

**EFFECTIVE JUNE 30, 2006**

	Ohio Revised Code	Contract Language
<p><b>RC 124.09</b> Powers &amp; Duties of Director</p>	<p>1. Adds language to exempt proficiency assessments of employees from the director's records open to public inspection</p>	<p>Art 17.06</p>
<p><b>RC 124.11</b> Unclassified and Classified Service</p>	<p>1. Adds language to limit when an employee can exercise fallback rights. 2. Clarifies that an employee removed for cause is not eligible to receive fallback rights. 3. Clarifies that an employee forfeits fallback rights when the employee transfers between agencies.</p>	<p>Changes needed for clarification</p>
<p><b>RC 124.134</b> Vacation Leave for Employees Exempt from Collective Bargaining</p>	<p>1. Adds language that vacation leave is not available for use until it appears on the employee's earnings statement and the compensation associated with that earnings statement is available to the employee.</p>	<p>Art. 28.06</p>
<p><b>RC 124.135</b> Miscellaneous and Discretionary Leave</p>	<p>1. Adds language to eliminate paid witness leave for a state employee that is subpoenaed as a result of secondary employment outside the service of the state.</p>	<p>Art. 30.05</p>
<p><b>RC 124.151</b> Direct Deposit of State Employee's Compensation</p>	<p>1. Adds language to extend the mandatory direct deposit requirement to all state employees. 2. Adds language to create an exemption for those union employees hired before June 5, 2002 unless the applicable contract requires them to have direct deposit.</p>	<p>Art. 36.09</p>
<p><b>RC 124.152</b> Pay Range and Schedule for Exempt Employees</p>	<p>1. Adds language to increase the current exempt pay tables 3 percent on July 1, 2006.</p>	<p>Art. 36.02</p>

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<p align="center"><b>RC 124.18</b> Overtime Pay Holiday Pay</p>	<ol style="list-style-type: none"> <li>1. Adds language to exclude time that is used in lieu of sick leave from the time considered to be active pay status for purposes of determining an employee's eligibility to receive overtime pay.</li> <li>2. Adds language that compensatory time is not available for use until it appears on the employee's earnings statement and the compensation associated with that earnings statement is available to the employee.</li> <li>3. Adds language that employees who are scheduled to work on a holiday and call off sick the day before, the day of, or the day after a holiday shall forfeit their right to holiday pay for that day unless there is a documented, extenuating circumstance which prohibited the employee from reporting for duty.</li> <li>4. Clarifies that an employee whose work schedule is other than Monday through Friday is entitled to eight hours of holiday pay for holidays observed on the employee's day off regardless of the day of the week on which they are observed.</li> <li>5. Adds language that employees scheduled to work more than eight hours in a day, may be required to change their schedule or receive additional holiday pay for the hours the employee is normally scheduled to work. The employee will receive eight hours of holiday pay for the day the holiday is observed.</li> <li>6. Adds language that part-time employees shall receive holiday pay on a pro-rated basis, based on the daily average actual hours worked, excluding overtime, in the previous quarter and the quarters shall be calculated for the preceding quarter on January 1, April 1, July 1, and October 1.</li> </ol>	<p align="center">Art. 13.10 Art. 26.04 Art. 26.01 Art. 26.02</p>
<p align="center"><b>RC 124.321</b> Layoffs <b>RC 124.324</b> Displacement Rights</p>	<ol style="list-style-type: none"> <li>1. Establishes a paper layoff process.</li> <li>2. Allows director to determine notice provisions for paper layoffs.</li> </ol>	<p align="center">Art. 18.03</p>
<p align="center"><b>RC 124.382</b> Sick Leave Credit</p>	<ol style="list-style-type: none"> <li>1. Adds language that sick leave is not available for use until it appears on the employee's earnings statement and the compensation associated with that earnings statement is available to the employee.</li> <li>2. Clarifies that sick leave usage for the year begins with the paycheck that includes the first day of December.</li> </ol>	<p align="center">Art. 29.08 Art. 29.02</p>
<p align="center"><b>RC 124.386</b> Personal Leave Credit</p>	<ol style="list-style-type: none"> <li>1. Adds language that personal leave is not available for use until it appears on the employee's earnings statement and the compensation associated with that earnings statement is available to the employee.</li> <li>2. Clarifies method of pro rating personal leave for newly appointed exempt employees (to make language consistent with changes to sick leave in RC 124.382)</li> </ol>	<p align="center">Art. 27.09</p>
<p align="center"><b>RC 124.392</b> Voluntary Cost Savings Program</p>	<ol style="list-style-type: none"> <li>1. Adds language to allow the director of administrative services to establish a voluntary cost savings program for exempt employees.</li> </ol>	<p align="center">Appendix R</p>

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<p><b>RC 124.82</b> Health, medical, hospital, dental or surgical benefits</p>	<p>1. Adds language to allow the department of administrative services to enter into contracts with one or more insurance carriers or health plans to provide the same plan of benefits.</p>	<p>Art. 20.04(A)</p>
<p><b>RC 124.822</b> Minimum enrollment for health insuring corporations</p>	<p>1. Deletes language establishing the minimum enrollment requirements for health insuring corporations seeking to provide health care services to state employees.</p>	<p>Art. 20.04(A)</p>
<p><b>RC 124.87</b> Employee health benefit fund</p>	<p>1. Clarifies that amounts from the health benefit fund may be used to pay costs attributable to multiple third-party administrators.</p>	<p>Art. 20.04(A)</p>
<p><b>RC 124.92</b> Participation of HIC in open enrollment of employees in expanded service area</p>	<p>1. Deletes language requiring the authorization of a health insuring corporation that has expanded into an additional county to participate in the next open enrollment period for employees who reside in that county.</p>	<p>Art. 20.04(A)</p>
<p><b>RC 3917.04</b> Deductions from salary or wages</p>	<p>1. Adds language to limit the voluntary supplemental benefit plans in which state employees may enroll to those that are selected through a state administered request for proposal process, and clarifies that employees currently enrolled on or before the effective date of the amendment may continue to participate in such plans. 2. Adds language to clarify that a payroll deduction may be used only for those voluntary supplemental benefit plans selected through a state administered request for proposal process.</p>	<p>Art. 20.06</p>
<p><b>RC 5923.05</b> Paid Military Leave</p>	<p>1. Adds language extending the military pay differential to certain employees called to duty by the Governor pursuant to RC 5923.21.</p>	<p>Art. 30.02(D)</p>

**EFFECTIVE JULY 1, 2006**

	<b>Ohio Administrative Code</b>	<b>Code</b>	<b>Contract Language</b>
<b>AC 123:1-5-03</b> Retaining rights to the classified service upon appointment to the unclassified service	<ol style="list-style-type: none"> <li>1. Adds language to limit when an employee can exercise fallback rights</li> <li>2. Adds language clarifying that an appointing authority may rescind an employee's unclassified appointment at any time.</li> </ol>	§124.11	Changes needed for clarification
<b>AC 123:1-23-12</b> Time limit for filling position; probationary period; demotion.	<ol style="list-style-type: none"> <li>1. Changes language to authorize an appointing authority to remove an employee whose service was found to be unsatisfactory during the employee's probationary period following his/her promotion.</li> </ol>	§124.31	Art. 6.01(D)
<b>AC 123:1-31-02</b> Disciplinary Step Reduction	<ol style="list-style-type: none"> <li>1. Introduces a new rule to allow an appointing authority to reduce an exempt employee's pay by one step in lieu of terminating the employee.</li> <li>2. Adds language defining "step reduction" for purposes of the new rule.</li> </ol>	§124.34	Art. 24.02(F)
<b>AC 123:1-32-01</b> Charge of sick, vacation, and personal leave, compensation for sick leave of employees paid by warrant of auditor of state	<ol style="list-style-type: none"> <li>1. Adds language that sick leave, vacation leave and personal leave is not available for use until it appears on the employee's earnings statement and the compensation described in that earnings statement is available to the employee.</li> <li>2. Clarifies that sick leave usage for the year begins with the paycheck that includes the first day of December.</li> </ol>	§124.134 §124.382 §124.386	Art. 27.09 Art. 28.06 Art. 29.08
<b>AC 123:1-32-07</b> Personal Leave w/pay and charge of personal leave	<ol style="list-style-type: none"> <li>1. Clarifies method of pro rating personal leave for newly appointed exempt employees (to make language consistent with changes to sick leave in RC 124.382).</li> </ol>	§124.386	Art. 27.09
<b>AC 123:1-32-08</b> Conversion or carry-forward of sick leave or personal leave credit at year's end	<ol style="list-style-type: none"> <li>1. Clarifies that sick leave usage for the year begins with the paycheck that includes the first day of December</li> </ol>	§124.382	Art. 29.02

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<p><b>AC 123:1-34-03</b> Civic Duty Leave</p>	<p>1. Adds language to eliminate paid witness leave for a state employee that is subpoenaed as a result of secondary employment outside the service of the state.</p>	<p>§124.135</p>	<p>Art. 30.05</p>
<p><b>AC 123:1-35-05</b> Mandatory Direct Deposit of Compensation for Certain Employees</p>	<p>1. Mandates direct deposit for all state employees paid by a warrant of the Auditor of State, except for those union employees that were appointed to their position before June 5, 2002 and whose applicable collective bargaining agreement doesn't require them to have direct deposit.</p> <p>2. Establishes a phase-in schedule to meet this new requirement for groups of employees that were not previously covered by this requirement.</p>	<p>§124.151</p>	<p>Art. 36.09</p>
<p><b>AC 123:1-43-01</b> Overtime</p>	<p>1. Adds language to exclude time that is used in lieu of sick leave from the time considered to be active pay status for purposes of determining an employee's eligibility to receive overtime.</p>	<p>§124.18</p>	<p>Art. 13.10</p>
<p><b>AC 123:1-43-02</b> Compensatory Time</p>	<p>1. Adds language that compensatory time is not available for use until it appears on the employee's earnings statement and the compensation described in that earnings statement is available to the employee.</p>	<p>§124.18</p>	<p>Art. 13.10</p>
<p><b>AC 123:1-46-01</b> Weather Emergencies</p>	<p>1. Clarifies that, for the purpose of limiting an employee's obligation to travel to and from work for a specific period of time, a weather emergency is declared by the governor or the governor's designee</p> <p>2. Clarifies rate an employee receives if they work during a declared weather emergency</p>	<p>§124.09 §124.13 §124.38</p>	<p>Art 13.15</p>
<p><b>AC 123:1-47-01(A)</b> Definition of Terms</p>	<p>1. Changes from calendar year to fiscal year the time period under which one should calculate the number of hours worked under an "intermittent appointment".</p> <p>2. Deletes definition of "base pay period"</p> <p>3. Clarifies that a "probationary period" is applicable to an unclassified position for the purpose of awarding the initial step increase only.</p>	<p>NA</p>	<p>1 &amp; 2 - Art. 7.03 3 – Clarifies current practice</p>

**EFFECTIVE SEPTEMBER 3, 2006**

	<b>Ohio Administrative Code</b>	<b>Code</b>	<b>Contract Language</b>
<p><b>AC 123:1-32-10</b> Transfer of sick leave, personal leave and vacation leave credits, restoration of leave credits</p>	<ol style="list-style-type: none"> <li>1. Adds language to cash out the vacation leave in excess of the vacation leave accrual maximum when an employee transfers from a position that has authorized an annual leave accrual maximum greater than the maximum allowed in RC 124.134.</li> <li>2. Adds language to require a rehired employee to wait to cash out previously-accrued sick leave until separation from state service.</li> <li>3. Adds language to allow employees who change agencies to have their personal and vacation leave balances transferred, so long as there is no break in service between the employees' separation and reemployment.</li> </ol>	<p>§124.134 §124.382 §124.383 §124.386</p>	<p>Changes needed for clarification</p>
<p><b>AC 123:1-32-11</b> Leave retention options for employees appointed to certain positions</p>	<ol style="list-style-type: none"> <li>1. Clarifies that employees appointed to certain positions may retain their leave balances, and may, upon completion of the appointment, receive compensation for those balances at their then rate of pay, provided the employee does not return to a position in the state service that accrues leave.</li> </ol>	<p>§124.09</p>	<p>Changes needed for clarification</p>
<p><b>AC 123:1-34-10</b> Voluntary Cost Savings Program</p>	<ol style="list-style-type: none"> <li>1. Adds language to establish a voluntary cost savings program for exempt employees.</li> </ol>	<p>§124.392</p>	<p>Appendix R</p>