

CHAPTER 2599 ODJFS/Medicaid
General Membership Meeting Minutes
October 23, 2025

| OFFICERS | | P | E | U |
|-----------------------|-------------------|---|---|---|
| President | Damon Neal | X | | |
| V. President | Tyrone Grant | | X | |
| V. President Medicaid | Jamecia Little | X | | |
| Secretary | Tonya Reese | X | | |
| Treasurer | Ul'Ique Campbell | X | | |
| Asst. Treasurer | Toni Tuck-Newsome | X | | |
| Corresponding Sec. | Angela Brant | X | | |

| EXECUTIVE BOARD | | P | E | U |
|-----------------|---|---|---|---|
| Peter Egwudo | X | | | |
| Staci Helman | | | X | |
| Lisa Packer | X | | | |
| Angela Walls | X | | | |
| VACANT | | | | |

Meeting called to order @ 6:01 pm by President Damon Neal

Roll Call - Quorum present

SECRETARY REPORT - TONYA REESE

Motion to accept August 2025 General Membership and October Executive Board meeting minutes, made by Tonya Reese, 2nd by Shawnett Wade. **MOTION CARRIED**

Motion to accept President Neal's recommendation for Janice Amoako to fill the vacant Executive Board seat left by Tyrone Grant, made by Tonya Reese, 2nd by Ul'Ique Campbell (Jamecia Little - Opposed). **MOTION CARRIED

TREASURER'S REPORT - UL'IQUE CAMPBELL

Motion to accept corrected July 2025 treasurer's report with an ending balance of \$14,846.71 made by Ul'Ique Campbell, 2nd by Toni Tuck-Newsome. **MOTION CARRIED**

Motion to accept August 2025 treasurer's report with an ending balance of \$12,249.95 made by Ul'Ique Campbell, 2nd by Shawnett Wade. **MOTION CARRIED**

Motion to accept September 2025 treasurer's report with an ending balance of \$16,801.95 made by Ul'Ique Campbell, 2nd by Beverly Finklea. **MOTION CARRIED**

Expenses for 3rd quarter that were budgeted... Motion to approve/note 3rd qtr expenses made by Ul'Ique Campbell, 2nd by Beverly Finklea. **MOTION CARRIED**

OCSEA Convention \$18,967.09

APRI National Educational Conference \$7226.95

Observer \$3,684.00 (**not in the original budget**)

Board Poll to purchase Delegates Tshirts for the OCSEA Convention. **PASSED**

PRESIDENT'S REPORT - DAMON NEAL

The spirit of afraid..... Pres. Neal stated we work in agencies that provide human services. And we work in some parts that are partially or totally federally funded. Most folk have a misconception and believe that people that work for the federal government all work in Northern VA, Maryland or DC, but that is not true. We have a lot of folks in our very community who work for the federal government, right here in Columbus, Ohio. All or some of you, like he does, knows somebody that knows somebody that depends on the SNAP program for food assistance as well as the services provided by Medicaid. President Neal said that he knows people who are being adversely affected by the trickle-down effect of this 23-day-old shit show called a government shutdown. Some of you think that some of you on this call don't think it should affect you, that it does not affect you, but you are wrong, in one way or another. Either way, this isn't the hill we go to die on. We just have to get through this as well as the everyday.....

We have an election coming up on Nov 4th, that's important. Pres Neal states he doesn't care about your politics he is voting democratic because that's what he has to do right now. We have an employer that answers to a man and politicians that tell that man what to do.

Our employer has become very aggressive in trimming the fat, cutting dead weight and exposing waste. We have employees at COSTCO with their Surface Pro when they are supposed to at home working. Some employees just at home not on their computer all day, but still log 8 hrs of time in Kronos! Some employees concoct a condition stating they can't work, but are seen somewhere across the country. As advocates, we have a job to help our people not get into trouble. We are to make sure our employer is not violating our/your contract. We can't save people from themselves. Members who are reporting to a building, be diligent about what your are putting in Kronos. Observe the call off policy, they are looking for any reason to call you on the rug. All you need is a written warning on the books and that starts the discipline train.

There is a very piece of harmful language in our new contract regarding promotional/probationary employees that we sold our souls to for 12.5%!! Everyone was not happy with the 12.5% but with this new language a 29 year employee who doesn't pass probation could be out on the street. We all know the severity of whats going on out here. We also have federal employees our here being forced to work with no pay. If you have anything you can donate to the food banks please do so.

Pres Neal wanted to "shout out" and thank you to all the Convention Delegates!!

VICE PRESIDENT REPORT - JAMECIA LITTLE

Damage over at the Medicaid building, broken pipe falling on staff. Because of the damage, staff got to work from home for 2 days.

Still got contractors over there.

The number of investigatory's has gone down and VPM Little is glad about that.

VPM Little wanted to recognize the members who joined us on the meeting tonight. One of them started as a intermittent and became a full time employee. They along with some others are also taking advantage of the opportunities and discounts through AFSCME and OCSEA.

Ul'Ique mentioned at DCSC they were doing layoffs, the wife quit and became a contractor and is still employed, but the husband is furloughed and remains unemployed. Pres. Neal states the contractors are not being paid either and they don't get back pay, no benefits and no retirement. These problems are real and bills still need to be paid.

Veterans Conference is coming up. We have one spot left. You also have the opportunity to nominate someone for The annual Veteran Supporter of the Year Award, as well as the Larry Crimmins Award.

STATE BOARD REP - DAMON NEAL

In an agency up north 11 members fraud-ed the UET system, some of them for close to roughly \$50,000 by forging grades, curriculum and classes, Those funds are donated by our employer and those are tax payer dollars. That is no different from stealing from PNC. Those members are going to lose their jobs but OCSEA has to represent them or be charged with ULP (unfair labor pratice).

STAFF REP - JAMECIA LITTLE

If you're trying to file ADA to keep from going into the office, be careful that you don't ADA yourself out of a job.

The state... the laws have actually changed regarding, your ability to go back to work after being disability separated. It's always been common knowledge that you have 2 years to return back from the time that you were disability separated, you actually do not. You have 2 years to return back to work from the last day you were in active pay status. So, if you go out because you're ill and you go out on short-term disability and you exhaust your full year of short-term disability. At the end of that year, they have the ability to then disability separate you. If they do that you don't have two years to return back to work, you then have only a year, or whatever time from the last time that you actually worked to return back to work, because disability, even though you were paid for it, is not considered active pay status, and the current legislation says you must be in active pay status. So once you are disability separated, you have to wait 6 months before you can get recertified to return to work. So folks need to be very, very, very careful in their attempt to work from home. And this applies to anybody that ends up disability separated. Our staff rep is just cautioning everyone, don't have your doctor completely write you out of your job. And we have had it happen at both Medicaid, JFS, and some other agencies.

She is in a current fight at Medicaid about the excessive use of intermittent's. She will be going to mediation about that in a couple weeks.

JFS members, as Pres Neal stated earlier make sure that you are where you are supposed to be. Your alternate work location is not McDonald's, not your car and not your hotspot, it has a physical address. Make sure that if you are not at your primary working location/work-from-home location, that you are working from your approved alternate location and you let your bosses know. There have been issues with that and It's coming back up. Folks are being required to report into the office 5 days a week. Just make sure that you're where you're supposed to be when you're supposed to be there.

The state office tower, floors 30, 31, and 32 have been renovated. It has been reconfigured, new cubicles have been put up, they have cleaned up and made the offices all pretty. She did ask Labor today who will be going into those offices, and onto those floors, and as of now it's just exempt staff from the Office of Family Assistance and Child Support. So again, I remind everyone to be mindful that teleworking is not permanent, and if they find space for you, you will be going in.

We took a hit with this new probationary language and with our current administration we may not be able to get rid of it.

A lot of people have their own ideas and thoughts when it comes to politics but as State employees you have the ability to pick your boss. Make sure you are picking a boss that tells you they respect you, your work and your ability to actually negotiate for your terms and condition of employment by being in a union. Any state employee that votes for someone that tells you flat out, I'm trying to get rid of you, the unions and does not support your ability to pay your mortgage..... Remember in 08, no money and cost saving days. We made because we had a governor and management that was willing to work with us and figure things out together. We don't have that type of administration any longer. Our Staff Rep states she is fighting tooth and nail in every agency about everything. They don't respect us and they are operating from a place of control. Staff Rep recommends that everyone should come to work, do their 8, be where they're supposed to be and then go home, so that she doesn't have to come in and defend you for coming to work drunk, missing call off, abusing the sick leave, pattern abuse, or any of that.

OLD BUSINESS

Christmas Party/Gift Cards . The Chapter budgets and passes motions for various things every year and over the past 2 years we have spent a lot of money but we have not issued member incentives (gift cards) to our members. The Christmas party we host, only a small number of members participate in that event. The members see our reports and see how and what we are spending our money on. We need to be more mindful of how and what we spend our funds on and make sure we are spending it to benefit the membership as a whole.

A ton of discussion was held surrounding distribution of member incentive (gift cards) and It has been decided that members will receive **one** member incentive as a thank you for sticking with your union. This incentive will be a gift card in the amount of \$40 to be distributed via email by January 31, 2026. We have 300 \$40 gift cards, from 2023 that were not claimed by members for whatever reason, those will be redirected. We will purchase the additional needed (200) to make sure all members receive their incentive.

We also had a ton of discussion surrounding the Christmas/Holiday party. Thoughts were thrown around about maybe having one every other year and definitely scaling back on how much we spend especially when it benefits a very small part of our members. Motion to cancel this years Christmas party made by VPM Jamecia Little, 2nd by Ul'Ique Campbell. **MOTION CARRIED** **We will reach out to Berwick to see if we can get our deposit back.

GOOD AND WELFARE

Make sure you have a valid, current personal email address on file with OCSEA and the chapter to make sure you are getting all information regarding your union. When you change your information it is your responsibility as the member to make sure OCSEA has your updated information!!

Communication - VPM Little stated one way we can try and spread info since most of JFS is still working remote, check the Table of Organization and see who your members are that work in your area. Chat with them and share information as you find out so we all stay in the know about things that are going on in and with the union.

President Neal states as an Eboard we must do better!!!

Motion to adjourn made by Jamecia Little, 2nd by Ul'Ique Campbell.

2599 Chapter Website - www.ocseachapter2599.com
Chapter email address - ocseachapter2599@gmail.com

Tonya Reese, Secretary Chapter 2599

******PROBATIONARY CONTRACT LANGUAGE**

Initial probation. That is your brand new, new hire probation straight off the street. You gotta do a full year.

If you fail probation, you fail probation. There's nothing I can do about that. If you take a promotional opportunity within your own agency that is still covered by my contract, you have the ability to, if you fail probation, to go back to your previous position. That is where they can send you back, okay? If you work for the Department of Taxation. And you have been at taxation for 25 years as a AP2, and you take an AP2 at JFS, They telework and that's where I want to go. And you don't make probation, and you have to also do a year probation once you get to JFS. That is new contract language that came out this last contract that is new. You are processed as an inter-agency transfer.

However, because you left your original employer, you do not have the right to go back to your previous job if you fail probation. If you fail probation, you go to the street. Each agency is a separate employer, even though they are all under the umbrella of the state of Ohio. So taxation can't hold your position or not backfill that job waiting to see for a year if you make probation at JFS or not.

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Because... and they can fail you on probation, and it doesn't necessarily have to be about work product, and there's not... I can't grieve it. I have no dog in that fight, there's nothing I can do about it. So, if you and the supervisor don't get along, because y'all's attitudes don't gel, or whatever, and she decides, I want you out of here. there's nothing I can do about it, and you've just tossed however many years of service you had down the drain.