

State Employment Relations Board

Board Meeting Minutes
December 1, 2011

The State Employment Relations Board met on December 1, 2011, at 10:00 a.m., at 65 East State Street, 12th Floor, Columbus, Ohio. Present at the meeting were Chair W. Craig Zimpher, Vice Chair Robert F. Spada, and Board Member N. Eugene Brundige.

I. APPROVAL OF MINUTES FOR THE NOVEMBER 17, 2011 BOARD MEETING:

Vice Chair Spada moved that the Board approve the minutes for the November 17, 2011 Board meeting. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

II. MEDIATION AND FACT-FINDING MATTERS AT ISSUE:

1. Case 2011-MED-09-1203 Fraternal Order of Police, Ohio Labor Council, Inc. and Clearcreek Township Trustees
2. Case 2011-MED-09-1204 Fraternal Order of Police, Ohio Labor Council, Inc. and Clearcreek Township Trustees

On September 13, 2011, the Fraternal Order of Police, Ohio Labor Council, Inc. (Patrolmen and Sergeants) ("Incumbent Employee Organization") filed a Notice to Negotiate concerning negotiations for a successor collective bargaining agreement with the Clearcreek Township Trustees ("Employer").

On September 8, 2011, Ohio Patrolmen's Benevolent Association ("Rival Employee Organization") filed a Petition for Representation Election in Case Nos. 2011-REP-09-0079 and 2011-REP-09-0080. The Rival Employee Organization is seeking to replace the Incumbent Employee Organization as the exclusive representative for bargaining unit of Patrolmen and Sergeants.

On November 2, 2011, the Employer filed a motion to stay the negotiations pending resolution of the related representation cases. The response period has ended and no response has been received from the Incumbent Employee Organization to object to the motion to stay negotiations.

Board Member Brundige moved that the Board grant the Employer's motion to stay negotiations pending disposition of the related representation case. Vice Chair Spada seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

3. Case 2011-MED-10-1624 Teamsters, Local Union No. 637 and Countryview Assisted Living Center

On October 31, 2011, the Teamsters, Local Union No. 637 ("Incumbent Employee Organization") filed a Notice to Negotiate concerning negotiations for a successor collective bargaining agreement with the Countryview Assisted Living Center ("Employer").

On October 7, 2011, Joyce Bunfill ("Employee") filed a Petition for Decertification Election in Case No. 2011-REP-10-0100.

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On October 27, 2011, the Board dismissed the Petition for Decertification based upon the untimely filing of the Decertification Election Petition.

On November 4, 2011, the Employer filed a Motion to Stay Negotiations, pending resolution of the Petition for Decertification.

Vice Chair Spada moved that the Board deny the Employer's motion to stay negotiations as the case has been dismissed. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

4. Case 2011-MED-11-1638 Municipal Foremen and Laborer's Union Local No. 1099 and City of Shaker Heights

On November 2, 2011, the Municipal Foremen and Laborer's Union Local No. 1099. ("Incumbent Employee Organization") filed a Notice to Negotiate concerning negotiations for a successor collective bargaining agreement with the City of Shaker Heights ("Employer").

On September 9, 2011, Teamsters, Local 507 ("Rival Employee Organization") filed a Petition for Representation Election in Case No. 2011-REP-09-0082. The Rival Employee Organization is seeking to replace the Incumbent Employee Organization as the exclusive representative for bargaining unit of Full-time and Part-time Employees in the Public Works Department.

On November 10, 2011, the Employer filed a motion to stay the negotiations pending resolution of the related representation case. The response period has ended and no response has been received from the Incumbent Employee Organization to object to the motion to stay negotiations.

Board Member Brundige moved that the Board grant the Employer's motion to stay negotiations pending disposition of the related representation case. Vice Chair Spada seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

III. REPRESENTATION MATTERS AT ISSUE:

1. Case 2011-REP-11-0121 Ohio Civil Service Employees Association, AFSCME Local 11, AFL-CIO and The State of Ohio

The parties jointly filed a Petition for Amendment of Certification. The proposed amendment appears appropriate.

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On March 3, 2011, the Board directed a mail-ballot election.

The parties advised immediately that the bargaining-unit description should more appropriately reflect current job titles. Several conference calls were conducted and the parties exchanged several drafts of bargaining unit descriptions. The parties have now executed a Settlement Agreement, and requests that the Board issue a corrected directive directing a mail-ballot election in the agreed upon unit.

Board Member Brundige moved that the Board approve the Settlement Agreement executed by the parties, issue a corrected directive, and direct a mail-ballot election to be conducted during the polling period to be established by the Representation Section. Vice Chair Spada seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

6. Case 2011-REP-03-0022 Cleveland Heights Teachers Union, Local 795 American Federation of Teachers, AFL-CIO and Ohio Association of Public School Employees, Local #100 and Cleveland Heights-University Heights City School District

Local 795 filed a Petition for Representation Election seeking to sever Lead Instructors from the existing bargaining unit. Local 795 asserts Lead Instructors have not been fairly represented, that their duties are commensurate with other teachers, and although their pay and benefits are significantly lower than members of the bargaining unit represented by Local 795, they have similar responsibilities. You have before you Ms. McClendon's memorandum containing all information Local 795 provided in support of the severance.

Local 100 filed a position statement maintaining that Lead Instructors are not teachers and severance is not appropriate. The Employer filed a position statement objecting, in part, to the petition because it cannot provide compensation to Lead Instructors in the same manner as teachers.

While Local 795 has provided information that Lead Instructors are co-teaching in preschool classroom with teachers and performing some of the same duties, it does not appear it has provided sufficient information to support severing Lead Instructors from the existing bargaining unit. It does not appear there have been any substantial changes that would warrant severance per the Board's standards as set forth in In re State of Ohio, SERB 95-012 (6-30-95).

Vice Chair Spada moved that the Board dismiss with prejudice the Petition for Representation Election because the Rival Employee Organization failed to provide substantial evidence to support the severance as set forth in In re State of Ohio, SERB 95-012 (6-30-95). Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

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7. Case 2011-REP-08-0068 Fraternal Order of Police, Capital City Lodge No. 9 and City of Groveport

- There were 13 valid ballots cast
- There were 0 void ballots
- There were 0 challenged ballots
- No Representative received 0 votes
- Fraternal Order of Police, Capital City Lodge No. 9 received 13 votes and prevailed in this election.

Board Member Brundige moved that the Board certify the election results and certify the prevailing employee organization as the exclusive representative of all employees in the relevant bargaining unit. Vice Chair Spada seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

IV. ADMINISTRATIVE LAW JUDGE RECOMMENDATIONS AT ISSUE:

1. Case 2009-ULP-01-0044 SERB v. City of Fairborn

On January 28, 2009, International Association of Fire Fighters, Local 1235 ("Union" or "Intervenor" or "Charging Party"), and Thomas O'Malley ("Charging Party") filed an unfair labor practice charge against the City of Fairborn ("City"), alleging that the City violated Ohio Revised Code ("O.R.C.") §§ 4117.11(A)(1), (A)(2), (A)(3), (A)(5), and (A)(7). On April 23, 2009, the State Employment Relations Board ("the Board" or "Complainant") determined that probable cause existed to believe that the City committed an unfair labor practice by retaliating against the Union President for engaging in protected activity in violation of O.R.C. §§ 4117.11(A)(1) and (A)(3). The Board dismissed all other aspects of the charge, including the O.R.C. §§ 4117.11(A)(2), (A)(5), and (A)(7) allegations, for lack of probable cause.

On July 17, 2009, a Complaint was issued. A hearing was held on October 27, 2009, wherein testimonial and documentary evidence was presented. Subsequently, all parties filed post-hearing briefs. On January 12, 2010, the Administrative Law Judge issued the Proposed Order, recommending that the Board find that the City did violate O.R.C. §§ 4117.11(A)(1) and (A)(3) when it retaliated against Union President O'Malley by disciplining him for engaging in protected activity. On February 1, 2010, the City filed exceptions to the Proposed Order. On February 4, 2010, Counsel for Complainant filed a response in opposition to the exceptions. On February 9, 2010, Charging Parties filed a response in opposition to the exceptions.

On March 11, 2010, The Board adopted the Findings of Fact and Conclusions of Law in the Administrative Law Judge's Proposed Order, finding that the City violated O.R.C. §§ 4117.11(A)(1) and (A)(3) when it retaliated against Union President Thomas O'Malley by disciplining him for engaging in protected activity; the Board issued a cease and desist.

On April 13, 2010, the City filed a Notice of Appeal and a Motion to Stay Enforcement of SERB Order with the Court of Common Pleas, Greene County, Ohio. On April 14, 2010,

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the Notice of Appeal and a copy of the Motion to Stay Enforcement were filed with SERB. By a letter dated April 16, 2010 and received April 22, 2010, the City's representative, in an attempt to inform SERB of the steps that the City had taken to comply with SERB's Order, indicated that the City had filed a notice of appeal and a motion to stay SERB's Order and that the City had obtained new representation in this matter.

On July 7, 2010, Thomas O'Malley provided SERB a copy of the "Rule 41(A) Notice of Voluntary Dismissal" that had been filed by the City with the Court of Common Pleas, Greene County, Ohio. On May 10, 2010, Counsel for Complainant filed a "Motion for Enforcement of Order." On August 16, 2010, the City filed a "Motion to Dismiss Complainant's Motion for Enforcement," asserting that SERB lacked jurisdiction to rule or take any action on the Complainant's Motion for Enforcement of Order.

On June 6, 2011, the Board issued a Notice Setting Motion Hearing directing the parties to appear before the Board for a hearing concerning the two pending motions. On June 16, 2011, the parties appeared before the Board to present their arguments regarding the pending motions.

On June 30, 2011, the Board issued a Directive Granting Counsel for Complainant's Motion for Enforcement of Order and Denying Respondent's Motion to Dismiss Complainant's Motion for Enforcement.

On August 18, 2011, Counsel for Complainant filed an unopposed Motion to Stay Enforcement Proceedings. Counsel for Complainant's motion indicates that the parties have reached a mutually agreeable settlement in this matter. According to the terms of the settlement, the Intervenor agrees that the City of Fairborn has fully complied with the SERB Order upon the City's completion and implementation of the terms of the settlement. The parties agree that SERB shall retain jurisdiction over the matter for purposes of enforcement. In the event the terms of settlement are not implemented and/or completed by or before November 21, 2011, the Intervenor shall notify SERB for purposes of lifting the stay and pursuing enforcement of the original March 29, 2010 SERB Order in the Greene County Court of Common Pleas. Should Respondent comply with all terms of the settlement by or before November 21, 2011, Counsel for Complainant requests that the Board construe the attached settlement agreement as a Motion to Dismiss all enforcement proceedings in their entirety.

On September 1, 2011, the Board issued a Directive Granting Motion to Stay Enforcement Proceedings. The Board retained jurisdiction over this matter for purposes of enforcement, in accordance with Ohio Administrative Code Rule 4117-7-06.

SERB's staff attorney sent an email to the parties' representatives on November 21, 2011, notifying the parties that this matter will be dismissed in accordance with the parties' settlement agreement. The parties provided no information to indicate that the City of Fairborn has failed to comply with the terms of the parties' settlement agreement.

Vice Chair Spada moved that the Board lift the stay in this matter and, in accordance with the parties' settlement agreement, construe the settlement agreement as a motion to dismiss all enforcement proceedings, grant the motion to dismiss, and dismiss all enforcement proceedings in Case No. 2009-UJP-01-0044. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

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Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

V. UNFAIR LABOR PRACTICE CHARGE MATTERS AT ISSUE:

1. Case 2011-ULP-07-0190 Youngstown Education Association, OEA/NEA v. Youngstown City School District Board of Education

The unfair labor practice charge alleged that Charged Party violated Ohio Revised Code § 4117.11 (A)(1) and (5) by unilaterally implementing changes to provisions of the collective bargaining agreement.

Board Member Brundige moved that the Board, without rendering any judgment on the merits, order the parties to pre-determination mediation for a period not to exceed 30 days with instructions to the mediator to report back to the Board at the conclusion of the mediation or the mediation period, whichever occurs first, authorize the assigned mediator, after consultation with the parties to issue and e-mail a mediator's procedural order, including date, time, and location of mediation within the time period designated. Vice Chair Spada seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

2. Case 2011-ULP-09-0239 Bruce M. Williams v. City of Wellston

The unfair labor practice charge alleged that Charged Party violated Ohio Revised Code § 4117.11 (A)(1), (3), and (5) by interfering with his guaranteed rights.

Information gathered during the investigation revealed the charge was untimely filed. Charging Party was laid off in February 2010. Additionally, pursuant to the Board's investigation, under Ohio Revised Code § 4117.12, information was requested in writing from Charging Party on September 21, 2011, and October 13, 2011. Charging Party did not respond to the written requests for information. Additionally, an attempt to contact Charging Party by phone on October 24, 2011 was unsuccessful.

Vice Chair Spada moved that the Board dismiss the charge with prejudice because the Charging Party failed to pursue the matter and as untimely filed. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

3. Case 2011-ULP-10-0257 Revere Education Association, OEA/NEA v. Revere Local School District Board of Education

The unfair labor practice charge alleged that Charged Party violated Ohio Revised Code § 4117.11 (A)(1) and (5) by unilaterally changing terms and conditions of employment.

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Board Member Brundige moved that the Board, without rendering any judgment on the merits, order the parties to pre-determination mediation for a period not to exceed 30 days with instructions to the mediator to report back to the Board at the conclusion of the mediation or the mediation period, whichever occurs first, authorize the assigned mediator, after consultation with the parties to issue and e-mail a mediator's procedural order, including date, time, and location of mediation within the time period designated. Vice Chair Spada seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

4. Case 2011-ULP-10-0262 Maryjo Arehart v. The University of Toledo

The unfair labor practice charge alleged that Charged Party violated Ohio Revised Code § 4117.11 (A)(1) by interfering with her guaranteed rights.

Information gathered during the investigation revealed, despite the fact that there is a credibility issue as to whether representation was requested when Charging Party was notified of her termination; the meeting in question was not investigatory in nature. The University had already held a pre-discharge hearing on June 27, 2011. It appears the purpose of the September 16th meeting was to notify Charging Party of Charged Party's final determination of the matter.

Vice Chair Spada moved that the Board dismiss the charge with prejudice for lack of probable cause to believe that an unfair labor practice has been committed by Charged Party. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

5. Case 2011-ULP-10-0271 Jefferson Township Education Association v. Jefferson Township Local School District Board of Education, Montgomery County

The unfair labor practice charge alleged that Charged Party violated Ohio Revised Code § 4117.11 (A)(1) and (5) by unilaterally implementing its final, last, best offer without an ultimate impasse being reached.

Information gathered during the investigation revealed Charged Party's actions appear to amount to bad faith bargaining. Charged Party acted upon its last, best and final offer prior to Charging Party voting on the offer. It does not appear that the parties' negotiations had been exhausted.

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Board Member Brundige moved that the Board find probable cause to believe an unfair labor practice has been committed, authorize the issuance of a complaint, refer the matter to an expedited hearing to determine if Charged Party violated Ohio Revised Code § 4117.11(A)(5), but not (1), by bargaining in bad faith when it acted upon its last, best and final offer prior to ultimate impasse, and direct the parties to expedited mediation not to exceed thirty (30) days to run concurrently with the expedited processing of the charge and complaint. Vice Chair Spada seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

6. Case 2011-ULP-09-0247 Randell B. Rutherford v. Ohio Civil Service Employees Association, Local 11 and Julie Farrar, President

The unfair labor practice charge alleged that Charged Party violated Ohio Revised Code § 4117.11 (B)(1), (2) and (6) by restraining and coercing him in the exercise of his guaranteed rights by failing to timely process his grievance.

Information gathered during the investigation revealed Charged Party's actions were not arbitrary, discriminatory, or in bad faith. It appears Charged Party timely processed Charging Party's grievance up to and including Step 4. Charging Party did not provide any information to support the (B)(1) and (2) allegations.

Vice Chair Spada moved that the Board dismiss the charge with prejudice for lack of probable cause to believe that an unfair labor practice has been committed by Charged Parties. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

7. Case 2011-ULP-08-0222 Stow-Munroe Falls City School District Board of Education v. Stow-Munroe Falls Classified Employees' Association, OEA/NEA
8. Case 2011-ULP-09-0242 Riverside Education Association, OEA/NEA v. Riverside Local School District Board of Education
9. Case 2011-ULP-09-0252 Toledo Federation of Teachers v. Toledo City School District Board of Education
10. Case 2011-ULP-10-0270 Ohio Association of Public School Employees, AFSCME Local 4, AFL-CIO and Its Local 564 v. Beaver Local School District Board of Education
11. Case 2011-ULP-11-0278 International Union of Operating Engineers, Local 18 v. Paulding County Engineer

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Board Member Brundige moved that the Board construe the requests to withdraw as motions to withdraw, and grant the motions with prejudice. Vice Chair Spada seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

- 12. Cases 2011-ULP-01-0032 City of Fostoria v. Ohio Patrolmen's Benevolent Association
- 2011-ULP-01-0033 City of Fostoria v. Ohio Patrolmen's Benevolent Association and Justin Kiser
- 2011-ULP-01-0034 City of Fostoria v. International Association of Firefighters
- 2011-ULP-01-0035 City of Fostoria v. Ohio Patrolmen's Benevolent Association and Brandon Bell
- 2011-ULP-01-0036 City of Fostoria v. Ohio Patrolmen's Benevolent Association and Cory Brian
- 2011-ULP-01-0037 City of Fostoria v. International Association of Firefighters, Local 325 and Chapter President Jason Root
- 2011-ULP-01-0038 City of Fostoria v. International Association of Firefighters, Local 325 and Warren Digby

Vice Chair Spada moved that the Board lift these matters from the table. Board Member Brundige seconded the motion. Chair Zimpher called for the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

The unfair labor practice charge alleged that Charged Party violated Ohio Revised Code § 4117.11 (B)(2) and (3) by "taking out petitions" seeking to place a Charter Amendment on the ballot.

Information gathered during the investigation revealed Charging Party did not provide sufficient information or documentation to show that Mr. Kiser, Mr. Bell and Mr. Brian were acting as agents of the OPBA or that OPBA had authorized the officers to act on its behalf. Charging Party confirms in its Ordinance that it was FOP Culp Lodge #22 that initiated the petition and not the OPBA. Similar to the Urbana cases, Charged Party, through Mr. Root and Mr. Digby, circulated a petition in an attempt to change the City Charter and thus their wages, hours and terms and conditions of employment rather than collectively bargain the changes with the designated representative. At no time did Charged Party deny that Mr. Root and Mr. Digby were not acting as its agents. Charging Party did not provide sufficient information or documentation to support the (B)(2) allegation.

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- **“Barn Burner” Project** is continuing on track. Deployment of the application has occurred. 1664 records are in the process of being entered in the new data base and the Research Team is testing and tweaking as they enter data. It is hoped that these records will be fully populated over the next month and final tested. It is our goal that the system will be ready to roll by December 31, 2011!
 - **Procedures Committee** is making great progress in updating all of the SERB and SPBR procedures for every process we use. They are reviewing, rewriting and suggesting revisions to internal office operational procedures for every section of the office. Ultimately their goal is to establish an updated Procedures Manual. To date they have accomplished updates for:
 - ULP:** New case data entry, initial letters, investigations reports, creating Board agenda's.
 - Clerk's Office:** SDS (SERB Docketing), virtual filing mail, regular mail, processing mail logs, opening and closing offices, phone procedures.
 - SERB:** Setting up recording system, downloading audio files, short and long agenda's, minutes.
 - SPBR:** Black book, Board order green cards, scanning Board orders, processing Board orders, processing orders for withdrawals, SPBR minutes, pulling files for agenda, SPBR agenda.
- The Committee is made up of:** Judy Knapp, Sheila Farthing, and Erin Conn. The committee meets once per week to update on progress made and to assure uniformity of the newly developed documents. There is still much work yet to be done. Once completed, the procedures will be 3 hole punched, tabbed and placed into binders by section and scope of work. A master binder will be made as a resource tool for all staff.
- **SERB Employee Handbook:** Has finally been updated and is being formatted for uniformity of layout. Once that is complete, the Board will have an opportunity to review it, comment, edit as needed and it is hoped that it will be ready for Board approval at the next meeting of the board on December 15, 2011. Following that, the handbook will be duplicated and distributed to all staff at an All Hands Meeting with sign off receipts being done.

FORWARD LOOK FOR FUTURE TRAINING:

- **Developing Labor Law Conference** – 12/09/11 at the ODOT facility. To date there are 95 registrations.
 - Reminder: all Board members and staff will be required to attend the section of this training that is dedicated to the Ethic's Policy and Executive Order as signed by Governor Kasich. This training piece will commence at 2 p.m. and run until 3 p.m. For those who need CLE's for Ethic's Training, this will satisfy the requirement. Clerk's Office coverage has been arranged for the time that the staff will be enroute to ODOT, in class, and return to the office. Transportation is being arranged for staff needing it.
- **SERB Academy** – 3/15/12 & 3/16/12. CLE's to be submitted to the Supreme Court before 12/14/11, more information to follow as this academy is finalized. Request is in to ODOT to secure their auditorium for the Academy.
- **Fact Finders Conference** – scheduled for August 10, 2012.

FAREWELL:

- **Dory McClendon** – It is with regret that we have accepted the request of Dory to transfer to the Ohio Industrial Commission to pursue a long standing interest in serving as Director of EEO/Diversity Recruitment for the Commission, effective January 01, 2012.

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Dory has been with SERB for 22 years and has served with distinction. Her contributions have been stellar and she will be missed. She has been a steady hand supervising the Investigations and Representation Sections. Numerous Boards have relied on her ability and integrity in serving the interests of our agency. We wish her well in her new venture.

IX. ADJOURNMENT:

Board Member Brundige moved that the Board adjourn the meeting. Vice Chair Spada seconded the motion. Chair Zimpher called for the vote.

Vote: BRUNDIGE: Yes SPADA: Yes ZIMPHER: Yes
Affirmed X Denied _____

The Board meeting adjourned at 10:26 a.m.

W. Craig Zimpher
/s/ _____
W. Craig Zimpher, Chair