

MARCH 2024



1.877.419.7348



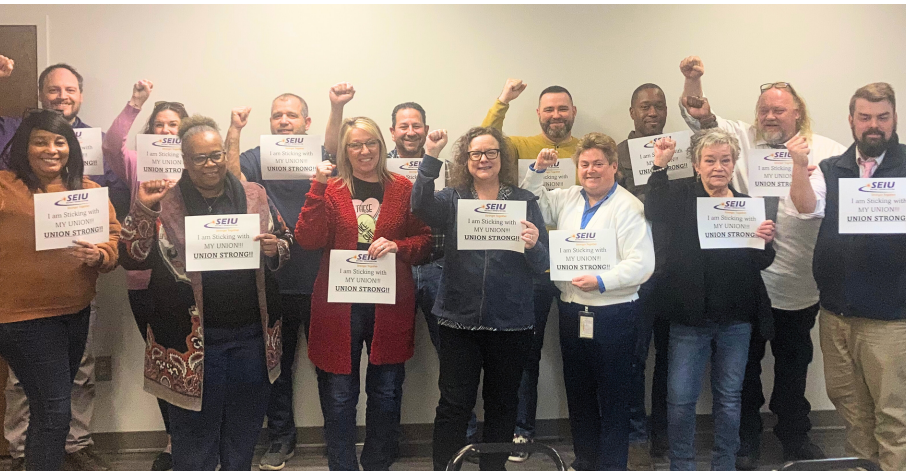
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seiu1199.org/mrc



STATE OF OHIO NEWSLETTER



2024 Contract Negotiations

Our contract with the State of Ohio expires on April 30th, 2024. At this time, our tentative first bargaining session with the State is April 11th. Below are the leaders who were elected to serve as your 2024 main table negotiating committee. Please reach out to them if you have any concerns you would like to see addressed in your contract.

Your Negotiating Committee

Nancy Cooper (OMHAS)	Leslie Gates (DYS)	Ronna Woods (OOD)
Karen Dale (OMHAS)	Athena Diven (DRC)	Claudia Major (OMHAS)
Chris Eichhorn (OMHAS)	Lisa Ragland (DRC)	Stacey Adams (Recovery Services)
Teresa Stephens (BWC)	Angie Foltz (APA)	Ray Gordon (APA)
Samuel Wernick (ODM)	Amy Jenkins (APA)	
Jeanine Martell (ODJFS)	Dwayne Henson (DVS)	
Heather Searfoss-Allaire (ODH)	Renee Huff (DODD)	

Steps to Securing the Best Contract

Your participation is pivotal in making the changes we'll be fighting for during negotiations. There are many ways you can be involved in securing the best contract possible. You can attend events and town hall phone calls. You can make your voice heard in your workplace. Finally, along with signing the pledges in the section below, you can also submit a photo of yourself, showing the state you support our union by sending it to your organizer or going to <https://seiu1199.org/union-strong>.



State Workers' Rights to Strike

During the course of our contract with the State of Ohio, we agreed that we will not strike. In return, the state promises that they will not lock out any SEIU employees. However, if we are unable to get a fair contract after the contract expires we are free to strike like any other worker. As we have no members who are a part of conciliations units, there is no SEIU 1199 classification who is legally unable to strike. It's important that the State knows that we are not going to accept a subpar contract. We deserve better. Stand up and show your support, sign our pledge by contacting your organizer, delegate or going to our website at <https://www.seiu1199.org/state-pledge/>.



Tuition Reimbursement Fund

According to Article 23, members are entitled to tuition reimbursement for classes, seminars, workshops and conferences. There is \$750,000 per fiscal year in a fund that the state maintains. Each employee is eligible for up to \$3,500 per year. The new fiscal year started on July 1st, with a new balance for this fund. As of February 26th, there was a total of \$355,335.27 left in this budget. Members who are interested in using the fund should go to das.Ohio.gov and click on "Resources for Employees". Next, click on "Talent Management," then "Learning and Talent Development." Click the red square to the right to you can check FAQ Employee Development Fund.

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.

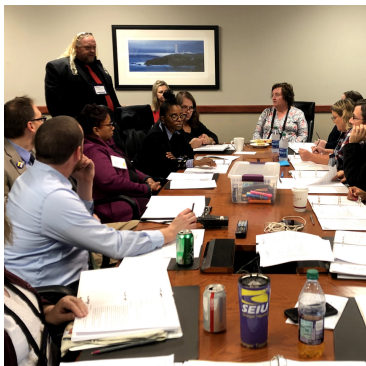
Understanding your Contract – Article 8 – Disciplinary Protection

Article 8 protects you from being disciplined without just cause. Some public contracts don't provide the level of just cause protection you have in your contract.

Arbitrators routinely subscribe to the Seven Tests of Just Cause. These include:

1. Was the employee adequately warned of the consequences of her conduct?
2. Was the employer's rule or order reasonably related to efficient and safe operations?
3. Did management investigate before administering the discipline?
4. Was the investigation fair and objective?
5. Did the investigation produce substantial evidence or proof of guilt?
6. Were the rules, orders, and penalties applied evenhandedly and without discrimination?
7. Was the penalty reasonably related to the seriousness of the offense and the past record? Did the employer consider mitigating and extenuating circumstances?

Discipline must be proportional to the gravity of the offense, taking into account any mitigating, extenuating, or aggravating circumstances. As SEIU 1199 members, you're protected by your Union contract and legal rights that permit you to be represented by a union representative when you're facing potential discipline.



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.

March and April APCs

March 11 - DCY and JFS

March 14 - OOD

March 19 - BWC

March 19 - DRC

March 19 - DRC

March 27 - Recovery Services

Statewide Town Halls

March 19 - 5pm - Teams

March 26 - 5pm - Teams

April 15 - 5pm - Teams

April 30 - 5pm - Teams