. The collaborative's mission is to lower health care costs through reviewing employer databases to determine what works best.



Fred McGraw

McGraw was appointed by HPIO President Amy Rohling McGee. McGraw will be representing employees on the collaborative.

"This is a group of public and private stakeholders, but we would like to be a little stronger on the employer/employee side of things, so Fred will be great in that role," McGee said.

The group will start meeting in September to review all payer claims databases and will officially launch the collaborative in October.

"I am gratified to be appointed to this committee," McGraw said. *"I look forward to being a voice for Ohio's school employees and especially our OAPSE members."* □

Get the REAL FACTS!

As the Issue 2 campaign heats up, supporters of Senate Bill 5 are sure to put out misinformation to try to mislead the public. Get the real deal and the latest information at www.weareohio.com. And keep checking www.oapse.org for how you can help talk to neighbors and friends about voting "NO" on Issue 2.

Johntony Extends Overwhelming Gratitude for Support

OAPSE State President Joann Johnthony's loss of her husband, Nick, after a lengthy illness, was truly devastating, she said. But in the aftermath of his death in May, the outpouring of prayers, friendship and support *"left me feeling truly blessed that I have my OAPSE family."*

"I cannot adequately express my gratitude to the officers and executive board, the staff and the members of OAPSE who showed me a kindness, gave me a hug or just sent a positive thought my way. I truly don't know what I would have done without the strength I felt from the friends I have in this union," Johnthony said.

Joann and Nick were married 51 years. Prior to his retirement, they worked together at Girard City Schools and helped organize Local 425 there.

"I definitely relied on my OAPSE friends during the hardest moment I have ever faced. I just want to make sure the members know how much I appreciate everything, and that I will continue to be comforted by their warm thoughts and special prayers for my well-being and that of my children," she said. □



State President JoAnn Johnthony

Budget Hurts OAPSE Members, Middle Class Ohioans

Governor John Kasich and the Republican-controlled legislature slashed spending and took an ax to public services in the two-year budget that he signed in June.

"As if Senate Bill 5 wasn't enough, the budget cut \$3 billion of funding to public school districts. The governor also made it much easier to privatize our jobs; rewarded charter school operators by removing oversight and accountability standards; more than quadrupled the amount of vouchers to 60,000; and paved the way for an increase in e-schools," said OAPSE Director of Political Action and Legislative Affairs Randy Weston.

"Those cuts and policy changes just scratch the surface of the harm done to Ohio's public employees and the services we provide," he said.

"Virtually every OAPSE member was impacted by this budget, largely because of the school cuts, but also through a cut of \$633 million to local governments. Local library funding is cut by 5 percent, or \$165 million. Early Care and Education

funding is cut by 8 percent, and funding is wiped out for Early Learning Initiative or Head Start slots for low-income children. And the most vulnerable citizens we serve – disabled children – will be impacted through a cut of \$55 million to county boards of developmental disabilities."

Experts estimate that as many as 9,000 OAPSE members could be affected by the budget. Already, 7,000 fewer teachers are in classrooms around the state, according to the Ohio Education Association. *"And those losses of our members and teachers don't even take into account the privatization and consolidation of services being urged by the governor and legislative leadership,"* Weston noted.

The budget privatizes prisons, the Ohio Turnpike, liquor sales and public parking and dormitories at state colleges and universities. Directly affecting OAPSE members is the privatization of school transportation services through the reinstatement of HB 66 language.

When citizens and local government

and school officials voice concern about the cuts, the governor lectures them about sacrifice, *"and how we all have to make do with less."* *"If that's true, why didn't the legislature include a 5 percent pay cut in their final version of the budget instead of stripping it out at the last minute?"* asked Weston. *"The only ones sacrificing are public workers and the people we serve."*

He said there can be no doubt that children and the disabled will feel the effects of this budget.

"The legislature can tell us to tighten our belts. But we still have the responsibility of providing quality services to the people of Ohio. That is made much more difficult by a governor and a legislature that do nothing but cut funding while at the same time cutting taxes by almost \$600 million over the same time period. Of course, they stripped the language from the bill that would have reviewed \$7 billion worth of tax exemptions, credits and deductions. Their math does not add up, and it will harm a lot of Ohioans as a result." □

Republicans Target OAPSE Pensions

Public pensions are a hot topic in Ohio as voters debate wages and benefits for hundreds of thousands of public employees. Of course, OAPSE members know that while administrators may be getting rich from school pensions, rank-and-file workers are not.

"It's true that the average wage for an OAPSE member is about \$24,000, so it stands to reason that monthly pension amounts are going to be about \$1,100. Try living on that without Social Security and see if we need 'pension reform,'" said Fred McGraw, an OAPSE consul-

tant on pension issues.

He stressed that at least 95 percent of OAPSE members pay 10 percent of their pay toward their pension.

"The very small number who pay less have only done so at the request of the employer and instead of a wage increase," McGraw said.

Still, politicians are expected to target public pensions and make OAPSE members pay more.

"Right now, each system is paying to have itself audited. A "road show" is scheduled by leaders of the Ohio Senate,

who plan to travel the state to "educate" the public about how bloated our benefits are," McGraw said. Then, legislation is expected to be introduced that will increase the employee pension share from 10 percent to 12 percent.

"This is just another way to stick it to middle class families who are already paying way more than their fair share in this economic downturn. Of course, OAPSE will work to stop the attack, but it will be an uphill battle with Kasich and his legislative buddies at the controls." □

HB 194 Suppresses Voting Rights

Mirroring similar legislation passed by Republican-controlled legislatures across the country, Ohio HB 194 was rammed through the legislature without a single Democratic vote.

According to OAPSE Political Action and Legislative Affairs Director Randy Weston, Democrats refused to support the bill because it drastically reduces voting rights in Ohio, specifically for minority populations.

HB 194, the voter suppression bill, shortens the period of mail-in absentee voting from 35 days before the election to 21. It limits the number of days people can vote early at their boards of elections to 14 days before the election, from the current 35 days. It also cuts three of the busiest days for in-person early voting - the Saturday, Sunday and Monday be-

fore the election.

The bill does not require poll workers at polling places with multiple precincts to direct people who show up at the wrong precinct table to the correct one. Those voters could be forced to vote provisional ballots.

It also stops the practice of mailing an absentee ballot application to every registered voter.

"The fact is that this bill and the new voting restrictions will affect the African American vote, and will lead to less participation in the election process. It is a bad bill and should be repealed," said OAPSE State Vice President Davida Russell. *"We should be making it as easy as possible for everyone to vote. Instead, our governor and legislature are throwing up roadblocks to limit access*

to certain groups. It's wrong."

Weston noted that worker-friendly candidates, most of whom are Democrats, have benefitted most from the extended early vote rules that have been in effect in Ohio for six years.

"This bill does not address voter fraud because we don't have a voter fraud problem in Ohio. We have an early vote system that was used by a lot of Democrats during the last presidential election, and the Republicans just don't want to see that repeated," he said.

OAPSE is participating in the campaign to collect 231,147 petition signatures to stop the implementation of HB 194. Signatures must be turned in to the Ohio secretary of state by September 29.

Contact your field office to find out more about how to sign a petition. □

2012 OAPSE/AFSCME Memorial Scholarships

The OAPSE/AFSCME Memorial Scholarship Foundation, Inc. will award financial assistance to deserving students again this year. To be eligible, an applicant must be a graduating high school senior and the daughter and/or son of an active OAPSE member or Legal Guardian. The applicant must intend to enroll in a full-time degree program of an accredited college, university or business/technical

school and must enter the fall term following the granting of the scholarship. The scholarships may be used for any field of study.

Requests for applications or information regarding the OAPSE/AFSCME Memorial Scholarships must be made by the active OAPSE member by completing the mailing label and sending it to the address listed below. Information and applications may

also be downloaded in November from the union's website at: www.oapse.org. Click "Benefits of Membership," then "OAPSE and AFSCME Scholarships." Completed applications with all necessary supportive documentation must be sent in one envelope and postmarked **no later than March 1, 2012**. The Scholarship Committee will meet in April, 2012 to select the winners. □



OAPSE/AFSCME Memorial Scholarship Committee
ATTN: Mary Beth Thompson, Chairperson
6805 Oak Creek Drive, Columbus, OH 43229-1591

PLEASE DELIVER TO: (Please print information clearly on the mailing label.)

Member's Name _____ Local # _____

Address _____

City, State & ZIP _____

OAPSE/AFSCME Memorial Scholarships Awarded



Matthew Cyrus

Matthew is the son of Leslie Cyrus, Columbus City Schools, Local 150. He will be attending Ohio Dominican University where he plans to pursue a major in Physical Therapy.



Jed-Ryan Manifor

Jed-Ryan is the son of Marcelo Manifor, Franklin County Residential Services, Local 333. He will attend The Ohio State University where he plans to major in Nursing.



Ally Page

Ally is the daughter of Julie Page, South-Western City Schools, Local 211. She will attend Eastern Kentucky University to major in Deaf and Hearing Education for grades 6-12.



Brandon Kimbel

Brandon was awarded the Janet Ledger Memorial Scholarship. He is the son of Theresa Kimbel, Osnauburg Local Schools, Local 031. He will attend the University of Akron to major in Chemical Engineering.



Chase Kendall

Chase received the Nancy Sanders Memorial Scholarship. He is the son of Lisa Stephens, New Philadelphia City Schools, Local 391. He will attend The Ohio State University to major in Chemical Engineering.



Kyle Roberts

Kyle is the son of Shelly Roberts, Rolling Hills Local Schools, Local 258. He will be attending Mt. Union University where he plans to major in Pre-Med.



Emily Coning

Emily is the daughter of Tina Coning, Ashland City Schools, Local 233. She plans to attend Bennington College where she will major in International Relations.



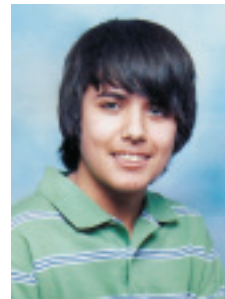
Alex Tegel

Alex was awarded the Doug Murdock Memorial Scholarship. He is the son of Cheryl Tegel, Westlake City Schools, Local 319. He will attend Edinboro University to major in Mechanical Engineering.



Shavonda Johnson

Shavonda is the daughter of Terra Johnson, Akron Summit Community Action, Local 146. She will be attending The Ohio State University where she plans to major in Biology.



Kamal Al Nadi

Kamal has been awarded the Pete Christopher Memorial Scholarship. He is the son of Wendy Al Nadi, Euclid City Schools, Local 128. He will attend Cleveland State University to major in Archaeology.



Laura Hoffman

Laura is the daughter of John Hoffman, Sylvania City Schools, Local 227. She will attend The Ohio State University as a member of the Environmental and Natural Resources Scholars Program.



Kellie Kaufman

Kellie is the daughter of Carl Kaufman, Otawa-Glandorf Local Schools, Local 508. She will be attending Bluffton University where she is planning to major in Education.



Victoria Tackett

Victoria was the recipient of the Hoberta Roach Memorial Scholarship. Victoria is the daughter of Tracy Tackett, Gallipolis City Schools, Local 349. She will attend The Ohio State University to major in Finance.



Gary Parriman

Gary is the son of Pamela Parriman, Goshen Local Schools, Local 033. He will be attending The Ohio State University where he plans to major in Agriculture.



Zachary Swayne

Zachary is the son of Tessa Swayne, Adams County/Ohio Valley Local Schools, Local 572. He will attend Wilmington College where he plans to major in Sports Medicine and Physical Therapy.



Calli Carpenter

Calli Carpenter is the daughter of Lori Carpenter, Greenon Local Schools, Local 356. She will be attending Wright State University where she is planning to major in Mathematics.



Emily Skebo

Emily was the recipient of the Lianne Vemell Memorial Scholarship. Emily is the daughter of Michele Skebo, Girard City Schools, Local 425. She will attend Thiel College to major in Special Education/Elementary Education.

Governor Axes School Employees Health Care Board

Group Has Saved Schools Over \$350 Million

In yet another move by the Kasich administration to put more power in the hands of his business friends, HB 153, the state budget bill, included language to shut down the highly effective School Employees Health Care Board. Chris Holland, a member of Local 320 at Oregon City Schools, was appointed to the board by Governor Ted Strickland.

"It is a shame that partisan politics have to end such a successful board," said Fred McGraw, a former staff member and current consultant for OAPSE with specialization in health care and retirement issues. *"I know for a fact that Chris and the other board members put forth initiatives and best practices that saved school districts well over \$300 million."*

McGraw and Local 3 President Dave Hamilton at Zanesville City Schools were appointed by the Ohio Senate to

serve on the School Employees Health Care Advisory Board (SEHCAB). HB 153 also eliminated that board. It will be replaced by a "public health care advisory committee," which has no union representation.

"The Department of Administrative Services (DAS) will have responsibility for implementing all the best practices that have been implemented and those that were due to be implemented. But frankly, with insurance agents, employers and health care companies dominating the new advisory committee, I don't see much chance of that happening," McGraw said. He noted that OAPSE, the OEA and OFT were represented on the SEHCAB.

Meanwhile, McGraw weighed in on the debate over how much school employees pay for their health care. On average, he said, they pay 11 percent of

health care costs.

"Of course, in some places, such as South-Western City Schools, our members pay as much as 35 percent of the premium," he noted.

Of those who pay less than 11 percent, *"I can't think of one local that did not give up wage increases to keep health care costs in line."*

For instance, at Indian Creek Schools, workers do not pay a portion of their health care premium, but they went three contracts and seven years without a pay increase to keep that health care benefit.

"Overall, our members are paying a fair portion of health care costs. They know employers are facing tight budgets, and they have worked with them to keep costs down and change coverage. To make our members villains in the health care debate is ridiculous." □

It's SERS Board Election Time

OAPSE members have the chance to re-elect Mark Anderson and Cathy Moss to the Board of Trustees of the School Employees Retirement System. Anderson represents active members, while Moss is a retiree representative on the board.

"Mark and Cathy have done a fantastic job of representing the interest of OAPSE members and all active and retired school employees. These are difficult times when pension benefits and retiree health care benefits are under constant attack. We are fortunate to have representatives of this caliber making decisions that affect our ability to retire with security and dignity," said OAPSE State Secretary Sandy Wheeler. She noted that both candidates have the full backing of the OAPSE State Executive Board.

Anderson is serving his second term on the Board. He is a maintenance worker for the Oregon City Schools in the Northwest District. He is the president of OAPSE Local 320, vice-president of OAPSE Northwest District, and a delegate to the Toledo-area AFL-CIO Central Committee.

Also serving her second term on the board, Moss is an administrative services coordinator at Lakeland Community College. She retired in 1997 after 30 years of service in the West Geauga Local Schools.

OAPSE members and retirees will be circulating petitions to qualify Anderson and Moss to run for re-election. Each candidate must collect 500 valid signatures from across Ohio. Each signer must include his/her name, county of employment and last four digits of his/her Social Security Number.

"Your field office will have petitions and information about how you can help re-elect Mark and Cathy. I know OAPSE members and retirees will do whatever it takes to keep them on the SERS board," Wheeler said.

Anderson and Moss are joined on the board by OAPSE members Barbra Philips, president of Local 233 at Ashland City Schools; Dee Faragher, a member of Local 276 at Westlake City Schools, who was recently elected chair of the SERS board; and Mary Ann Howell, who retired after 26 years in the treasurer's department at the Columbus City Schools.

All petitions must be turned in to Larry Malone at the OAPSE State Office by Friday, November 18. More information about signing the petitions will be available at www.oapse.org.

Ballots will go out to eligible voters after January 1. □



Rugola to Decline Pay Increases

Across Ohio, OAPSE members are struggling along with the sluggish economy. With school and local government budgets tighter than ever, OAPSE members have done their part. In fact, some locals have gone more than eight years without a pay raise. And many members are paying more for health insurance in an effort to keep themselves and their coworkers on the job.

OAPSE Executive Director Joe Rugola wants all OAPSE members to know their sacrifices have not gone unnoticed or unappreciated. In fact, he is joining the thousands of fellow union members by foregoing his pay increase for the next two years. Rugola will waive a 3 percent pay raise in January 2012 and another 3 percent in January 2013.

"OAPSE members are hurting. They are being asked by employers across the state to take steps to help save jobs and critical services. It is important that they know they are not alone," Rugola expressed. *"My pay raise will stay in our operating fund and be used to fight the battles we are facing – privatization; a state budget that further shrinks local government and school budgets; and of course, Senate Bill 5, which we will repeal with a 'NO' vote on Issue 2 in November."* □



Repeal S.B. 5!

VOTE NO ON ISSUE 2

S.B. 5 is unjust, unfair, and hurts us all. The bill:

- Hurts firefighters, corrections officers, nurses, and other public employees who protect us and our communities
- Takes away workers' rights but exempts management from the law
- Will devastate the economies of local communities across Ohio
- Is an unfair attack on workers' rights, security and public services

Want to avoid the rush on election day? Skip the lines? Vote from the comfort of your home?

Vote by mail and let your voice be heard on Issue 2!

If you plan to vote in person, do not fill out the application for vote by mail below.

To find out where to mail your absentee ballot request, go to: <http://www.sos.state.oh.us/SOS/elections/boeDirectory.aspx>

738-11

detach here

detach here

Application for Vote by Mail ballot for Election, 11/08/2011

Last Name _____

First Name _____

Middle name or initial _____

Address at which you are registered to vote

City _____

County _____ ZIP _____

Send ballot to (if different from above)

City _____

State _____ ZIP _____

Phone: (____) _____ - _____

Birthdate ____/____/____

Ohio driver's license # _____ OR

Last 4 digits of SS# XXX - XX - _____

I request an absentee ballot for the Election to be held on 11/08/2011.

I hereby certify that I am a qualified elector.

Signature _____

All information on application except phone number must be completed to receive absentee ballot

Application for Vote by Mail ballot for Election, 11/08/2011

Last Name _____

First Name _____

Middle name or initial _____

Address at which you are registered to vote

City _____

County _____ ZIP _____

Send ballot to (if different from above)

City _____

State _____ ZIP _____

Phone: (____) _____ - _____

Birthdate ____/____/____

Ohio driver's license # _____ OR

Last 4 digits of SS# XXX - XX - _____

I request an absentee ballot for the Election to be held on 11/08/2011.

I hereby certify that I am a qualified elector.

Signature _____

All information on application except phone number must be completed to receive absentee ballot

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OAPSE/AFSCME Local 4/AFL-CIO
6805 OAK CREEK DRIVE
COLUMBUS, OH 43229-1591

Address Service Requested

Nonprofit Org.
U.S. Postage
PAID
Westerville, Ohio
Permit No. 381

Union Plus Scholarships Available for 2012

The Union Plus Scholarship Program, sponsored by the Union Plus Education Foundation, helps union members and their families defray the cost of higher education. Since 1992, the program has awarded over \$3 million to deserving students.

Current and retired members of our union, their spouses, and their dependent children (as defined under IRS regulations) are eligible. Members must have at least one year of continuous good-standing membership in AFSCME in order for spouses and dependents to be eligible. Members do not have to purchase any Union Plus program product or participate in any Union Plus programs to apply for the scholarship. Scholarship awards are not based upon participation in a Union Plus Program.

The amount of the award ranges between \$500 and \$4,000. This is a one-time cash award sent to individual winners for study beginning in the fall of the same year.

The scholarship program is open to students attending or planning to attend an accredited college or university, a community college or a recognized technical or trade school. Graduate students are eligible. Applicants for scholarships are evaluated according to academic ability, social awareness, financial need and appreciation of labor. All requirements must be met in order for the application to be considered.

New this year, members are now able to apply online for the Union Plus Scholarship at: www.unionplus.org.

Completed applications with all required materials **must be postmarked no later than January 31, 2012**. Mail to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, D.C. 20043-4800. Only scholarship recipients will be notified. These notifications will be sent on May 31, 2012. □

2012 AFSCME Family Scholarship Program

The AFSCME Family Scholarship Program is available to any graduating high school senior who is a daughter, son or financially dependent grandchild of an active or retired AFSCME member, and an applicant to an accredited college or university and subsequently accepted full-time student in a four-year degree program. The scholarship may be used for any field of study. Ten (10) scholarships of \$2,000 each will be awarded. Once awarded, the scholarship will be renewed for \$2,000 each year, for a maximum of four years, provided the student remains enrolled in a full-time course of study.

To request an application or to download the application, go to: www.afscme.org. Click on "Members," click on "Scholarships." Make sure your completed application, with all supporting documentation (essay, transcripts, letters of recommendation, SAT or ACT scores, proof of AFSCME membership, etc.) is mailed together in one envelope and **postmarked no later than December 31, 2011** to:

AFSCME Family Scholarship Program
ATTN: AFSCME Advantage
1625 L Street NW
Washington, DC 20036

The winners will be announced by March 31, 2012. □

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Cleveland Area Field Office
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Central District, Betty Simmons-Talley
East Central District, Rosella Tope
Eastern District, David Hamilton
North Central District, Mary Beth Thompson
Northeast District, Sylvia Holmes
Northwest District, Brenda Wilson-Wright
Northwest Central District, James Haller
Southeast District, Barbara Ward
Southwest District, Mary Blevins
Western District, Ken Nance