

## POLICY PRIORITIES: OHIO

### SENATE BILL 1: HIGHER ED DESTRUCTION ACT

**Sponsor:** Jerry Cirino (R-Kirtland)

**Latest:** Passed the Ohio House on 3-19-2025

**Details:** Bill passed in the Ohio House without amendments to protect workers' rights.

**Next Steps:** Bill was amended in the House so it will return to the Senate for a concurrence vote. Then it will go to Governor DeWine.

**Talking Points:**

- **Banning Faculty Strikes:** SB 1 takes away the right of public university faculty to strike, stripping them of a critical tool for workplace fairness.
- **Limiting Collective Bargaining:** The bill blocks unions from negotiating on key tenure issues, weakening faculty bargaining power.
- **Threat to Job Security:** SB 1 forces post-tenure reviews and changes employment terms, making it easier to undermine long-term faculty stability.

### SENATE BILL 8: UNION RELEASE TIME BAN

**Sponsor:** Steve Huffman (R-Tipp City)

**Latest:** 2nd hearing in Government Oversight & Reform Committee scheduled for 3-19-2025.

**Details:** The bill is supported by Americans for Prosperity, the Foundation for Government Accountability, Goldwater Institute, and Associated Builders and Contractors of Ohio.

**Talking Points:**

- **Attacking Union Rights:** SB 8 is a direct attack on public sector unions, stripping away paid leave for essential union advocacy and political engagement.
- **Undermining Collective Bargaining:** This bill voids contract provisions that allow union leave, overriding agreements that workers and employers have negotiated in good faith.
- **Limiting Union Participation:** By forcing workers to use personal leave for union advocacy, SB 8 discourages participation and weakens worker power.

### HOUSE BILL 96: STATE BUDGET PROPOSAL

**Sponsor:** Brian Stewart (R-Ashville)

**Latest:** Committees are currently holding hearings on HB 96.

**Details:** The current version of this bill is from Governor DeWine. The budget bill must be signed by June 30.

**Talking Points:**

- **Funding Cuts to Public Education:** HB 96 proposes a \$103 million reduction in formula funding for Ohio's 609 public school districts over the next two years, impacting resources available for student learning.
- **Undermining Teacher Contracts:** The bill allows state laws on teacher assignments to override existing collective bargaining agreements, potentially diminishing negotiated rights and job security for educators.

### RIGHT-TO-WORK PROPOSAL

**Sponsor:** Levi Dean (R-Xenia)

**Latest:** The proposed bill received four co-sponsors. It has not been introduced.

**Details:** Commerce and Labor Committee Chair Mark Johnson says he won't have a hearing on the bill. Could be reassigned to a different committee or placed into the budget.

**Talking Points:**

- **Criminalizing Dues and Fair Share Fees :** Would make it a crime for unions to require membership or collect dues.
- **Weakens Union Power:** Lets non-members benefit from union contracts without paying dues, weakening worker power.

# POLICY PRIORITIES: FEDERAL

## EXECUTIVE ORDERS

President Donald Trump has issued a series of executive orders aimed at undermining federal workers' rights, weakening unions, and slashing the public workforce:

- **Rescission of Labor-Management Forums (March 14, 2025):** An executive order rescinded previous mandates that established labor-management forums designed for collaborative discussions between union leaders and agency management. This action may reduce avenues for unions to engage in dialogue with federal agencies on workplace issues.
- **Removing PLA Requirements (March 14, 2025):** The Trump administration's executive order rescinds previous mandates that required the use of Project Labor Agreements (PLAs) on federal construction projects. This move directly undermines job opportunities for union workers, reducing their access to fair wages, benefits, and working conditions on these projects.
- **Dismantling of the Department of Education (March 20, 2025):** The administration unilaterally dismantled the U.S. Department of Education, reallocating its functions to other federal entities. This action threatens civil rights protections and key educational functions, potentially impacting unionized educators and staff.

## MEMORANDUMS & AGENCY RULES

- **Federal Workforce Reductions:** The administration issued a memorandum directing federal agencies to develop plans for significant employee layoffs and program consolidations. This move aims to reduce the federal workforce by approximately 200,000 positions by the end of 2025, potentially affecting services such as veterans' healthcare and disability programs in education.
- **Suspension of Federal Funding Programs:** A memorandum ordered a temporary pause on federal agency grants, loans, and other financial

programs. This suspension has created uncertainty among organizations, including schools and nonprofits, that rely on federal funding, potentially affecting unionized workers within these entities.

## LEGAL CHALLENGES

### Challenge to Mass Firings of Federal Employees

- Unions have sued over mass firings of probationary federal employees, claiming due process violations.
- Federal judges have ordered the reinstatement of 16,000 workers.
- Trump has appealed to the Supreme Court to block the reinstatement orders.

### Attempted Elimination of the Department of Education

- Unions, including the AFT, have sued to block the dismantling of the Department of Education without Congress' approval, citing harm to education.
- The lawsuit is ongoing, with the Department of Education asserting it will continue essential programs.

### Challenge to DOGE's Access to Sensitive Information

- Unions have sued to stop the Department of Efficiency Government (DOGE) from accessing private data, alleging privacy violations.
- A judge issued an injunction halting DOGE's data collection.
- The injunction remains in place while the case continues.

### Stripping TSA Workers of Bargaining Rights

- The American Federation of Government Employees (AFGE) has sued the Trump administration, arguing that stripping TSA officers of union representation is illegal and unconstitutional.
- Terminating the TSA collective bargaining agreement stripped 47,000 security officers of their union rights.