



OHIO CIVIL SERVICE
EMPLOYEES
ASSOCIATION

AFSCME
LOCAL 11
AFL-CIO

RONALD C. ALEXANDER
PRESIDENT
EDDIE L. PARKS
VICE PRESIDENT
KATHLEEN M. STEWART
SECRETARY-TREASURER
ANDY DOUGLAS
EXECUTIVE DIRECTOR

March 6, 2007

Mr. Cornelius McGrady

Dear Brother McGrady:

On February 24, 2007, the OCSEA State Board of Directors accepted the recommendation of the Judicial and Internal Affairs Committee (JIAC) that you be found guilty of violating OCSEA Constitution Article VIII, §1(D).

On April 12, 2006, you engaged in a verbal altercation with a member of your chapter, Brother Ben Odita. Both you and Brother Odita agreed that the root of the disagreement revolved around an internal union matter. After this argument, you sent an e-mail to Brother Odita accusing him of "violence in the workplace" and copied both labor relations and the Deputy Director 4. As a result of your actions, Brother Odita was investigated by management and fined two days pay.

You are hereby WARNED that behavior of this type is reprehensible in a union leader. It is the job of a leader to support and aid his/her constituency, not to bring harm. You should have known that your e-mail would more likely than not result in repercussions for Brother Odita. This is especially true given your reference to "violence in the workplace". Such language triggered management's duty to look further into the matter.

Be further WARNED that future behavior of this kind will result in a harsher penalty.

If you have any questions or need to contact me, please call Tracy Tackett at Central Office 1-800-266-5615, extension 4719.

In Solidarity,

Jim Eggers

Jim Eggers, Chairperson
Judicial and Internal Affairs Committee

JE:tat
Enclosures

cc: OCSEA Executive Committee
JIAC Members
Ben Odita
Sandra F. Bell, General Counsel
Lori Collins, Staff Representative
Chapter 2545 Officers and Executive Board