



IT'S YOUR DEMOCRACY PARTICIPATE IN IT!



OCSEA members ask all the time: As a public employee, can I be involved in political activities? And the answer is **YES!** This is your American Democracy too, and believe it or not, there's a lot you can do to make a difference. But there are few rules you, as a public employee, must adhere to to stay on the right side of Ohio's **Little Hatch Act**.*

WHAT YOU **CAN** DO UNDER THE LITTLE HATCH ACT



- Run for a non-partisan office at the local level.
- Engage in member-to-member communication regarding a political candidate (including by phone, or one-on-one and door-to-door).
- Campaign for an issue.
- Be a Poll Worker.
- Urge others to register to vote or to vote early.
- Access member election news at **OCSEAVotes.org**
- Wear a button to work (*or outside work*) supporting an issue or a candidate (*See your agency's dress code*).
- Put a candidate's bumper sticker on your car.
- Place signs in your yard supporting a candidate or issue.
- Donate to a legislator or statewide candidate (although not your boss).
- Participate IN ANY WAY you want upon retirement.

WHAT YOU **CAN'T** DO UNDER THE LITTLE HATCH ACT



- Run for partisan political office anywhere.
- Participate in "non-labor-to-labor" phone banks and door-to-door canvassing.
- Donate to a candidate's campaign or do fundraising if you work for the candidate (*e.g., Attorney General*).
- Stump or speak out publicly for a particular candidate.
- Do literature drops at the workplace in support of a candidate.
- Wear a t-shirt at work endorsing a candidate.
- Circulate a petition to get a candidate on the ballot.
- Campaign on social media for a candidate or a political party on work time or in your capacity as a public employee.

*Ohio's Little Hatch Act restricts the activity of classified public employees and was passed by Ohio to prevent public officials from making promises of employment or promotion due to a person's political party or affiliation. Employees who violate this law could face discipline up to and including removal. ORC: 123:1-46-02 & 124.57