

SEIU DISTRICT 1199 and STATE OF OHIO
CONTRACT OUTLINE
2018

ARTICLE 1 PURPOSE AND INTENT OF THE AGREEMENT –No Change

ARTICLE 2 UNION RECOGNITION - No Change

ARTICLE 3 UNION RIGHTS – No Change

ARTICLE 4 UNION SECURITY- No Change

ARTICLE 5 MANAGEMENT RIGHTS – No Change

ARTICLE 6 NON-DISCRIMINATION – No Change

ARTICLE 7 GRIEVANCE PROCEDURE

7.01 Purpose – No Change

7.02 Definitions – No Change

7.03 Specific Provision – No Change

7.04 Grievance – No Change

7.05 Termination of the Issue – No Change

7.06 Grievance Steps – No Change

7.07 Arbitration Procedures - **include use of FMCS arbitrators in specific grievances and telemediation pilot project created**

7.08 Non- Traditional Arbitration – No Change

7.09 Representation– No Change

7.10 Miscellaneous – No Change

7.11 Grievance Forms – No Change

ARTICLE 8 DISCIPLINE

8.01 Standard – No Change

8.02 Progressive Discipline – No Change

8.03 Pre-Discipline – Added requirement that pre-disciplinary packets be delivered at least 3 days prior to the hearing and advance notice of at least 3 days before the pre-d hearing

8.04 Investigations– No Change

ARTICLE 9 PROBATIONARY PERIODS

- 9.01 Initial Probationary Period – No Change
9.02 Promotion, Demotion, and Lateral Transfer, Probationary Period
 A No Change
 B No Change
 C. **Inter-Agency Transfer –establishes that initial probationary period inter-agency is 365 days**
 D. **Establishes that anyone entering from another bargaining unit serves 365-day probationary period**
9.03 Extension of Trail or Probationary Period --No Change

ARTICLE 10 VACATION ALLOWANCE

- 10.01 Rate of Accrual – No Change
10.02 Maximum Accrual – No Change
10.03 Scheduling – **Allows usage upon accrual - no longer have to wait for 180 days to use vacation for new hires – Also – vacation requests submitted at the same time will be considered by seniority all other requests will be considered by first come first served – cannot be bumped out of vacation once it is approved.**
10.04 Charge of Vacation Leave – No Change
10.05 Conversion of Vacation Leave Credit- Upon Separation
 From Service – No Change
10.06 Transfer of Vacation Leave –No Change
10.07 Death of an Employee – No Change
10.08 Leave of Availability – No Change

ARTICLE 11 HOLIDAYS – No Change

ARTICLE 12 PERSONAL LEAVE

- 12.01 Eligibility for Personal Leave – No Change
12.02 Personal Leave Accrual- No Change
12.03 **Charge of Personal Leave hours or any amount above, so 2.3, 3.6 anything over 2 hours after initial.hours or any amount above, so 2.3, 3.6 anything over 2 hours after initial.**
12.04 Notification and Approval of Use of Personal Leave - No Change
12.05 Prohibitions – No Change
12.06 Conversion or Carry Forward of Personal Leave Credit at Year's End – No Change
12.07 Conversion of Personal Leave Credit Upon Separation from Service – No Change

12.08 Transfer of Personal Leave Credit – No Change
12.09 Death of an Employee – No Change
12.10 Leave Availability – No Change

ARTICLE 13 SICK LEAVE – No Change

ARTICLE 14 BEREAVEMENT – No Change

ARTICLE 15 DISABILITY LEAVE - No ChangeNo Change

ARTICLE 16 SERVICE CONNECTED INJURY AND ILLNESS

16.01 Salary Continuation for Workers' Compensation Claims –
Created defined process for appeal if denied.
16.02 Other Leave Usage to Supplement Workers' Compensation –
No Change
16.03 Occupational Injury Leave – No Change
16.04 Transitional Work Programs – No Change
16.05 Implementation – No Change

ARTICLE 17 GROUP HEALTH INSURANCE –
Adjusted spousal surcharge language to be established in line with
OCSEA agreement. - Reduced the number of months of free
healthcare while on BWC from 24 to 12 in line with OCSEA. EE
can still get healthcare for last 12 months at normal cost.

ARTICLE 18 LIFE INSURANCE – No Change

ARTICLE 19 INDEMNIFICATION – No Change

**ARTICLE 20 OHIO EMPLOYEE ASSISTANCE PROGRAM (EAP)–No
Change**

ARTICLE 21 TRAVEL - No Change

ARTICLE 22 MOVING EXPENSES – No Change

ARTICLE 23 CONTINUING EDUCATION

23.01 Purpose – No Change
23.02 Tuition Reimbursement, Seminars and Conferences Fund–
increase annual amount to \$750,000 per contract year and
increase per member amount to \$3500 per contract year.

- 23.03 Educational Stipends– No Change
- 23.04 Time off for Classes – No Change
- 23.05 Continuing Education Units – No Change
- 23.06 Administrative Leave– No Change

ARTICLE 24 HOURS OF WORK AND OVERTIME

- 24.01 Work Week– No Change
- 24.02 Rate of Overtime Pay – No Change
- 24.03 Overtime Assignment –
 - A. – No Change
 - B. – No Change
 - C. – No Change
 - D. Mandation – New Language – no employee can be mandated more than 16 hours and cannot be required to report to work with less than 8 hours between shifts.**
- 24.04 Overtime and Compensatory Time– No Change
- 24.05 Jury Duty– No Change
- 24.06 Court Appearance – No Change
- 24.07 Meal Periods – No Change
- 24.08 Breaks – No Change
- 24.09 Required Meeting Attendance – No Change
- 24.10 Flexible Work Schedules–No Change
- 24.11 Place of Work – No Change
- 24.12 Posting of Work Schedules - No Change
- 24.13 Weekends – No Change
- 24.14 Shifts – No Change
- 24.15 Job Sharing – No Change
- 24.16 Shift and Assignment Openings – No Change
- 24.17 Pulling or Movement of Personnel – No Change

ARTICLE 25 – TEMPORARY WORK LEVEL – No Change

ARTICLE 26 LEAVES OF ABSENCE UNPAID LEAVES – No Change

ARTICLE 27 EMPLOYEE STATUS – No Change

ARTICLE 28 SENIORITY

- 28.01 Seniority Definition – **Brings language in line with Ohio Administrative Code – reduce number of years to get seniority upon return from disability separation from 3 years to 2 years.**

- 28.02 Identical Hire Dates– No Change
- 28.03 Seniority Lists – No Change
- 28.04 Conversion – No Change

ARTICLE 29 LAYOFF AND RECALL – No Change

ARTICLE 30 VACANCIES

- 30.01 Job Vacancies – No Change
- 30.02 Awarding the Job (Transfers and Promotions and Demotions) Enlarges the selection pool to the entire agency of 1199 members and protects shift movements at the facility/institution prior to vacancy movement.**

ARTICLE 31 PROFESSIONAL COMMITTEES –

- 31.01 State Professional Committee – No Change
- 31.02 Agency Professional Committees – No Change
- 31.03 Facility Professional Committees – No Change
- 31.04 Health and Safety Committees - **Add effective service delivery as a topic to discuss.**
- 31.05 Procedures – No Change
- 31.06 Other Committees – No Change

ARTICLE 32 HEALTH AND SAFETY PROCEDURES

- 32.01 Blood Borne Disease Precautions – No Change
- 32.02 Blood Donations– No Change
- 32.03 Metal Detectors – No Change
- 32.04 Tools and Accessories – No Change
- 32.05 Home Visits – No Change
- 32.06 State Vehicles – No Change
- 32.07 Notification of Medical Condition of Clients – No Change
- 32.08 Medical testing by Non-Medical Personnel – No Change
- 32.09 Rest Rooms – No Change
- 32.10 Strip Search – No Change
- 32.11 Working Alone – No Change
- 32.12 MH Medical Isolation – No Change
- 32.13 Video Display Terminals – No Change
- 32.14 DYS Client Transport– No Change
- 32.15 Hostage Leave – No Change
- 32.16 Right-to-Know About Toxic Chemicals – No Change
- 32.17 Institutional Office Visibility – No Change

32.18 Adult Parole Authority– **Update to Current DRC Policy and moved to APA Agency specific**

- ARTICLE 33** **SERVICE DELIVERY** – No Change
- ARTICLE 34** **CAREER** – No Change
- ARTICLE 35** **EMERGENCIES** – No Change
- ARTICLE 36** **PERSONNEL FILES** – No Change
- ARTICLE 37** **UNIFORMS** – No Change
- ARTICLE 38** **WORKING OUT OF CLASS**– No Change
- ARTICLE 39** **CLASSIFICATION CHANGES** – No Change
- ARTICLE 40** **VOLUNTARY COST SAVINGS PROGRAM** – No Change
- ARTICLE 41** **SUB-CONTRACTING** – No Change
- ARTICLE 42** **GENERAL PROVISIONS** – No Change
- ARTICLE 43** **WAGES**
- 43.01 Definitions of Rates of Pay – No Change
 - 43.02 Schedule of Wage Increases
July 1, 2018 – 2.75% increase (retroactive)
July 1, 2019 – 2.75% increase
July 1, 2020 – 3.0% increase
 - 43.03 Initial Hires – No Change
 - 43.04 Promotions – No Change
 - 43.05 Stand-by Pay – No Change
 - 43.06 Call Back Pay – No Change
 - 43.07 Report Pay – No Change
 - 43.08 Shift Differential - **Increased from 50 cents to 75 cents and from 1.00 to \$1.25.**
 - 43.09 Bilingual Pay Differential – No Change
 - 43.10 Risk Supplement– No Change
 - 43.11 Recruitment/Retention - – No Change
 - 43.12 Levels (PAIL) – No Change

- 43.13 Longevity Pay Supplement – No Change
- 43.14 Child Care Expense Reimbursement Program – No Change
- 43.15 Communication of Programs to Employees – No Change
- 43.16 Pay Shortages– No Change
- 43.17 Electronic Funds Transfer – No Change
- 43.18 Performance Evaluation– No Change
- 43.19 – Ratification/Contract Finalization Payment -**
Provides for 22 hours of comp for full time members and 11 hours of comp for part time members.
- 43.20 – Alternative Compensation Pilot – Allows parties to mutually agree on classifications to explore the use of alternative compensation for defined classifications.**

ARTICLE 44 PHYSICIANS’ PAY SCHEDULES

- 44.01 Salary Level - No Change
- 44.02 Physician’s Pay Tables
July 1, 2018 – 2.75% increase (retroactive)
July 1, 2019 – 2.75% increase
July 1, 2020 – 3.0% increase
- 44.03 On duty – No Change
- 44.04 On-call – No Change
- 44.05 Recruitment/Retention – No Change

ARTICLE 45 NO STRIKE/NO LOCKOUT – No Change

ARTICLE 46 SAVINGS CLAUSE – No Change

ARTICLE 47 TERMINATION OF AGREEMENT

- 47.01 Duration
This Agreement shall be effective on Date and shall terminate at 11:59 p.m. on April 30, 2020.

ARTICLE 48 COPIES OF THE AGREEMENT - No Change

ARTICLE 49 DRUG TESTING - No Change

APPENDIX A BARGAINING UNIT CLASSIFICATIONS – Updated to reflect deleted classifications. – see TA’s

APPENDIX B LAYOFF JURISDICTIONS – Changed per Agency – see TA’s.

APPENDIX C OCCUPATIONAL INJURY LEAVE GUIDELINES – Provided a reasonable time frame for an impacted employee to see an Approved Physician.

APPENDIX D DRUG-FREE WORKPLACE POLICY – changed to incorporate medical marijuana. See TA.

APPENDIX E ALTERNATIVE WORK LOCATIONS - No Change

AGENCY AGREEMENTS AND MEMORANDA OF UNDERSTANDING

DEPARTMENT OF HEALTH – Established a process for vacation canvass to honor seniority and allow time off – addressed 10-day/2-day survey concern.

DEPARTMENT OF JOBS AND FAMILY SERVICES– No Change

OHIO DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES – No Change

ADULT PAROLE AUTHORITY- Increased allowance to \$330.00 from \$200.00 – secured weapons buyback program at retirement – all officers receive a one-time credit of 8 hours of compensatory time.

DEPARTMENT OF REHABILITATION AND CORRECTION– Formed a committee to establish mandation rules – Class Specs office space selected by seniority

OPPORTUNITIES FOR OHIOANS WITH DISABILITIES– Removed minimum qualifications from language – all counselors receive 16 hours of compensatory time

DEPARTMENT OF VETERANS SERVICES– No Change

BUREAU OF WORKERS COMPENSATION – No Change

DEPARTMENT OF YOUTH SERVICES – No Change