

SEPTEMBER 2025



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Stronger Together

STATE OF OHIO NEWSLETTER

Union Power in Action

Ohio Department of Mental Health and Addiction Services (ODMHAS) had two essential Nurse Educator positions vacant with no plans to fill them so our Union took action. We filed a grievance under Article 30 of our contract and we won. Both positions are now filled, a direct result of our Union standing up and enforcing the agreement we fought hard to secure. This is the power of our Union. When we speak up and enforce our contract, we win.



State Increases Insurance Premiums, We Fought Back

As of July 1, the State of Ohio imposed a unilateral increase to employee health insurance premiums. In response, our Union has filed both a grievance and an Unfair Labor Practice (ULP) charge with the State Employment Relations Board (SERB), citing the state's failure to bargain in good faith. We are working in coordination with all State of Ohio unions, who have also filed ULPs to fight this unjust change.

We will continue to keep you informed as more information becomes available.

State Budget Blocks Bargaining on Remote Work

The state's recently passed budget had a harmful provision prohibiting future collective bargaining over the right to remote work for state employees. This is a direct attack on workers' rights to bargain for flexible, modern working conditions.

Remote work is a workplace issue. It affects our schedules, our commutes, our family responsibilities, our health, and our quality of life. Taking it off the table removes an essential benefit that protects our work-life balance. This move isn't just anti-Union. It's anti-worker. It strips away our ability to have a say in how and where we do our jobs. The Union is exploring all options to fight to protect hard won rights.



Printed Contracts Coming Soon

The finalized version of the 2024-2027 contract has been uploaded to our website, and printed contract books have been ordered. The printer has not yet provided a confirmed delivery date, but we will notify you as soon as it is available and schedule delivery accordingly. In the mean time, you can view the current contract on our website, <https://www.seiu1199.org/state-of-ohio/>

Tuition Reimbursement Update

According to Article 23, members are entitled to tuition reimbursement for classes, seminars, workshops, and conferences. The state maintains a fund of \$750,000 per fiscal year, and each employee is eligible for up to \$4,000 annually. The new fiscal year began on July 1st, and as of July 12th, approximately 4.65% of the budget has been used, with \$715,123.87 remaining in the SEIU/1199 Employee Development Fund. Members interested in using the fund should visit das.ohio.gov and click on "Resources for Employees." From there, select "Talent Management," then "Learning and Talent Development." On the right side of the page, click the red square to access the FAQ for the Employee Development Fund.



Employee Development Fund

The link below provides a step-by-step guide for members on how to submit a reimbursement request through the Employee Development Fund (EDF) system. It includes instructions on logging into MyOhio, navigating the reimbursement request form, entering course details, adding attachments, and submitting the request. Each section of the form is explained in detail.

For more information, view the full guide:

https://www.seiu1199.org/wp-content/uploads/2024/10/EDF_Job_Aid-1.pdf

Organizing Unions for All

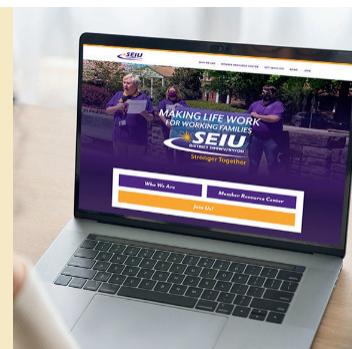
Do you want to help build power for working people in facilities who don't have a union?

If you have friends or family that work in the hospital, nursing home, or other service industries who are interested in joining the Union, SEIU is continually growing and working to organize workers in our fight for worker and social justice. We have an organizing department ready to support workers who want to stand up for the treatment they deserve. If you have organizing leads, send them to Samara Knight at sknight@seiu1199.org or call the MRC at 877-419-7348.

Check Your Membership Benefits

Did you know you can access exclusive benefits as a part of our Union? SEIU 1199 would like to invite you to take advantage of all three of your member benefit programs: your membership card, the SEIU Member Benefits Program, and savings with Union Plus.

Contact the Member Resource Center or visit our website: <https://www.seiu1199.org/> to learn more.

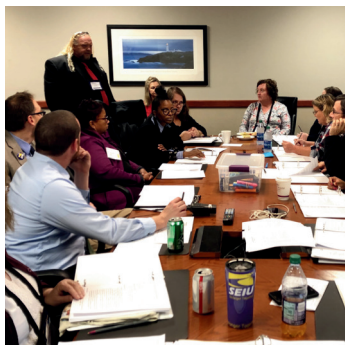


Understanding your Contract – Article 36 – Personnel Files

Did you know you have the right to view your personnel file upon request? To gain access to your personnel file you must submit a written request to your appointing authority. Access is available during normal business hours, and you can even authorize a representative to review it on your behalf.

This ensures you can stay informed about information kept in your file. It is your information, and you have the right to review it!

If you are assaulted or attacked by a patient/inmate/client, you have the right to call 911 and report the crime even at work. You are not prohibited from doing so.



Get Involved

The Union is always looking for members to become more involved as active leaders in their chapter. Luckily, if you are interested in becoming a leader in the union, there are plenty of roles you can fill! If you are interested in becoming a delegate, member strength coordinator, or any leadership role within your chapter, please reach out the Member Resource Center so you can get the training you need to start being an active leader.

Save The Date

Mark your calendar for some of our upcoming events.

Upcoming APC Dates

BWC - Sept. 8

JFS and DCY - Sept. 9

OOD - Sept. 18

Recovery Services - Oct. 7

APA - Oct. 15

ODH - Oct. 28

MHAS - Nov. 5