

# OAPSE AFSCME News

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

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## Legal Team Relentless in Pursuit of Justice

### OAPSE Members Count on Legal Staff to Protect Rights, Jobs

All across Ohio, families know they can count on OAPSE members to help deliver the best educational experience possible. Whether they attend a public or non-profit school, a pre-school or Head Start facility, a sheltered workshop or a school through their county board of developmental disabilities or a community or technical college, Ohioans rely on us for the highest quality services. They know our bus drivers, mechanics, custodians, secretaries, food service workers, maintenance employees, instructional assistants, librarians and bus aides will be there to take care of some of our state's most vulnerable citizens – children and the disabled.

But who protects us when we need it? Who has our backs when we are vulnerable or our jobs are at risk? The answer is simple – and no surprise. When OAPSE members need help, they turn to our union. With a staff of professionals in offices across the state, OAPSE is a resource for everything from contract negotiations and enforcement to influencing legislation that affects job security. OAPSE staff members have the education and experience that gives them the edge in assisting members.

That is especially true in the legal department, where three attorneys and a legal secretary are on the job every day protecting the rights and jobs of OAPSE's 34,000 members.

Most of those members go through their entire careers without meeting the legal team. But the work of the legal department impacts the lives of OAPSE members all the time. Director of Legal Services Tom Drabick and staff attorneys Matt Banal and Kristen McKinley handle everything from helping to determine the make-up of a new bargaining unit during an organizing drive to representing members in court to being part of major litigation before the Ohio Supreme Court and the U.S. Court of Appeals regarding issues such as privatization of public work, charter schools, school funding and voter protection. And legal secretary Courtney Belcher keeps them organized and in touch with the regional directors, field representatives and members they are assisting.

*"We are so fortunate to have this team working for us. We may hear about the court cases they win or the more high-profile work they do for our members, but a lot of what goes on in the legal department is behind the scenes,"* said State President JoAnn Johnntony.

She said that when a member has a job-related legal situation, *"It's frightening. When your job is on the line, you need to feel like someone has your back and will be there for you. We have that with our legal department. They are smart, thorough and relentless in the pursuit of justice for OAPSE members."*

In fact, the OAPSE legal team is fighting for workers long before they ever sign their union cards. *"It's important to file representation petitions with the correct job classifications included in a bargaining unit. If we don't get that right, we will have problems down the road,"* said Drabick. *"That's why we do a lot of work with the organizing department and field staff before filing representation*



State President JoAnn Johnntony (bottom center) joined members of the OAPSE Legal Department in their law library. Counter-clockwise from bottom left are Director of Legal Services Tom Drabick, Johnntony, Associate Director Gary Martin, who oversees the work of the legal department and the OAPSE field staff, Staff Attorney Kristen McKinley, Staff Attorney Matt Banal, and Legal Secretary Courtney Belcher.

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*petitions with the State Employment Relations Board (SERB) for public workers and occasionally with the National Labor Relations Board (NLRB) if we are organizing private sector employees.”*

He said that work is the first step in protecting OAPSE members through collective bargaining and the enforcement of contracts negotiated with employers across the state. For example, in Adams County at Ohio Valley Local Schools, the school district split up and employees were being divided in two districts. While OAPSE had a bargaining unit, Local 572, in place in the existing school district, employees being assigned to the new district would have no union and would lose their protections at work. *“We immediately got involved to determine which employees would be affected. We organized a new local union and filed at SERB to certify the new bargaining unit,”* Drabick said. Those members are now part of Local 343 at Manchester Local Schools.

Enforcement of their contract, as well as the 410 additional OAPSE contracts, is also part of the work of the legal department, and that work *“is a true example of how our staff works together to protect the rights of our members,”* said Associate Director Gary Martin, who oversees the work of the legal department and all field staff. *“Our regional directors and field representatives are in constant communication with our legal team. They work together on strategies that help resolve differences with employers before they get to the stage where we are at a SERB hearing or in court. That is obviously the goal because it gets our members a quicker resolution and saves time and money. But we are fully prepared to go the distance when our members’ jobs or contracts are threatened,”* Martin said.

Each of the attorneys has cases that illustrate the union’s commitment to justice for every OAPSE member. One of Drabick’s favorite cases involves the improper termination of Carol Mitchell, a benefits clerk with the Columbus City Schools and a member of Local 721. In the district’s human resources department, Mitchell performed many duties and was responsible for the record keeping for nearly 10,000 district employees. Management terminated her for neglect, alleging that she made too many errors on the job. Drabick showed that in a year’s time, she made only a handful of mistakes while processing benefits data and claims, handling open enrollment

procedures and making changes to employee records. The Columbus Civil Service Commission heard Mitchell’s case and agreed with OAPSE that she was not guilty of neglect and her job performance did not warrant discipline.

*“Carol was out of work for quite a while through no fault of her own. But because she had a union, she had the ability to fight back. Ultimately, she was awarded more than \$100,000 in back pay and her job back. It was a victory for Carol, but also for the other 2,800 OAPSE members in Columbus City Schools because it put the employer on notice that we will defend and protect our members against injustices like this,”* Drabick said.

Warrensville Heights Security Guard Ernest Connor, a member of Local 368, also knows what it feels like to be falsely accused of wrongdoing on the job. And like Mitchell, he turned to his union to make things right. His case dates back to March 2011, when a student said Connor assaulted him. According to Banal, *“the prosecutor filed an assault charge and planned to aggressively pursue the case. A conviction would have ended his career with the district and made it very difficult for him to be employed in the future.”*

Over the course of several months,

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***“I preach to everyone now —  
become a member of the union.***

***Your dues are like the best  
insurance policy possible.”***

***— Ernest Connor***

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Banal traveled to Cuyahoga County for multiple preliminary court hearings. He reviewed hours of security videos and interviewed potential witnesses. *“With extensive help from the local OAPSE officers, I was able to present evidence showing that the allegations had been fabricated. Eventually, the prosecutor had no choice but to dismiss the charge prior to trial,”* Banal said.

The case is one of his favorites because *“we were able to coordinate the full support of OAPSE, from the local officers to the state office legal department, to defend a good employee who was unfairly targeted. The prosecutor seemed surprised at the amount of work and coordination we put into his case, and it illustrates how we take every member’s job seriously.”* Banal said he knew Connor’s career was on the line and that his life would be irreparably

altered if he lost his employment under false pretenses. *“In the end, we got real justice for this member, and that’s what makes my job so satisfying.”*

When Connor first heard he had been accused by a student, he thought he would have to hire an attorney to save his job and his reputation. *“But my field representative got Matt Banal on the phone, and he ran with the case. I appreciate him to the fullest. Without his dedication to getting justice for me, I would not have a job. And when you are convicted of assaulting a minor, you can forget working in this field ever again. So I was very worried,”* Connor said.

He said he is grateful to have been exonerated because of the hard work of the OAPSE staff. *“I preach to everyone now — become a member of the union. Your dues are like the best insurance policy possible. You are not throwing money away. You are ensuring justice for yourself and for others whose jobs are on the line. I cannot express how grateful I am for the support of my union and the work of Matt Banal,”* Connor said.

McKinley has also had memorable wins, but “hands down” her favorite case involves Della Ward, a bus driver at Franklin County DD and a member of Local 333, who was wrongfully terminated. Ward is now deceased. The termination occurred after Ward and her coworkers voted to join OAPSE but before a first contract was negotiated, so the case went before the State Personnel Board of Review (SPBR).

*“Della withdrew 18 years of pension contributions to live off of while we fought her case. We won at the Board of DD, and the employer appealed. So, we went to Franklin County Common Pleas. I was successful there, but the employer appealed to the Court of Appeals,”* McKinley said. She noted that the case is an example of how far an employer will take a case — even when they are wrong. *“We ended up settling the case, and we got her job back and \$95,000 in back pay for Della. At the time, it was the largest single member settlement for OAPSE. It was enough for Della to recover financially and purchase back her retirement so she could ensure some dignity when she was finished with her career at Franklin County DD. It was very rewarding to win justice for Della and to put the board on notice that what we did for her, we would do for any other member who was unjustly terminated.”*

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**D**irector of Legal Services Tom Drabick has been a lawyer for OAPSE for nearly 15 years. But his relationship with our union and public employees goes back much farther. His father

was a public worker and a member of AFSCME, so Tom has a life-long appreciation for what a strong union means to workers and families. *"It's very satisfying and rewarding for me to be able to advocate and work for OAPSE members. When I applied to law school, I wrote about my interest in labor law and how the dynamics of technologies, economics and the nature of performing work would require new approaches to collective bargaining and worker advocacy,"* he said. He has seen employers put more pressure on workers, through restricting hours of

work, subcontracting work and automating jobs, *"so I work every day on the very topics I wrote about nearly 30 years ago."*

Tom's work as director of legal services means he takes care of work-related legal issues large and small. He oversees the day-to-day legal activities of the department, including coordination with outside counsel, managing the department staff and maintaining a full caseload.

Tom's experience before coming to OAPSE includes five years at Buckley, King & Bluso as an associate attorney. There, he handled civil litigation, education law, and labor and employment law, including discrimination and workers' compensation cases, as well as State Employment Relations Board (SERB) and National Labor Relations Board (NLRB) procedure. Tom also worked as a law clerk for a small Columbus-based firm and as a law clerk in Cleveland. Tom also spent a summer as an intern in the U.S. House of Representatives.

He said, *"The legal team is far more productive and useful to our members when we are working behind the scenes advising the regional directors, field representatives and organizers on the host of issues that arise in the field, important court cases and statutory changes."*

Sometimes, however, circumstances dictate that formal legal action be taken on behalf of our members. That work keeps Tom and the other attorneys frequently on the road, meeting with OAPSE field staff and members to develop cases for hearing or trial. *"I cannot express how lucky I have been to do this work. I am proud of the team we have working for OAPSE members. I believe that in the current climate of political attacks on unions, and the efforts by some to enact "right to work" legislation, it is important for OAPSE members to know what kind of work the OAPSE legal department performs and the level of professional services we deliver for the union and our membership."*



**K**risten McKinley has been a staff attorney with OAPSE since 2003, but her labor roots go back much farther. She was born and raised near Pittsburgh, Pa., to a father who was a

Vietnam veteran, a machinist and a member of the International Brotherhood of Electrical Workers (IBEW) and a mother who worked as an educational aide for learning support students and was a member of the Pittsburgh School Employees Association (PSEA).

Ranked in the top 10 of her high school class, Kristen was the first in her family to go to college. She attended Indiana University of Pennsylvania and earned her

Bachelor of Arts degree in Economics. She earned her Juris Doctorate at Ohio Northern University. Her first job was with the Ohio Attorney General's office, where she represented state agencies in lawsuits filed against them. She moved on to Nationwide Insurance, where she gained jury trial experience representing policyholders in auto accident cases.

Kristen has been with OAPSE for 11 years and has represented members all over the state in a variety of cases, including job-related discipline and terminations, traffic citations and criminal matters. She is active in the Ohio State Bar Association, Columbus Bar Association and Central Ohio Association of Justice.

In 2008, Kristen was elected to the State Board of Education to represent District 6, which includes all of Franklin County and a good portion of central Ohio. Her

term expired in 2012. She was also elected to serve on the board of directors of the National Association of School Boards of Education (NASBE) and is a current board member and chair of the rules committee for Central Ohio Crimestoppers.

She said among her most rewarding duties are representing members in cases that directly impact their ability to work, such as educational aide license discipline by the Ohio Department of Education and work-related traffic citations for bus drivers. Associate Director Gary Martin agreed, noting that, *"representing bus drivers in work-related traffic citations is not particularly glamorous, but it is important work and very meaningful to OAPSE members. The ability to fight for our members and get the points on their licenses reduced or eliminated is a big deal for them and their ability to work."*



**S**taff Attorney Matt Banal comes from a long line of coal miners and sheet metal workers, and his union background has come in handy since he signed on with OAPSE in August

2007. Part of a big family, he was born in Steubenville, Ohio, but raised mostly in St. Clairsville, just a stone's throw from the Ohio River and the West Vir-

ginia line.

During high school, Matt performed community service through campaigns organized by the Sheet Metal Workers International Association (SMWIA). He was awarded an SMWIA National Scholarship, which helped him attend Ohio University in Athens, where he was a Third Century Scholar. Matt graduated magna cum laude with a bachelor's degree in political science and history. He attended law school at The Ohio State University as an Academic Merit Scholar and earned his J.D. in 2005.

The Ohio Office of Collective Bargaining was his first stop after law school. As a labor counsel under governors Bob Taft and Ted Strickland, Matt represented the State of Ohio in negotiation and administration of statewide collective bargaining agreements covering corrections officers, represented by the Ohio Civil Service Employees Association (OCSEA/AFSCME Local 11); Ohio State Patrol (OSTA); and the Ohio Investigative Unit (FOP). In 2006, he served as the interim labor manager of

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the Department of Administrative Services. Since graduation from law school, he has served as a volunteer mediator for the Columbus prosecutor's office.

Since joining OAPSE, he has successfully overturned the wrongful terminations of 18 OAPSE members at Columbus City Schools. At Madison Local in Lake County, he helped put two OAPSE

members back to work with five years of back pay after the school district privatized busing and wrongfully forced them out of their jobs in 2008.

Lois Carson is president of the Columbus School Employees Association, which represents nearly 2,700 workers in Columbus City Schools. She said Matt is an invaluable resource. "Having

our legal department be there for us is wonderful. It is a huge selling point with our members – that we have the kind of professional staff we do. Qualified professionals throughout the staff, and particularly in the legal department, who have our backs and make sure employers follow the contract and the law," Carson said.



If you have had any contact with the OAPSE legal department, you have met Courtney Belcher. For 10 years, she has served as the legal assistant and as the "first line of defense" for OAPSE members who need assistance from one of the union's three full-time attorneys.

Courtney is from Wintersville, Ohio, where she graduated from Indian Creek High School. She also received a certificate of mastery and completion in graphic arts and computer aided drafting from Jefferson County Joint Vocational School and has completed 40 credit hours toward a paralegal studies degree.

Courtney came to OAPSE from her work as a legal assistant at the Ohio Legal Rights Service. She worked at Bank One (now Chase) as a child support specialist and at the Ohio Department of Jobs and Family Services as an accountant and payment analyst.

Courtney has a strong background in customer service, which is a key component of her position at OAPSE.

"When our members have a job-related legal situation, they really need our help, and I am usually their first contact with the legal department. So it's important for me to be calm and supportive and provide them the assistance that will reassure them that we will do the best possible job for them," she said.

Courtney assists the attorneys through maintaining files, preparing for hearings, making contact with adminis-

trative agencies, courts and school districts. Her favorite part of the job, however, is the direct contact with OAPSE members.

"I really like being available for our members who call looking for guidance because they received a traffic citation on the job. Or they have pending cases and would like a status update or an explanation on correspondence they received in the mail from their employer or a court. Or they call to speak to one of our attorneys, but they are out in the field fighting for our members' rights. I can reassure them that their case is in good hands with the OAPSE legal department." Members call to talk, "and I listen because most of the time, our members just want to know that someone is fighting for them and they haven't been forgotten." ■

## Top PEOPLE Contributors Set Strong Example



Cindy Perry



Karen Holdridge



Bonnie Grantz

Three OAPSE activists have put their money where their mouths are by being the top PEOPLE contributors for our union. Local 279 President Cindy Perry, Local 336 member Karen Holdridge, and Local 194 Secretary Bonnie Grantz all contribute \$1,000 annually to our political action fund.

Perry is also local union PEOPLE captain, Northwest District president and the State Executive Board member from Northwest District. Grantz is a member of the State Executive Board Budget Committee. Holdridge is a volunteer member organizer (VMO), who has worked on organizing and political campaigns across Ohio.

"These three women are truly setting a strong example through their financial investment in PEOPLE. They believe in the work we do through the political process to improve the lives of our members and all working families. I am very proud

of their commitment to PEOPLE and proud to work with them to raise PEOPLE dollars," said Barb Ward, State PEOPLE Chair.

Rob Fantauzzo, OAPSE political coordinator, said PEOPLE fundraising is off to a good start for the year. The "Recruiter Cash" incentive program has resulted in more than \$16,000 in increased payroll deductions to PEOPLE. He noted that the "Big Cash Raffle" raised nearly \$10,000 this year, even though no OAPSE conference was held.

PEOPLE is the union's political, legislative and fundraising arm. Since by law union dues cannot be used to fund political campaigns, voluntary member contributions to the PEOPLE fund are used to help elect pro-worker candidates and pass critical levies that keep OAPSE members working. PEOPLE (Public Employees Organized to Promote Legislative Equality) is about the difference between having things happen to you and making things happen. By participating in PEOPLE, you can have a direct impact on the political process - from helping shape policies on privatization and other issues that affect us, to helping elect the public officials who are your bosses.

For more information on joining PEOPLE or increasing your donation, contact Rob Fantauzzo at the state office or email at [rfantauzzo@oapse.org](mailto:rfantauzzo@oapse.org). ■





# Local 345 Launches Permanent Food Pantry to Help Feed Students

## Workers at Fairland Local Schools in Lawrence County Target Hunger Through OAPSE Making a Difference, Inc.

The members of Local 345 at Fairland Local Schools are going the extra mile to make sure their students have the best opportunity to learn. The local is working through the OAPSE Making a Difference, Inc., tax-exempt charitable entity to target hunger among the district's 1,800 students.

*"Our bus drivers, bus aides, secretaries, food service workers, librarians, custodians and instructional assistants work directly with Fairland students every day. We know an awful lot of them come to school hungry, and we wanted to do something about that. Hungry kids just can't learn at the level they need to, and we are determined to help them be the best they can be,"* said Barb Ward, a bus driver and 34-year member of Local 345 and the Southeast District executive board member.

Ward met with Superintendent Roni Hayes to determine how to target student hunger. Hayes is a Fairland High School graduate and knows the number of hungry children is growing every year. She and Ward agreed that a permanent food pantry in each of the district's four school buildings would be *"a great way to help over the long term. We want to be a permanent resource for families and students who need a little extra assistance to get by,"* Ward said.

Local 345 kicked off the food pantry

project on May 13 with a distribution of totes to the 1,800 Fairland students in grades K-12. The totes contained a meal and a large snack, drinks, as well as a note to families explaining the new program. *"We want our parents and families to know that we are the people who directly impact their children every day. We are proud of the work we do in our school district and proud of our participation in a project that will provide our families with a little help when they need it,"* Ward said.

Local 345 members spent two nights stuffing 2,500 bags. Those that did not go home with students will be available to hungry kids in the two elementary schools, the middle school and the high school. Teachers, administrators and members of Local 345 will work together to determine when a tote of food should go home with a student, Ward said. *"We really like the idea that each child received a tote. So now, if we send food home with a hungry student, no one has to know that the family is struggling. No one will be singled out as poor or hungry, because each child has a tote that we hope they will use as a book bag every day."*

OAPSE Executive Director Joe Rugola praised the local union leadership for the dedication to students and their families. *"The hard working members of Local 345 are demonstrating through this program*

*exactly what OAPSE members across Ohio do all the time – they go way beyond their job descriptions as bus drivers, secretaries, custodians, aides, librarians and food service employees. They genuinely care for their students and do whatever it takes to help children be successful – in school and in life,"* Rugola said.

The 50-member local union also received recognition from the superintendent, who praised Ward, Local 345 President Dennis Johnson, Vice President Jill Turner, Secretary Carla Daniel and Treasurer Jennifer Ward for their leadership in the district and on the hunger project. *"I have so much respect for the members of Local 345 for the work they do every day in our schools. We have a good working relationship, and I look forward to continuing to partner with them in the future,"* Hayes said. *"I just want to thank you for being here,"* she told local and district leaders and the OAPSE state officers, who made the trip to Lawrence County for the kick-off. *"Hunger among our students has been an ongoing issue for years and I'm thrilled to death that we'll be able to do this."*

Again this year, OAPSE partnered with Champion Foodservice Inc. located in Bucyrus, Ohio, which provided the food

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Putting the finishing touches on the bag assembly project are (l. to r.) Aide Tomacina Turley and Aide Jennifer Ward.



Local 345 officers (l. to r.) Secretary Carla Daniel, President Dennis Johnson and Vice President Jill Turner helped stuff the totes with food for distribution.



Librarian Helen Galligan stuffs totes with food for Local 345's "Making a Difference" program.

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at very discounted prices. *“Still, the costs to do this are high. I know our members, locals and districts will want to help fund this very worthy project. And they can do it with a tax-free charitable donation. It’s very heartwarming to be at an event like this and to see first-hand the impact we have on families. But it is just as meaningful to support these efforts through financial contributions. That’s what makes days like today possible,”* said State President JoAnn Johnntony.

Members of the media covered the event and ran stories on television and in the local newspaper. (See the box on Page 7 for information on how you can help fund this project with your tax-exempt contribution to OAPSE Making a Difference, Inc.) ■



Joining in the celebration of Local 345’s “Making a Difference” Food Pantry kick-off were (seated l. to r.) Local 345 Vice President and Southeast District Secretary Jill Turner, State Vice President Davida Russell, Southeast District State Executive Board Member and Fairland Local member Barbara Ward, State President JoAnn Johnntony, State Secretary Sandy Wheeler, (standing l. to r.) Executive Director Joe Rugola, Fairland Superintendent Roni Hayes and Southeast District State Executive Board Alternate Zat Salmons.

## Sue Harris Named to AFSCME 2015 Women’s Leadership Academy

### An OAPSE Activist Is Selected for Third Consecutive Year

For the third consecutive year, an OAPSE activist will be part of our national union’s Women’s Leadership Academy. Sue Harris, president of Local 391 at the New Philadelphia City Schools, was selected to be a part of the 2015 Academy, designed to prepare women officers or activists at the local union level for future leadership roles.

A bus driver, Harris joined the union in 1997. She is a contributor to PEOPLE, our union’s political action committee, and is a member of the OAPSE Statewide PEOPLE Committee. Harris serves as secretary of the East Central District and is a Volunteer Member Organizer (VMO). She has been active in campaigns both outside and inside Ohio, including the 2011 victory over Senate Bill 5, and numerous local issues.

Past Academy participants from OAPSE are Liz Walls (2013), former president of Mount Vernon City Schools Local 470, who is now a field representative for OAPSE; and Angie Klein (2014), president of Kettering City Schools Local 573 and Western District alternate on the OAPSE State Executive Board.

AFSCME created the Academy to

help women develop and hone the skills they need to lead the charge to create change for working families. According to AFSCME Secretary-Treasurer Laura Reyes, *“Women leaders know that to accomplish our goals we must actively recruit new members and engage other members to join us, fight for the issues that matter most to us at the bargaining table and in state legislatures, and lift up the voices and stories of AFSCME members to promote the value of public services.”*

OAPSE Executive Director Joe Rugola said Harris is an ideal example of a local leader who does exactly those things. *“Sister Harris is devoted to the core mission of our union – to secure dignity and respect for our members in their work and retirement lives. She is one of our union’s hardest workers and has been a willing and able voice in many critical campaigns that have impacted OAPSE members. She is very deserving of her selection to the Academy, and we look for good things from her in the future.”*

Harris said she is honored to have been selected and is anxiously awaiting the opportunity to learn and apply new lessons. *“I am very grateful to have this*

*opportunity to attend the Academy. I hope to learn a lot, be able to better myself and to give back to the union. I am looking forward to all of the things I will be learning, and also all the new union friends I hope to make,”* she said.

This six-month Academy includes a five-day orientation session in June, and a three-day closing session in December; completion of a local or council campaign project; and frequent contact with the national union and classmates through social media and webinars.

To be considered for the Academy, AFSCME members were required to demonstrate a commitment to our union’s 2015 priorities and to building AFSCME during the next decade. They had to have support from their AFSCME local or council. And, they had to have a proven record of engagement in activities that support the union’s priorities, such as organizing new members, advocating for increased member involvement or recruiting new PEOPLE members. ■



## District Elections Slated for Fall 2015

Half of OAPSE’s 10 districts will hold elections this year for state executive board seats. These odd-year elections for executive board members and alternates will take place in the **Central, North Central, Northeast, Northwest Central** and **Southwest Districts**. Also to be determined on the ballots will be district officers: president, vice president, secretary and treasurer. East Central, Eastern, Northwest, Southeast and Western districts will choose officers and executive board members and alternates in 2016. Once meeting details are finalized by the districts, postcards will be mailed from the state office with information about election sites, dates and times. If your district is voting this year, look for your postcard this summer and be sure to cast your ballot at your fall district meeting.



# 2015 OAPSE/AFSCME Memorial Scholarships Awarded



**Graham Mergler**

Graham was awarded the Lianne Vernell Memorial Scholarship. He is the son of Kathleen Mergler, Delaware City Secretaries and Educational Aides, Local 767. He will attend the University of Cincinnati where he will major in Business.



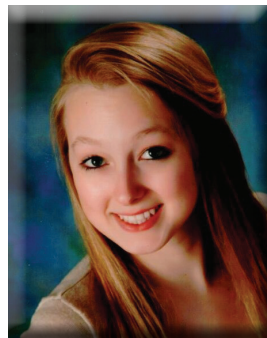
**Kara Barger**

Kara was awarded the Nancy Sanders Memorial Scholarship. She is the daughter of Ryan Vickers, Indian Valley Local Schools, Local 474. Kara will attend Mt. Vernon Nazarene University where she will major in Social Work.



**Angela Hammond**

Angela was awarded the David Hamilton Memorial Scholarship. She is the daughter of Tracy Hammond, Northern Local Schools, Local 359. Angela plans to major in Integrated Language Arts and Library Sciences at Mt. Vernon Nazarene University.



**Laverena Wienclaw**

Laverena was awarded the Laura Zborowski Memorial Scholarship. She is the daughter of Laren Wienclaw, Ashland City Schools, Local 233. She will attend the University of Akron to major in Computer Science Engineering.



**Jacob Leach**

Jacob was awarded the Barbara Jeffries Memorial Scholarship. He is the son of Rebecca Leach, Medina City Schools, Local 305. He will attend Mercyhurst University to pursue a degree in Criminal Justice Criminology.



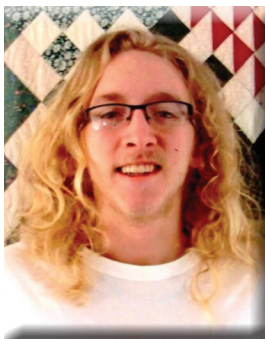
**Rebecca Kaufman**

Rebecca was awarded the Pete Christopher Memorial Scholarship. She is the daughter of Carl Kaufman, Ottawa-Glandorf Local Schools, Local 508. She will attend the University of Toledo and will seek a degree in Nursing.



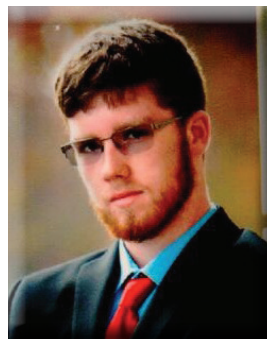
**Troy Loescher**

Troy was awarded the Tom Joseph Memorial Scholarship. He is the son of Tracy Loescher, Bowling Green City Schools, Local 311. Troy will attend Owens Community College where he plans to major in Business.



**Benjamin Ervin**

Benjamin was awarded the Hoberta Roach Memorial Scholarship. He is the son of Melissa Ervin, Nelsonville York Local Schools, Local 400. He will attend Ohio University where he plans to major in Education.



**Justin Griggs**

Justin was awarded the Nick Johnntony Memorial Scholarship. He is the son of Robin Griggs, Little Miami Local Schools, Local 516. Justin will attend The Ohio State University where he plans a double major in Physics and Astronomy.



**Troy Ward**

Troy was awarded the Gerald W. McEntee Tribute Scholarship. He is the son of Donna Ward, Dayton City Schools Secretaries, Local 158. He will be attending The Ohio State University and plans to major in Engineering.



The OAPSE/AFSCME Memorial Scholarships are awarded annually to a minimum of 10 students, one from each of the ten OAPSE Districts, in the amount of \$2,500. Applications available online beginning November 1st!



## Your Tax-Exempt Donation Makes a Big Difference in Union's Effort to Curb Hunger

OAPSE Making a Difference, Inc. is our union's tax-exempt entity set up to fund our community service projects. In May 2014, donations to OAPSE Making a Difference made it possible for our union to donate 2,000 bags full of food and books to four of the highest-poverty elementary schools in the Columbus City Schools district. Members, staff, local unions and districts all chipped in with tax-free contributions to help offset the costs of the bags and food. This year, we started a permanent food pantry at Fairland Local Schools. Your tax-free donation will go a long way toward the cost of feeding 1,800 students in four buildings.

"This is such a worthy cause, and I know I am thankful to be part of an organization that is working to eliminate hunger among our students. Please consider a donation to OAPSE Making a Difference, Inc. so we can continue to help improve the lives of the kids and families we serve across Ohio," said Sandy Wheeler, OAPSE state secretary and president of the tax-exempt charitable fund.

Members, staff, locals and districts can make checks payable to OAPSE Making a Difference, Inc. and send them to the OAPSE State Office, 6805 Oak Creek Drive, Columbus, Ohio 43229. ■

**OAPSE  
AFSCME**

**Making a Difference**



Ohio Association of Public School Employees  
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## AFSCME Family Fun Days Coupons Available!

**B**ecause you are a member of OAPSE/AFSCME Local 4, you have access to great pricing at Ohio zoos and amusement parks. Go to [www.oapse.org](http://www.oapse.org) and click on the "MyOAPSE" tab on the left side of the page. You will be directed to a page and asked for your membership number. Membership cards were mailed at the end of last year. Your number appears at the lower right of the card. If you need assistance finding your membership number, contact the state office at (614)890-4770.

Once you log in as a member, follow the prompts to get special pricing to Kings Island, Cedar Point, Wildwater Kingdom, and the Columbus, Toledo and Cincinnati zoos. Workers at those zoos are represented by AFSCME, so be sure to say hello to your sisters and brothers.

Remember, these discounts are only available to you because you are a member of OAPSE! They are just one of the reasons why it pays to belong to the strongest union for employees at public and private schools, public libraries, Head Start agencies, boards of developmental disabilities, residential care facilities, community and technical colleges and other private and public institutions.

Have a great summer at Ohio's amusement parks and zoos. ■

### OAPSE News

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