

ODH Membership Meeting Agenda, August 11, 2025

Date: September 16th, 2025 & September 22nd, 2025 (minutes are combined)

Location: 246 N. High Street Building

Attendees:

- September 16th, 2025: 18
- September 22nd, 2025: 23

1. Housekeeping:

- Apologies from the chair: the next meeting is scheduled for September 22nd, on teams only. An email will go out. This meeting will focus on surveyors and the change in their vacation scheduling.
- October meeting is currently scheduled for October 20th.
- Next APC tentatively scheduled for October 28th: **contact your delegate team to add items to the agenda.**
- After last APC meeting, LR requested delegate/union representation be limited to 2 union representatives.
 - Our position is, we are **not** limiting delegates but will discuss meeting format/decorum. It is important to have all delegates present to provide the widest available perspective of their areas/sections/bureaus.

1. Delegate trainings

- 2/19 – Online Basic
- 5/22 – Intermediate
- 7/31 - Online Basic
- 9/24 – Advanced
- 10/16 – Online Basic

*Will add another basic as needed.

3. Union building identifying, developing, and electing leaders

- Current delegates
- Open positions: **If you are interested, or know someone who should be nominated, please contact gdavies@seiu1199.org.**

Facility	Name	State Email
Bureau of Survey and Certification	Angela Thomas, Surveyor (LTC)	Angela.Thomas@odh.ohio.gov
Bureau of Survey and Certification	Darlene Swords, Surveyor	Darlene.Swords@odh.ohio.gov
Bureau of Survey and Certification	David Marlowe, Surveyor	David.Marlowe@odh.ohio.gov
Bureau of Survey and Certification	Molly Davis, Surveyor	Molly.Davis@odh.ohio.gov
HIW-Violence and Injury Prevention	Brittany Burns, Public Health Consultant	Brittany.Burns@odh.ohio.gov
Bureau of Regulatory Operations	Chris Binder, Reviewer	Chris.binder@odh.ohio.gov
BID-ORBIT/TB/HAI	David Martin, Infectious Disease Control Consultant	David.Martin@odh.ohio.gov
Bureau of HIV/STI/HEP	Heather Searfoss-Allaire, Public Health Consultant	Heather.Searfoss@odh.ohio.gov
BID-Immunization (Toledo)	Julie Keegan, Public Health Consultant	Julie.Keegan@odh.ohio.gov
HIW-Chronic Disease	Liz Curry, Public Health Nutritionist	Elizabeth.Curry@odh.ohio.gov
Bureau of Maternal, Child, and Family Health	Molly Nelson, Public Health Vision Consultant	Molly.nelson@odh.ohio.gov
Bureau of Environmental Health and Radiation Protection	Seeking Nominations	

Bureau of Health Preparedness	Seeking Nominations	
Bureau of Public Health Laboratory	Seeking Nominations	
Bureau of Survey and Certification	Seeking Nominations	
Bureau of Survey and Certification	Seeking Nominations	
Center of Public Health Excellence	Seeking Nominations	
CFH-WIC	Seeking Nominations	
HIW-Health Promotion	Seeking Nominations	
Office of Informatics, Data, Epidemiology and Analytics	Seeking Nominations	

4. Grievance Updates

- RTO
 - As there are so many grievances, we are trying to get representation from multiple aspects to address RTO in mediation.
 - Waiting for mediation: Our process is limited/slowed by a lack of mediators. This is due to the federal labor department firing many arbitrators. Mediators are not allowed to fulfill the role of mediator and then to be an arbitrator in the same case. This is causing cases to go straight to arbitration. We are asking to streamline by having a "mediation day" so this phase is not skipped.
 - The Employer could waive mediation; however the union would prefer to go to mediation to strengthen our cases for arbitration.

5. SEIU 1199 Member Feedback

- Vacation Canvas, Surveyors
 - Surveyor delegates report that most seem to be happy with the change.
 - Question to ask: Is there a ratio of staff to available open slots? **After 9/16 meeting Geoff and Heather met with LR to ask this question. LR stated that in the future, the hope is to add more slots or eliminate the limit all together. LR did not want to guarantee this change but noted that they are actively reviewing how this change works to make further changes.**
 - Is there more demand for more? Are we using all we have now? **LR will review usage to see if days are being maxed out with those continuing to request.**
 - How quickly will slots that are previously scheduled and then cancelled be available to those looking to request? **LR states they are reviewed weekly currently. In the future, they are working to create a system for members to see what is available in real-time.**
 - Surveyor delegates also note, overall, the culture within survey has changed to the positive within the last year. Most noted; lack of mandation, staff feeling more supported, staff being heard by supervisors regarding concerns AND receiving feedback.
- Members attending membership meetings
 - Geoff spoke with Labor Relations (LR) about addressing management to follow contract language. Hesitation from LR is providing blanket guidance when it may be only a few being the problem. LR's position is if a manager/supervisor denies

member attendance or provides negative feedback, alert the delegate team to follow-up with LR for their intervention. Efforts will be made to address to not lead to retaliation.

- It is allowable to attend membership meetings and contact your delegate when you need to.
- Some managers are calling attention to the policy that EEs can only work between 7:00 am - 6:00 pm.
 - There are tools to use for altering your regular schedule: "alternative work schedule" and "the flex form" (HEA0353).

6. Committee Reports:

- Health and Safety (H&S): Notes to be entered into the minutes. **If you have concerns about workplace health, safety or facilities, report at any time to Heather or Molly Nelson to address with LR as soon as possible or to add to the agenda for the quarterly H&S meeting.**

7. Misc.

- Budget: every agency is reviewing all open positions before filling. They cannot eliminate positions/downgrade (per contract) without going through contract guidance.
 - Management said "the director does not WANT to have layoffs" due to State/Fed budget cuts.
- Management is struggling to provide a vacancy report. Geoff to follow-up (again) with LR.
- Gemba walks announced in latest HR Newsletter.
 - Union to ask for additional information on scope and what will be done with the information gathered.
 - ***Geoff and Heather met with LR after the meeting and were assured the intention is good and not intended to cause anxiety or suspicion. LR stated that a heads-up will be provided. Also stated that directors/leadership performing the walks will be extremely time limited. If employees are unavailable (in a meeting, on break, etc.), the opportunity to meet with the directors/leadership will be missed.***
 - We do reserve the right to inquire due to possibility of info being used in investigations or PIPs. If anyone has specific instances of corrective action occurring after these walks, please alert your delegate team.

ODH Joint Health and Safety Meeting Minutes

September 10th, 2025

Attendees for:

DAS- Jarod Conley, Richard Miller, Sean Pollock

ODH- Josh Wiethe, Bill Beavin

OCSEA- Chris Zukoski, Kim Bass

1199- Heather Searfoss-Allaire, Molly Nelson

Safety procedures/items

- Management states goal going forward is to be more proactive about workplace safety. Since RTO is fully implemented, reviews are being made of the safety policy and our physical space (cube layout, furniture, etc.).
 - New Safety Policy: In development, unions will be involved. No official release date yet.
- Drills (fire, tornado, active shooter, etc.).
 - Rally point for both 35 & 246 is Third St. & Chestnut (Fire & Active Shooter).
 - Second one TBD; directors to confirm and floor wardens will disseminate.
 - This information is covered in new hire on boarding. **Union requests this information is disseminated again as some newer members report not being told.**
 - "Run, Hide, Fight" protocol for active shooter situations. This is covered in annual training.
 - All bathrooms are considered safe rooms.
 - Be aware: you may be detained before reaching a rally point to ensure you're not the threat.
 - Floor warden program
 - First Floor Warden training was completed today (9/10/25). Additional training is to come. Coordinated by Bill Beavin.
 - 25 floor wardens are being trained, each floor covered by at least one.
 - Floor wardens will be engaging with staff and disseminating safety information.
 - Access Concerns: Floor warden access to all areas not guaranteed—**needs review**. This is specific to having access to 35 coming from the crossovers during an emergency.
 - PA System:
 - Whole-building system is checked monthly.
 - Was on bypass due to construction. It is now available and is being checked for volume (previously too quiet).
 - Most common emergencies are medical, and elevator related.
 - If 911 is called, Security must be notified and involved. This includes medical emergencies.
 - Restricted access during emergencies:
 - Access is available to crossovers on all floors. As the safety policy is being reviewed this will be addressed and considered.

- **Specific Union concern is access coming from 246 through the crossover to 35 on the 6th floor. Access to 35 elevators.**
- **Also noted by the Unions, access to floors that does not include ODH is a concern.**
 - **Suggestion is that safety plans specifically take this into account for evacuation concerns.**
- Badge stations cannot be opened remotely by Security.
- First Aid Kits
 - Each bathroom has a “bleed kit” since they are designated safe rooms. In each of the elevator lobbies there is a case that includes the AED that also includes a first aid kit.
 - Both are checked monthly by security (condition and adequate supply).
 - Additional first aid kits for the agency/bureaus/sections provided by individual agencies, not by DAS.
 - **Will ODH being supplying additional first aid supplies to floor wardens?**

Accessibility

- New handicap access buttons to be installed on the south side of the building for the crossovers. Aimed at improving mobility aid access.
- Occupancy levels:
 - Building is well below maximum occupancy.
 - Moving furniture to allow better emergency access.

Pest control procedures

- Report sightings immediately to Bill Beavin or Josh Weithe.
 - Take pictures if possible. Make sure to include location and whether it was alive/dead.
- Pest control service occurs the last week of each month (dead bugs = treatments are working).
- Protocol/procedure review for pest control in the future.

Cleaning, trash, and supplies

- Food Waste: Dispose of in breakrooms or crossover areas only. Regular desk/cube trash is okay for paper or dry waste. This will also help with pest control.
 - **Union requested desk trash cans contain an extra bag. Cleaning providers will be instructed.**
- Bathroom paper towel dispensers are being replaced to be uniform for ease and economy of purchase.

Construction Updates

- Roof System is being replaced for both 35 & 246.
 - Project starts soon and run through Spring 2026 (246's work will begin early 2026).
 - Expect increased noise and cranes on Hickory.
- All major construction is completed in the 246 building. Only minor projects remain (cube/desk configuration, etc.).

Misc.

- Power & electrical safety

- Do NOT daisy chain power strips. Josh Weithe is looking at ways to increase access above desks (rather than under on the floor).
 - **Union asked for update on status of electrical access for the help desk area on the 1st floor. Josh Weithe confirms it will be addressed next week.**
- As the weather turns colder, friendly reminder, personal space heaters are not allowed.
- Security updates
 - Badge access: Stricter enforcement —must have badge to enter. No more buzzing people in who forget their badge.