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S T A T E O F O H I O N E W S L E T T E R

Jury Duty Leave Restored for State Employees

Our Union reached an agreement restoring paid leave for employees serving on jury duty, effective September 18, 2025. The new Letter of Agreement ensures members will no longer have to use vacation or unpaid time when performing their civic duty. This win is the result of our Union's persistence in protecting members' rights and ensuring fair treatment in the workplace.



Update: New GLP-1 Coverage Option Through Virta

In case you missed it, there's been an update to GLP-1 coverage for weight loss. Thanks to ongoing advocacy by Union members on the Joint Health Care Committee (JHCC), the State of Ohio will now offer discounted GLP-1 program through Virta, the State's weight loss vendor. Eligible employees and spouses can receive a 50% cost reduction and reimburse up to 2,500 employees/spouses \$200 monthly when participating in the Virta Sustainable Weight Loss Program. This new option is for weight loss only, GLP-1 coverage for diabetes remains unchanged. For more information, please refer to the email received in October.

Dependent Audit Underway

Our health plan is conducting a dependent eligibility audit to ensure everyone covered under the plan meets the eligibility requirements. This process helps protect our fund and control costs so benefits remain strong and suitable for all employees.

A third-party company is managing the audit to guarantee all personal information is handled confidentially and securely. Similar audits have been conducted in the past and have helped identify ineligible dependents, saving money and preserving resources for those who are truly eligible for coverage.

This audit is a routine part of maintaining our benefit plan's integrity.



Printed Contracts Now Available

Organizers are working with delegates to distribute printed contracts to all worksites. Contact your delegate or Administrative Organizer to get your copy.

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 October 16th, approximately 44.22% of the budget has been used, with \$418,339.75 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 19 – Indemnification

Article 19 protects Union members from personal liability for actions taken while performing their job duties. In other words, if you're acting within your scope of work, such as a nurse following a doctor's order, you're not personally responsible for damages that may occur. The employer may cover legal costs or settlements if an employee faces a civil action related to their work.

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

MHAS - Nov. 5

DRC - Nov. 18

BWC - Dec. 8

APA - Nov. 17

DYS - Nov. 18

DCY - Dec. 9