

June 27, 2025

Governor Mike DeWine
77 S. High Street, 30th Floor
Columbus, Ohio 43215-6117

REF: Request for Gubernatorial Veto of State Employee Work Location Provisions in H.B. 96

Dear Governor DeWine,


On behalf of OCSEA, which represents approximately 27,000 state employees across Ohio, we urge you to veto the provisions in House Bill 96 that mandate in-office work and remove telework as a subject of collective bargaining. These provisions would negatively impact the entire state workforce—union and non-union—by eliminating effective telework options, overriding existing labor agreements, and banning future negotiations over flexible work arrangements. They impose unnecessary burdens on employees who have successfully met their responsibilities through remote or hybrid models.

More broadly, this legislation undermines your executive authority to manage the state workforce. It removes management's discretion to make operational decisions based on agency needs, staffing realities, and evolving technologies. These decisions should remain under the purview of the executive branch—not dictated through rigid legislative mandates.

Telework is a proven, cost-effective, and efficient work model that has supported strong performance, reduced overhead, and improved employee retention. Imposing a blanket return to in-person work disregards these benefits and creates unnecessary disruption across state agencies. It also sets a dangerous precedent by legislating terms of employment that should be determined through collective bargaining, weakening both labor-management relationships and good governance.

We urge you to veto these provisions to preserve your authority to manage Ohio's public workforce, protect the integrity of collective bargaining, and support a modern, adaptable approach to public service.

Respectfully,


Christopher Mabe
President
OCSEA

Cc: Office of Collective Bargaining