

FREQUENTLY ASKED QUESTIONS: FROM THE OCSEA CONTRACT ROAD SHOWS

Q: **Our current contract was extended to July 11, when should we expect to see a pay raise if the new contract is approved by members?**

A: A 5% pay raise for the first year of the new contract takes affect July 1. It will appear in the paycheck that covers the first week of July.

Q: **Are there increases to healthcare premiums, deductibles or copays?**

A: Employees will continue to pay 15% of healthcare premiums while the State covers the remaining 85%. There are no changes to deductibles or copays. But the cost of premiums will increase by 4.5%, which is less than the national average of 7.0%. The Union protected the right of union members to have a voice about health care changes through the Joint Health Care Committee (JHCC), which will continue to monitor health care throughout the three year contract. This includes a contract update that permits the JHCC to be involved in the health care Request For Proposal (RFP) process.

Q: **Is the 365-day probation period for new and current employees?**

A: The 365-day probation period applies to new employees and current employees who receive a promotion once the contract is ratified. Employees currently on probation should contact their Staff Representative or Chapter Steward immediately to ensure that the original conditions of your probation is maintained.

Q: **Did the State of Ohio ever offer a wage package higher than 4%,3%, 2%?**

A: No.

Q: **I'm an ODOT Highway Technician, and I'm uncertain if the HT Series progression revision impacts me. What should I do?**

A: HTs on the construction path should contact their Chapter Presidents or Staff Representatives who can explain the progression steps and requirements. Those specifics are outlined in a HT progression flow chart and Memorandum of Understanding (MOU) agreed to by both parties. Chapter Presidents and Staff Representatives have that information as well as the allocation list of impacted members. HTs should also attend the upcoming ODOT District roll out events.

Q: **I missed my chapter's voting. Can I still vote on the contract?**

A: Yes, you can vote using a challenged ballot. Contact your Chapter President or Staff Representative immediately about your remaining voting options.

Q: **What happens if the contract is voted down?**

A: For classifications that cannot strike (see page 14 of the Tentative Agreement), it would go to binding conciliation. For classifications that can strike, the Negotiating Team could call a strike in accordance with Section 4117.14(D)(2) of the Ohio Revised Code. Both outcomes are referenced on the color-coded ballots by classification.

