

Most Frequently Asked Questions about the Highway Technician Series

Q Who will be directly impacted by the agreement?

A *HMWs, PIs, Bridge Workers, Material Controllers, Route Markers?*

Q What benefits does this MOU provide that the standard contract doesn't?

- A**
- ✓ *Automatic movement for many to higher level classifications without bidding*
 - ✓ *25 paid man-days per year of training first 3 years*
 - ✓ *If experience and training is not offered in a certain amount of time, employees will be grandfathered*
 - ✓ *Expedited dispute resolution for training.*
 - ✓ *Union is an equal partner in developing training and testing.*
 - ✓ *A genuine career ladder with automatic movement.*

Q What is the benefit of this agreement for Highway Workers?

- A**
- ✓ *Job security*
 - ✓ *Potential for automatic Pay Range increase to Pay Range 8 through the series.*
 - ✓ *Educational investment of \$6 million in first three years, guarantees 75 days of training during that period on work time*
 - ✓ *Opportunity to upgrade skills to a professional level*
 - ✓ *Large economic investment in current workforce*
 - ✓ *Training provided on work time*
 - ✓ *Employees do not have to move to the next level in the series once they have successfully entered the series.*

Q Why did the Union enter into negotiations with ODOT over this issue?

A *Most of all, the union entered into negotiations to protect the employment security of its current workforce. Sixteen of 50 states currently significantly outsource their roadway maintenance and most states already outsource construction and inspection duties. In fact, the Federal Highway Administration recently recommended that states outsource not just construction, but all of their maintenance, too. The Ohio Dept. of Transportation stands at a crossroads. Labor and management are now looking at skill sets and figuring out how to use the current ODOT workforce to make this transition, rather than outsourcing it.*

Q What is the benefit for employees in NON-maintenance positions?

- A**
- ✓ *Job security*
 - ✓ *No demotions*
 - ✓ *No redlining*
 - ✓ *75 days of training on state time*
 - ✓ *all certifications paid for by the state*
 - ✓ *move up in pay range or a one-time \$3000 incentive for successful completion of training and obtaining certifications*

•••▶
more...

Q.**How do I know I will receive training and experience opportunities?****A.**

The MOU provides for grandfathering or credit for training and experience when opportunities aren't provided.

Who will receive training first?

PIs and MCs will receive training first in order of seniority, then all other classes by seniority. Everyone's guaranteed for the first three years.

What kinds of tests will I have to take for the training?

There are two tests with every course. One is a proficiency test to test out of taking the course. The other test is a final test. At level 3 training there will be an additional certification test. Tests are approximately 30 questions long and certification tests are longer.

Will training be done by seniority at all levels?

Yes.

What experience levels do I need to get into the HT 3 and HT 4 levels?

You need 12 months to get into the HT 3 level and 24 months experience to get into the HT 4 level. When you move from HT2 to HT3, if an employee is not given experience opportunities, up to 12 months experience will be credited within 5 years.

What if I don't do anything and just decide to stay where I am?

If you choose not to enter the HT series, you'll be frozen after three years for no more than three years. This is a wage freeze. However, any employee can move out of the freeze at any time after successfully completing the requirements.

Will I have to use my Workforce Development funds to get the initial training?

No, training is paid for by management. If an employee does not pass the class by failing the test, then a second test will also be paid for by management. Union will be working with WD to design training to match the skill sets our members need.

What's the difference between redlining and freezing.

Both redlining and freezing "freeze" your pay. With redlining, an employee is frozen at their current rate of pay until the Pay Range in their class catches up to their step rate. With freezing, an employee can opt out by successfully completing the requirements at any time during the three-year period.

How do I move to the HT 4 and HT 5 levels?

If you are an HT 3 you are encouraged to take the training whenever it's available. Positions are posted pursuant to contract Article 17. Selection is based on meeting minimum qualifications and demonstrating proficiency in the duties of the Position Description.