

Article	Changed	Highlights - what we won what we fought off
ARTICLE 1 - PURPOSE AND INTENT OF THE AGREEMENT	Current Contract Language (CCL)	No change
ARTICLE 2 - UNION RECOGNITION	CCL	No change
ARTICLE 3 - UNION RIGHTS	Change	Increased paid time for delegates to attend training to regular shift instead of 8 hours. Good for delegates who work 10s and 12+ 1199 is the only state Union who has this benefit for delegates.
ARTICLE 4 - UNION SECURITY	CCL	No change
ARTICLE 5 - MANAGEMENT RIGHTS	CCL	No change
ARTICLE 6 - NON-DISCRIMINATION	CCL	No change
ARTICLE 7 - GRIEVANCE PROCEDURE	Change	Streamlined the grievance procedure to make it easier and timelier for members grievances to be heard and adjusted.
ARTICLE 8 - DISCIPLINE	Change	Eliminated fines from the discipline grid, preventing management from being able to force employees to work for free.
ARTICLE 9 - PROBATIONARY PERIODS	Change	Protected a member's right to return to their position after a transfer if it didn't work out for them. Management wanted to take away all fallback rights. Extended probation to 365 for transfer/promotion which is consistent with other probation periods.
ARTICLE 10 - VACATION ALLOWANCE	CCL	No change
ARTICLE 11 – HOLIDAYS	CCL	PREVENTED the state from being able to force non-traditional scheduled employees to work a five-day 8-hour schedule during the week of a holiday, which would cut holiday premium and required employees to work five days during a week. Other state Unions have conceded this in their contracts, we have not. This could be at risk in fact finding.
ARTICLE 12 - PERSONAL LEAVE	CCL	Management wanted to increase notice for personal leave to 48 hours, require 7 days notice for usage on major holidays, and PROHIBIT personal leave on other holidays. The committee defended against all these major concessions!
ARTICLE 13 – SICK LEAVE	Change	Protected ability to use sick leave at 100% and supplement any sick leave paid at less than 100% with additional sick leave to allow all sick leave to be paid at 100% if the member so chooses. Made a commonsense change to allow "licensed medical provider" to provide the doctor's note instead of only the physician. Could lose the current 100% benefit and the verification improvement in fact finding due to other unions not having this improvement.
ARTICLE 14 – BEREAVEMENT	CCL	Prevented the State from taking away aunts and uncles. 1199 is the only Union to still include them. These would be at risk in fact finding.
ARTICLE 15 - DISABILITY LEAVE	CCL	No change
ARTICLE 16 - SERVICE CONNECTED INJURY AND ILLNESS	CCL	No change
ARTICLE 17 - GROUP HEALTH INSURANCE	CCL	Secured and protected current health insurance and our Union's voice in out-of-pocket costs and coverages. The state demanded total control over coverages out of pocket costs. All state Unions held strong and protected all members in this area.
ARTICLE 18 - LIFE INSURANCE	CCL	No change
ARTICLE 19 - INDEMNIFICATION	CCL	No change
ARTICLE 20 - OHIO EMPLOYEE ASSISTANCE PROGRAM	CCL	No change
ARTICLE 21 - TRAVEL	Change	If the State had their way, they would force everyone who travelled for work to follow the "Commuter offset" which would steal time <i>and</i> mileage from members at the start and end of their days based on how far away they live from their HQ. The Union successfully argued to instead change the field employee threshold from 80% to "majority of time" which means more pay for non-

		field employees who don't reach the 80% and PROTECTS the current 20-minute limit. Other state Unions have to deduct 45 miles when they travel for work regardless of whether they have a travelling position! We could have lost this at fact finding.
ARTICLE 22 - MOVING EXPENSES	CCL	No change
ARTICLE 23 - CONTINUING EDUCATION	Change	Increased reimbursement for each member to \$4000 per year and expanded reimbursement to include license and certification renewal costs – saving licensed professionals \$\$\$ and helping members further their education at little or no cost to them! This improvement is worth \$2,250,000 over the life of the contract.
ARTICLE 24 - HOURS OF WORK AND OVERTIME	CCL	Prevented the state from changing schedules to eliminate overtime due to training by outside parties. Stopped management from requiring prior approval for all breaks. Committee fought these off like many other potential concessions!
ARTICLE 25 - TEMPORARY WORKING LEVEL	CCL	No change
ARTICLE 26 - LEAVES OF ABSENCE	Change	Included Foster and Caregiver Leave to leaves per the Ohio Revised Code.
ARTICLE 27 - EMPLOYEE STATUS	CCL	No change
ARTICLE 28 - SENIORITY	CCL	No change
ARTICLE 29 - LAYOFF AND RECALL	CCL	No change
ARTICLE 30 - VACANCIES	Change	State wanted to be able to reduce jobs in their series to hire lower-paid, less-qualified employees instead of posting positions for current members. We need high-quality positions, filled by Union members, not lower standards! Secured automatic classification progression for members who attain certain levels of education. Changed posting period for jobs from seven days to five days to speed up hiring process.
ARTICLE 31 - PROFESSIONAL COMMITTEES	CCL	State wanted to restrict time for delegates to be able to advocate for members in agency labor management meetings, cutting off your voice. Your committee stood strong and protected your current language.
ARTICLE 32 - HEALTH AND SAFETY PROCEDURES	CCL	No change
ARTICLE 33 - SERVICE DELIVERY	CCL	No change
ARTICLE 34 - CAREER	CCL	No change
ARTICLE 35 - EMERGENCIES	CCL	No change
ARTICLE 36 - PERSONNEL FILES	Change	Discipline time on the record to include leaves greater than two weeks.
ARTICLE 37 – UNIFORMS	CCL	No change
ARTICLE 38 - WORKING OUT OF CLASS	Change	Changed requirement for WOOC grievances to include the duties being grieved. This would be on the grievance anyway. The state wanted to <u>stop</u> members grieving <u>any</u> WOOC issue, if they had filed a grievance in the past year. We prevented this and negotiated a commonsense solution to allow members to grieve <i>different</i> duties but not the same duties again. Management wanted also to change the four days WOOC to consecutive days, making it harder to challenge working out of class. We rejected this.
ARTICLE 39 - CLASSIFICATION CHANGES	CCL	No change
ARTICLE 40 - VOLUNTARY COST SAVINGS PROGRAM	CCL	No change
ARTICLE 41 - SUB-CONTRACTING	CCL	No change
ARTICLE 42 - GENERAL PROVISIONS	CCL	No change
ARTICLE 43 - WAGES	Change	Secured across the board raises of 5%, 4.5% and 3%. This is worth nearly \$42 million over the duration of the agreement and an average increase of over \$10,000 per member over the life of the contract. INCREASED Shift differential to \$1.00 per hour for all and \$1.50 per hour for nurses. Changes the hours to ensure that all hours between 3:00pm and

		<p>7:00am will be paid shift differential instead of having to work the majority of the hours. This means more members will get the differential.</p> <p>For nurse classifications, included all hours between 3:00pm and 7:00am to ensure sixteen hours of differential and prevent them eliminating hours they consider "first shift" for 12- and 13.20-hour nurses. Also allows agency and Union to negotiate changes locally to ensure they fit with actual schedule times.</p> <p>Expanded recruitment and retention to include Recovery Services, Parole and others to receive supplements.</p> <p>Secured retroactive pay to July 1, 2024.</p>
ARTICLE 44 - PHYSICIANS' PAY SCHEDULES	Change	Updated pay schedules to include the annual raises of 5%, 4.5% and 3%
ARTICLE 45 - NO STRIKE/NO LOCKOUT	CCL	No change
ARTICLE 46 - SAVINGS CLAUSE	CCL	No change
ARTICLE 47 - TERMINATION OF AGREEMENT	Change	Updated dates of the contract.
ARTICLE 48 - COPIES OF THE AGREEMENT	CCL	No change
ARTICLE 49 - DRUG TESTING	CCL	No Change
APPENDIX A - BARGAINING UNIT CLASSIFICATIONS	Change	Included new positions in the Classification tables of Workforce Development Coordinator and Instructions Service Provider
APPENDIX B - LAYOFF JURISDICTIONS	Change	Housekeeping change.
APPENDIX C - OCCUPATIONAL INJURY LEAVE GUIDELINES	Change	Housekeeping changes.
APPENDIX D - DRUG-FREE WORKPLACE POLICY	Change	Moved one piece of language regarding testing methods from Section 2 to Section 3. Updated to reflect the federal testing regulations
APPENDIX E – ALTERNATIVE WORK LOCATIONS	Change	<p>Remote work and Working From Home.</p> <p>We won the RIGHT to make working from home a contractual Union benefit securing the right to request to work from home, forcing management to be accountable for their decision by providing specific detailed reasons for any denial which can then be challenged through the grievance process and held to a set standard, no more arbitrary, capricious and discriminatory denials. Also included language preventing management from terminating a member's telework agreement without the same safeguards and grievance rights.</p>
APPENDIX F - FURLOUGH	CCL	
ADULT PAROLE AUTHORITY	Change	Increased equipment allowance \$50 per year each year of the contract to a total of \$500 in 2026. \$1500 retention bonus and moved to pay range 10 – increasing longevity pay and risk supplements accordingly
DEPARTMENT OF HEALTH	Change	Expanded the pool to hire Surveyors to Medicare standards
DEPARTMENT OF JOB AND FAMILY SERVICES	Change	Agency will notify union 14 days prior of new hires for orientation.
DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES	Change	<p>Includes recovery services in Recruitment and Retention Supplements</p> <p>Expanded vacation advancement to include Recovery Services, Social Workers and Psychologists</p> <p>Changed call off requirement to hour before shift</p>
OPPORTUNITIES FOR OHIOANS WITH DISABILITIES	CCL	
DEPARTMENT OF REHABILITATION AND CORRECTION	CCL	
DEPARTMENT OF VETERANS SERVICES	CCL	
BUREAU OF WORKERS' COMPENSATION	CCL	
DEPARTMENT OF YOUTH SERVICES	CCL	
MOU - Reclassification	New	<p>Agreement that would immediately move newly licensed professionals to higher pay range on gaining license: Social Worker 1 to Social Worker 2, Behavioral Health Provider 1 to 2, and Alcohol and Drug Counselors 1 to Correctional Program Coordinator. This means more pay sooner. Also ensured that initial and transfer probation periods would overlap if needed to prevent being on probation two straight years.</p>

Letter of Intent – Reducing Mandatory Overtime	NEW	<p>Agreement between State and Union that there is a need to review mandatory overtime in institutional agencies and to explore alternatives using special project travelling nurses, creating a float pool, other incentives for voluntary overtime, and recognizing the seriousness of the problems associated with mandations.</p> <p>This is a commitment from the state to meet and agree to solutions to overtime. It is a big gain as the state has previously refused to concede any control over mandation, which is huge issue for nurses.</p>
Implementation Letter of Agreement – Parole Officer Pay Ranges	NEW	Moving Parole officers from pay range AP to pay range 10 and combining the step progression to match. Increasing longevity pay and risk supplements accordingly – now based on pay range 10.
Side Letter – Parole Officer Retention Payment	NEW	Secured all Parole Officers and Senior Parole officers a retention payment of \$1500.
Side Letter – Juvenile Parole Officer Retention Payment	NEW	Secured all Juvenile Parole Officers and Senior Juvenile Parole Officers a payment of \$500.
DEPARTMENT OF HEALTH	Change	<p>Expanded the pool to hire Surveyors to Medicare standards</p> <p>Improved members rights on training opportunities to allow a member to request a second training opportunity if the current track has not been completed. Management cannot unreasonably deny the request.</p> <p>Field surveyors now able to choose travel home with mileage and paid time if an overnight assignment is changed with less than 48 hours' notice.</p> <p>Changed names of surveys to be compliant with CMS (Immediate jeopardy and on immediate jeopardy)</p> <p>When canvassing a week of vacation the employee shall not be mandated on the preceding Friday, Saturday and Sunday and the following Friday Saturday and Sunday.</p> <p>Delete Health and Safety Committee language specific to renovations as not needed because there are no longer renovations. Still able to attend and raise issues at existing Health and Safety Committee meetings.</p>