State Employment Relations Board

Board Meeting Minutes
October 9, 2014

The State Employment Relations Board met on October 9, 2014, 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 Aaron A. Schmidt, and Board Member N. Eugene Brundige.

I. APPROVAL OF MINUTES FOR THE SEPTEMBER 11, 2014 BOARD MEETING:

Board Member Brundige moved that the Board approve the minutes for the September 11, 2014 Board meeting. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote:	BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
	Affirmed	X		Denied		

II. MEDIATION AND FACT-FINDING MATTERS AT ISSUE:

There were no mediation matters.

III. REPRESENTATION MATTERS AT ISSUE:

1. Case 2014-REP-07-0086 Fraternal Order of Police, Ohio Labor Council, Inc. and Owens Federation of Safety & Security Employees/OFT/AFT/AFL-CIO and Owens Community College
(November 7, 2014 – November 20, 2014)

The Rival Employee Organization filed a Petition for Representation Election. The current collective bargaining agreement expires on November 6, 2014. The Incumbent Employee Organization filed a disclaimer of interest. The remaining parties have executed and filed a Consent Election Agreement.

Vice Chair Schmidt moved that the Board approve the Consent Election Agreement, direct a mail-ballot election to be conducted during the polling period of November 7, 2014 through November 20, 2014; and that the Board grant the Incumbent Employee Organization's disclaimer of interest insofar as it shall not appear as a choice on the ballot. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote:	BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
	Affirmed	X		Denied		

2. Case 2014-REP-08-0094 Ohio Council 8, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO and Brown County Board of County Commissioners and the Brown County Department of Job and Family Services
(October 21, 2014 - November 3, 2014)

All parties have executed and filed the appropriate Consent Election Agreement.

Board Member Brundige moved that the Board approve the Consent Election Agreement and direct a mail-ballot election to be conducted during the polling period of October 21, 2014 through November 3, 2014. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

3. Case 2014-REP-08-0099 Strasburg Non-teaching Union/AFT/OFT/AFL-CIO/SEA #4733 and Strasburg-Franklin Local School District Board of Education

The parties jointly filed a Petition for Amendment of Certification seeking to reflect affiliation. The parties have provided information verifying that the standards set by the Board have been met. Appropriate internal union procedures have been followed and substantial continuity still exists. No questions concerning representation are pending. Approving the amendment appears appropriate.

Vice Chair Schmidt moved that the Board approve the jointly filed petition and amend the certification accordingly. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

4. Case 2014-REP-08-0100 Ohio Association of Public School Employees (OAPSE)/AFSCME Local 4, AFL-CIO and its Local 470 and Mt. Vernon City School District Board of Education

5. Case 2014-REP-08-0101 Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and Perry County Board of County Commissioners and Department of Job and Family Services

6. Case 2014-REP-09-0102 Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and Ashtabula County Commissioners

7. Case 2014-REP-09-0103 Fraternal Order of Police, Ohio Labor Council, Inc. and Allen County Sheriff

8. Case 2014-REP-09-0105 Twin Valley Association of Classroom Teachers, OEA/NEA and Twin Valley Community Local School District Board of Education

The parties jointly filed Petitions for Amendment of Certification. The proposed amendments appear appropriate.

Board Member Brundige moved that the Board approve the jointly filed petitions and amend the units accordingly. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

9. Case 2014-REP-07-0081 Ohio Association of Public School Employees (OAPSE)/AFSCME Local 4, AFL-CIO and Vermilion Local School District Board of Education

The Employee Organization filed a Request for Recognition. The Employer responded by filing objections and a Petition for Representation Election – Employer which proposed an alternative bargaining unit.

Several conference calls were conducted. Despite continued settlement discussions, the parties could not reach an agreement concerning an appropriate bargaining unit and the dispute remains.

Chair Zimpher moved an alternative recommendation that the Board direct this matter to the Office of the General Counsel for the purpose of conducting an inquiry to determine if the employees in question are "public employees" pursuant to Chapter 4117 of the Ohio Revised Code and, if found to be, to determine an appropriate bargaining unit and for all other relevant issues. Upon completion of said inquiry the General Counsel shall make a recommendation to the Board. Board Member Brundige seconded the motion. Chair Zimpher called for discussion.

Chair Zimpher stated that the reason for the alternative recommendation is simply to maintain consistency in the Board's orders, while achieving the same objective.

Chair Zimpher called for the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

10. Case 2014-REP-07-0085 FOP Lodge 38 and Miami University

The Employee Organization filed a Request for Recognition. The Employer responded by filing a Petition for Representation Election – Employer and objections stating that the proposed unit consists entirely of supervisors. On September 25, 2014, mediation was conducted; however, the parties could not reach an agreement concerning an appropriate bargaining unit. The dispute remains.

Chair Zimpher moved an alternative recommendation that the Board direct this matter to the Office of the General Counsel for the purpose of conducting an inquiry to determine if the employees in question are "public employees" pursuant to Chapter 4117 of the Ohio Revised Code and, if found to be, to determine an appropriate bargaining unit and for all other relevant issues. Upon completion of said inquiry the General Counsel shall make a recommendation to the Board. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion.

Chair Zimpher stated that the reason for the alternative recommendation is simply to maintain consistency in the Board's orders, while achieving the same objective.

Chair Zimpher called for the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

11. Case 2014-REP-05-0065 Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and Clermont County Board of County Commissioners

- There were 56 valid ballots cast
- There were 0 void ballots
- There were 0 challenged ballots
- No Representative received 21 votes
- Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO received 35 votes and prevailed in this election.

12. Case 2014-REP-05-0067 Laborers' Local Union No. 860 and Cuyahoga County, Office of Cuyahoga County Fiscal Officer

- There were 127 valid ballots cast
- There were 2 void ballots
- There was 1 challenged ballot
- No Representative received 22 votes
- Laborers' Local Union No. 860 received 105 votes and prevailed in this election.

13. Case 2014-REP-06-0073 Delhi Police Association and Fraternal Order of Police, Ohio Labor Council, Inc. and Delhi Township, Hamilton County
(Patrol Officers)

- There were 15 valid ballots cast
- There were 0 void ballots
- There were 0 challenged ballots
- No Representative received 0 votes
- Fraternal Order of Police, Ohio Labor Council, Inc. received 0 votes
- Delhi Police Association received 15 votes and prevailed in this election.

14. Case 2014-REP-06-0074 Delhi Police Association and Fraternal Order of Police, Ohio Labor Council, Inc. and Delhi Township, Hamilton County
(Sergeants and Corporals)

- There were 5 valid ballots cast
- There were 0 void ballots
- There were 0 challenged ballots
- No Representative received 0 votes
- Fraternal Order of Police, Ohio Labor Council, Inc. received 0 votes
- Delhi Police Association received 5 votes and prevailed in this election.

15. Case 2014-REP-05-0064 Ohio Association of Public School Employees (OAPSE)/AFSCME Local 4, AFL-CIO and Shaker Heights City School District Board of Education

- There were 18 valid ballots cast
- There were 0 void ballots
- There were 0 challenged ballots
- No Representative received 0 votes
- Ohio Association of Public School Employees (OAPSE)/AFSCME Local 4, AFL-CIO received 18 votes and prevailed in this election.

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

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

IV. ADMINISTRATIVE LAW JUDGE RECOMMENDATIONS AT ISSUE:

1. Case 2014-MED-01-0022 Conneaut Volunteer Firefighters Organization v. City of Conneaut

This matter comes before the State Employment Relations Board ("the Board" or "SERB") upon the City of Conneaut's ("Employer" or "City") March 25, 2014, "Employer's Motion to Stay Negotiations and Motion to Dismiss." The City's motions were filed in response to the Notice to Negotiate filed by the Conneaut Volunteer Firefighters Organization ("Union" or "CVFO") on January 8, 2014. On April 4, 2014, CVFO also filed "Employee's Motion to Enforce Intent to Negotiate Filing."

On May 2, 2014, the Board granted the City's Motion to Stay Negotiations and directed this matter to an inquiry to determine whether the employees in the bargaining unit represented by CVFO are "casual employees" pursuant to Ohio Revised Code ("O.R.C.) § 4117.01(C)(13) and whether CVFO is an active employee organization under O.R.C. Chapter 4117. On June 18, 2014, an inquiry was held in this matter, at which time, testimonial and documentary evidence was presented. Subsequently, the parties filed post-inquiry briefs. On July 30, 2014, the Employer filed a Motion to Strike the documents attached to the Union's post-inquiry brief. On September 2, 2014, the assigned Hearing Officer submitted to the Board an Inquiry Report and Recommendation, finding that the volunteer firefighters in the CVFO bargaining unit are "casual employees" and, therefore, are exempt from the definition of "public employee" pursuant to O.R.C. § 4117.01(C)(13), and recommending that the Employer's Motion to Dismiss the Union's Notice to Negotiate be granted and the Employer's Motion to Strike be denied.

Board Member Brundige moved that the Board:

(1) **adopt** the reasoning set forth in the Inquiry Report and Recommendation's Discussion;
(2) **adopt** the Findings of Fact, Conclusions of Law, and Recommendations in the Report and Recommendation, finding that the volunteer firefighters in the CVFO bargaining unit are "casual employees" and, therefore, are exempt from the definition of "public employee" pursuant to O.R.C. § 4117.01(C)(13);
(3) **grant** the City's Motion to Dismiss CVFO's Notice to Negotiate;
(4) **dismiss** the January 8, 2014 Notice to Negotiate; and
(5) **deny** the City's Motion to Strike. (Opinion to follow.)

Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

2. Case 2013-REP-05-0050 Laborers' International Union of North America, Local 860 and Cuyahoga County's Department of Jobs and Family Services

On May 31, 2013, Laborers' International Union of North America, Local 860 ("Union") filed a Petition for Representation Election seeking to represent approximately one hundred forty employees of Cuyahoga County's Department of Jobs and Family Services ("Employer"). On June 10, 2013, the Union filed an amended Petition for Representation Election. The Union's proposed bargaining unit includes twenty job classifications. The Employer filed objections asserting that the employees in the job classifications contained in the Union's proposed bargaining unit are "supervisors" as defined by O.R.C. § 4117.01(F) and, therefore, are not "public employees" and should be excluded from the bargaining unit pursuant to O.R.C. § 4117.01(C)(10). The Employer further asserts that nine employees within the classifications of Administrative Assistant 1, Administrative Assistant 2, Business Administrator 1, and Program Officer 2 are "confidential employees" as defined by O.R.C. § 4117.01(K) and, therefore, are not "public employees" and should also be excluded from the proposed bargaining unit pursuant to O.R.C. § 4117.01(C)(6). The Employer also asserts that the Help Desk Technicians in the Department of Jobs and Family Services should be placed into an existing bargaining unit with the Help Desk Technicians in the Division of Children and Family Services, which is also represented by the Union.

On December 12, 2013, the Board directed this matter to an inquiry to gather relevant information for the Board to determine an appropriate bargaining unit. On February 25, 2014, an inquiry was held in this matter, at which time, testimonial and documentary evidence was presented. On July 14, 2014, the parties filed post-inquiry briefs. On August 26, 2014, SERB's General Counsel submitted to the Board an Inquiry Report and Recommendation, finding that the Employment and Family Service Supervisors are "supervisors" within the meaning of O.R.C. § 4117.01(F) and, therefore, are exempt from the definition of "public employee" pursuant to O.R.C. § 4117.01(C)(10), and recommending that the Union's Petition for Representation Election be dismissed.

Vice Chair Schmidt moved that the Board adopt the Findings of Fact, Conclusions of Law, and Recommendation, finding that the Employment and Family Service Supervisors are "supervisors" within the meaning of O.R.C. § 4117.01(F) and, therefore, are exempt from the definition of "public employee" pursuant to O.R.C. § 4117.01(C)(10), and dismiss the Union's Petition for Representation Election. Board Member Brundige seconded the motion. Chair Zimpher called for discussion.

Board Member Brundige stated that while he can support the recommendation, he cannot support all of the findings in the memo, specifically the prong dealing with discipline.

Chair Zimpher called for the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

3. Case 2010-REP-03-0052 Youngstown State University Association of Classified Employees, OEA/NEA and Youngstown State University

On March 22, 2010, Youngstown State University ("YSU") filed a Petition for Amendment of Certification seeking to exclude the positions of Network Services Supervisor 2 and Data Security Supervisor 1 from the bargaining unit represented by the Association of Classified Employees ("ACE" or "Union"). YSU asserts that the job duties of these two positions have evolved to the extent that the employees qualify as "supervisors" and "management level employees" as defined by Ohio Revised Code ("O.R.C.") §§ 4117.01(F) and (L) and, therefore, are exempt from the definition of "public employee" pursuant to O.R.C. §§ 4117.01(C)(7) and (C)(10). On May 17, 2010, the Union filed objections to the petition.

On November 1, 2012, the State Employment Relations Board ("SERB" or "Board") directed this case and three other YSU representation cases to an evidentiary hearing to determine an appropriate bargaining unit and for all other relevant issues. A three-day hearing was held on February 21 and 22, 2013, and March 14, 2013, wherein testimonial and documentary evidence was presented. Subsequently, the parties filed post-hearing briefs. On May 22, 2014, the assigned Hearing Officer issued a Recommended Determination in this case, recommending that the Board find that the employees holding the positions of Network Services Supervisor 2 and Data Security Supervisor 1 assigned to the Network Telecommunications Services section of YSU's Information Technology Services perform job duties that qualify them as "supervisors" pursuant to O.R.C. § 4117.01(F) and, as a result, exclude these positions from the bargaining unit represented by the Association of Classified Employees pursuant to O.R.C. § 4117.01(C)(10). Subsequently, the parties filed exceptions and responses to exceptions.

Board Member Brundige moved that the Board **adopt** the Findings of Fact, Conclusions of Law, and Recommendations set forth in the Recommended Determination, finding that the employees holding the positions of Network Services Supervisor and the Data Security Supervisor assigned to the Network Telecommunications Services section of YSU's Information Technology Services are "supervisors" as defined by O.R.C. § 4117.01(F) and, therefore, they are exempt from the definition of "public employee" pursuant to O.R.C. § 4117.01(C)(10); **grant** YSU's Petition for Amendment of Certification; and **exclude** the Network Services Supervisor and Data Security Supervisor from the bargaining unit, pursuant to O.R.C. § 4117.01(C)(10). Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

4. Case 2012-REP-06-0070 Youngstown State University Association of Classified Employees, OEA/NEA and Youngstown State University

On June 22, 2012, Youngstown State University ("YSU") filed a Petition for Clarification of Bargaining Unit seeking to exclude the Manager of Employee Benefits in YSU's Human Resources Office and the Administrative Assistant 4 in YSU's Student Accounts and University Receivables Department from the bargaining unit represented by the Youngstown State University Association of Classified Employees, OEA/NEA ("ACE" or "Union"). YSU asserts that the incumbent employees perform job duties that qualify them as "supervisors" and "management level employees" as defined by Ohio Revised Code ("O.R.C.") §§ 4117.01(F) and (L). On July 12, 2012, the Union filed objections to the Petition for Clarification of Bargaining Unit.

On November 1, 2012, the State Employment Relations Board ("SERB" or "Board") directed this case and three other YSU representation cases to an evidentiary hearing to determine an appropriate bargaining unit and for all other relevant issues. A three-day hearing was held on February 21 and 22, 2013, and March 14, 2013, wherein testimonial and documentary evidence was presented. Subsequently, the parties filed post-hearing briefs. On June 13, 2014, the assigned Hearing Officer issued a Recommended Determination in this case, recommending that the Board find that the employee holding the position of Manager of Employee Benefits in the Human Resources Office performs job duties that qualify her as a "supervisor" as defined by O.R.C. § 4117.01(F) and a "management level employee" as defined by O.R.C. § 4117.01(L), and the employee holding the position of Administrative Assistant 4 position in the Student Accounts and University Receivables Department performs job duties that qualify her as a "supervisor" as defined by O.R.C. § 4117.01(F); therefore, under the provisions of O.R.C. §§ 4117.01(C)(7) and (10), both of these positions should be excluded from the bargaining unit. Subsequently, the parties filed exceptions and responses to exceptions.

Vice Chair Schmidt moved that the Board:

(1) **adopt** the reasoning set forth in the Recommended Determination's Analysis and Discussion, finding that the employee holding the position of Manager of Employee Benefits position in the Human Resources Office performs job duties that qualify her as a "supervisor" as defined by O.R.C. § 4117.01(F) and a "management level employee" as defined by O.R.C. § 4117.01(L), and the employee holding the position of Administrative Assistant 4 position in the Student Accounts and University Receivables Department performs job duties that qualify her as a "supervisor" as defined by O.R.C. § 4117.01(F);
(2) **adopt** the Findings of Fact, Conclusions of Law, and Recommendations set forth in the Recommended Determination, finding that the Manager of Employee Benefits is exempt from the definition of "public employee," pursuant to O.R.C. §§ 4117.01(C)(7) and (C)(10), and the Administrative Assistant 4 is exempt from the definition of "public employee" pursuant to O.R.C. § 4117.01(C)(10);
(3) **grant** YSU's Petition for Clarification of Bargaining Unit; and
(4) **remove** these two positions from the ACE bargaining unit. (Opinion to follow.)

Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

5. Case 2014-REP-07-0080 Sheet Metal, Air, Rail & Transportation Workers Local 33 and Lorain County Court of Common Pleas

On July 8, 2014, the Sheet Metal, Air, Rail & Transportation Workers Local 33 (Employee Organization) filed a Request for Recognition seeking to represent approximately thirty-three (33) employees of the Lorain County Commissioners (Employer). The Employee Organization filed an amended Request for Recognition on July 9, 2014, seeking to represent the same thirty-three (33) employees. The Employer was changed from Lorain County Commissioners to Lorain County Commissioners/ Lorain County Court of Common Pleas.

On July 22, 2014, the Employee Organization filed another amended Request for Recognition in which the Employer was changed from Lorain County Commissioners/ Lorain County Court of Common Pleas to Lorain County Court of Common Pleas. On the same date, the Employee Organization filed another amended Request for Recognition seeking to represent the same thirty-three (33) employees. The proposed bargaining unit description language was altered, but the Employer remained listed as Lorain County Court of Common Pleas. The Employer complied with the posting requirements on July 11, 2014, by filing a Notice to Employees of Request for Recognition and a Certificate of Posting.

On July 14, 2014, the Lorain County Assistant Prosecuting Attorney, Gerald A. Innes, filed a letter advising the State Employment Relations Board (SERB) that the employees of the Lorain County Adult Probation Department and Court of Common Pleas are not employees of the Lorain County Commissioners, but solely employees of the Court. The letter further noted that under Chapter 4117, court employees are not public employees.

An investigation was conducted by SERB's Representation Section. Information gathered during the investigation indicated that the parties dispute whether the employees in question are court employees or county employees. Further, the information indicated that the Employer, at its discretion under O.R.C. § 4117.03(C), has voted to allow its court employees to engage in collective bargaining regardless of the employees' status under Ohio Revised Code (O.R.C.) Chapter 4117.

On September 11, 2014, SERB directed this matter to its Office of General Counsel for a non-oral hearing to be submitted on briefs, stipulations, and exhibits.

On September 18, 2014, SERB's General Counsel and Staff Attorney conducted a telephone status conference with the parties' representatives to clarify issues, obtain stipulations, and discuss matters intended to facilitate the proceedings. During the conference, the parties' representatives stipulated that the employees in question are court employees, and as such, they are excluded from the definition of "public employee" pursuant to O.R.C. § 4117.01(C)(8). The parties' representatives also confirmed that the Lorain County Court of Common Pleas' judges voted to exercise their discretion under O.R.C. § 4117.03(C) and allow the employees in question to engage in collective bargaining. The parties' representatives inquired whether SERB has the authority to certify the Sheet Metal, Air, Rail & Transportation Workers Local 33 as the exclusive representative of the court's bargaining unit of court employees. The parties' representatives were advised that while SERB recognizes that O.R.C. § 4117.03(C) allows

the judges, as a public employer, the discretion to engage in collective bargaining with public employees who are not subject to O.R.C. Chapter 4117, SERB's jurisdiction to certify an exclusive representative for purposes of collective bargaining is limited to representation of "public employees" as defined in O.R.C. § 4117.01. See O.R.C. § 4117.05. Since court employees are not "public employees" pursuant to O.R.C. § 4117.01(C)(8), SERB lacks jurisdiction to consider this matter. (See, Teamsters Local Union No. 348 v. Cuyahoga Falls Clerk of Court, Case No. 10AP-728 (OH Ct. App., Dist. 10, May 19, 2011); In re Lorain/Medina County Community-Based Facility, SERB 2008-001 (3-14-2008); In re Cuyahoga County Commrs/Cuyahoga County Juvenile Court, SERB 94-022 (12-6-94).)

On September 19, 2014, the representative for the Employee Organization sent SERB's General Counsel an email requesting to withdraw the Request for Recognition.

Board Member Brundige moved that the Board grant the Employee Organization's request to withdraw its Request for Recognition and dismiss this Request for Recognition for lack of jurisdiction. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

6. Case 2013-ULP-12-0359 Hubbard Education Association, OEA/NEA v. Hubbard Exempted Village School District Board of Education

On December 19, 2013, the Hubbard Education Association, OEA/NEA, ("Charging Party") filed an unfair labor practice charge against the Hubbard Exempted Village School District Board of Education ("Charged Party"), alleging that Charged Party violated Ohio Revised Code §§ 4117.11(A)(1) and (A)(5). On March 13, 2014, the State Employment Relations Board ("SERB" or "the Board") found probable cause to believe Charged Party had committed an unfair labor practice and directed the parties to participate in unfair labor practice mediation; in the event the parties' mediation failed to resolve this matter, the Board authorized the issuance of a complaint and referred the matter to hearing.

On September 17, 2014, the parties filed a settlement agreement resolving this matter. In paragraph 5 of the agreement, the Union indicates that its signature constitutes a request to withdraw the unfair labor practice charge.

Vice Chair Schmidt moved that the Board construe the parties' settlement agreement as a motion to withdraw, grant the motion, and dismiss with prejudice the unfair labor practice charge in Case No. 2013-ULP-12-0359. (The Board retains jurisdiction over this matter for purposes of enforcing the parties' settlement agreement, pursuant to O.A.C. Rule 4117-7-06.) Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

7. Case 2014-ULP-03-0046 Stow-Munroe Falls Teachers Association, OEA/NEA v. Stow-Munroe Falls City School District Board of Education

On March 17, 2014, Stow-Munroe Falls Teachers Association, OEA/NEA ("Charging Party") filed an unfair labor practice charge against Stow-Munroe Falls City School District Board of Education ("Charged Party"), alleging that Charged Party violated Ohio Revised Code §§ 4117.11(A)(1) and (A)(5). On June 5, 2014, the State Employment Relations Board ("SERB" or "the Board") found probable cause to believe Charged Party had committed an unfair labor practice and directed the parties to participate in unfair labor practice mediation; in the event the parties' mediation failed to resolve this matter, the Board authorized the issuance of a complaint and referred the matter to hearing.

On September 9, 2014, Charging Party filed a motion to withdraw the unfair labor practice charge and attached a copy of the parties' settlement agreement resolving the issues in this case. Charging Party requests that the Board dismiss this matter.

Board Member Brundige moved that the Board grant Charging Party's motion to withdraw and dismiss the unfair labor practice charge in Case No. 2014-ULP-03-0046 with prejudice. (The Board retains jurisdiction over this matter for purposes of enforcing the parties' settlement agreement, pursuant to O.A.C. Rule 4117-7-06.) Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

8. Case 2014-ULP-05-0067 SERB v. Bloomfield-Mespo School District Board of Education

On May 5, 2014, the Bloomfield-Mespo Education Association, OEA/NEA ("Charging Party") filed an unfair labor practice charge against the Bloomfield-Mespo Local School District Board of Education ("Charged Party"), alleging that Charged Party violated Ohio Revised Code ("O.R.C.") §§ 4117.11(A)(1), (A)(2), (A)(5), and (A)(8). On June 19, 2014, Charging Party filed an amended unfair labor practice charge. On July 24, 2014, the State Employment Relations Board ("Board" or "Complainant") found probable cause to believe Charged Party had committed an unfair labor practice, authorized the issuance of a complaint, and directed the matter to hearing.

On August 13, 2014, the Board issued a notice of unfair labor practice hearing and complaint. On September 19, 2014, the parties filed an executed settlement agreement in this matter. In paragraph 5 of the agreement, the parties request that the Board construe their agreement as a motion to dismiss the charge and complaint with prejudice.

Vice Chair Schmidt moved that the Board construe the parties' settlement agreement as a motion to dismiss, grant the motion, and dismiss with prejudice the unfair labor practice charge and complaint in Case No. 2014-ULP-05-0067. (The Board retains jurisdiction over this matter for purposes of enforcing the parties' settlement agreement, pursuant to O.A.C. Rule 4117-7-06.). Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

IV. UNFAIR LABOR PRACTICE CHARGE MATTERS AT ISSUE:

1. Case 2014-ULP-06-0094 Euclid Teachers' Association, OEA/NEA v. Euclid City School District Board of Education

The unfair labor practice charge alleged that the School Board violated Ohio Revised Code §4117.11 (A)(1) and (5) by unilaterally designating additional instructional days due to inclement weather.

Information gathered during the investigation revealed that the School Board's actions, of arranging to make up the two days of school because of having used more calamity days for the 2013 - 2014 school year, were governed by state law. As a result, the School Board's actions do not rise to the level of a statutory violation.

Board Member Brundige 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 the School Board. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

2. Case 2014-ULP-08-0130 Ohio Civil Service Employee Association, AFSCME Local 11 v. State of Ohio - Department of Developmental Disabilities -Youngstown Developmental Center

The unfair labor practice charge alleged that the Department violated Ohio Revised Code §4117.11 (A)(1) and (2) by interfering with union business.

Information gathered during the investigation revealed the Association failed to provide sufficient information to support the (A)(1) and (2) allegations. Discussions between the Superintendent and the Chapter President did occur, but no information was provided to support that the Superintendent was threatening or interfering with union business.

Vice Chair Schmidt 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 the Department. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

3. Case 2014-ULP-08-0135 Municipal Construction Equipment Operator's Labor Council v. North Ridgeville City School District Board of Education

The unfair labor practice charge alleged that the School Board violated Ohio Revised Code §4117.11 (A)(8) by declaring impasse when none existed.

Information gathered during the investigation revealed that the School Board acted in accordance with the provisions in the parties' collective bargaining agreement when it declared impasse after forty-five (45) calendar days. Based on the totality of the circumstances, the School Board's actions do not rise to the level of a statutory violation.

Board Member Brundige moved that the Board grant the School Board's Motion to Dismiss and dismiss the charge with prejudice for lack of probable cause to believe that an unfair labor practice has been committed by the School Board. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote:	BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
	Affirmed	X		Denied		

4. Case 2014-ULP-08-0126 Brant L. Jordan v. Northmor Local School District Board of Education

The unfair labor practice charge alleged that the School Board violated Ohio Revised Code §4117.11 (A)(3), (4), (6) and (8) by retaliating against Brant L. Jordan after he filed a grievance by not awarding him the first shift custodian position and by changing the grievance and seniority procedures in collusion with the Union.

Information gathered during the investigation revealed that Mr. Jordan failed to provide sufficient information or documentation to support the allegations. Therefore, the School Board's actions do not rise to the level of (A)(3), (4), (6) and (8) statutory violations. In addition, events occurring prior to April 25, 2014 are untimely filed for this unfair labor practice charge.

Vice Chair Schmidt moved that the Board dismiss the charge with prejudice for lack of probable cause to believe that an unfair labor practice has been committed and for being untimely filed for events which occurred on or before April 25, 2014. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote:	BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
	Affirmed	X		Denied		

5. Case 2014-ULP-08-0127 Brant L. Jordan v. Northmor Classified Employees

The unfair labor practice charge alleged that the Union violated Ohio Revised Code §4117.11 (B)(1), (2) and (6) by "not promptly pursuing" Brant L. Jordan's grievance to arbitration and by colluding with the School District to change the grievance and seniority provisions of the contract in order to retaliate against him.

Information gathered during the investigation revealed that Mr. Jordan failed to provide sufficient information or documentation to support the (B)(1), (2) and (6) allegations. In

addition, events occurring on or before April 25, 2014 are untimely filed for this unfair labor practice charge.

Board Member Brundige moved that the Board dismiss the charge with prejudice for lack of probable cause to believe that an unfair labor practice has been committed and for being untimely filed for event which occurred on or before April 25, 2014. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

6. Case 2014-ULP-08-0137 Huber Heights Education Association, OEA/NEA v. Huber Heights City School District Board of Education

The unfair labor practice charge alleged that the School Board violated Ohio Revised Code §4117.11 (A)(1) and (3) by retaliating against the Union President, Amy Fugate, when it "involuntarily removed" her from her High School teaching position to a teaching position at the Middle School.

Information gathered during the investigation revealed the Association failed to establish a prima facie case of discrimination. Furthermore, assuming that a prima facie had been established, the School Board provided a persuasive rebuttal that Ms. Fugate was transferred due to the demands of her position as Union President as set forth in Article 3.07 of the contract and not based on anti-union animus. Therefore, based on the totality of the circumstances, the School Board's actions do not rise to the level of an (A)(3) statutory violation and the Association did not provide sufficient information or documentation to support the (A)(1) allegation.

Vice Chair Schmidt 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 the School Board. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

7. Case 2014-ULP-08-0144 Butler County Children's Services Independent Union v. Butler County Commissioners

The unfair labor practice charge alleged that the County Commissioners violated Ohio Revised Code §4117.11 (A)(1), (2) and (5) by engaging in "surface bargaining", refusing to bargain and by intimidating and coercing bargaining-unit member, Jennifer Crail, by questioning her about her participation in a potential strike.

Information gathered during the investigation revealed that the County Commissioners were not engaging in regressive bargaining. Based on the totality of the circumstances, the County Commissioners' actions do not rise to the level of an (A)(5) violation.

In addition, there was no information or documentation to support that the supervisor's questioning of Ms. Crail regarding her caseload constituted an (A)(1) and (2) violation of the statute.

Board Member Brundige 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 the County Commissioners. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote:	BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
	Affirmed	X		Denied		

8. Case 2014-ULP-08-0155 Russell Bewsey v. State of Ohio - Department of Rehabilitation and Correction, Allen Correctional Institution

The unfair labor practice charge alleged that the Department violated Ohio Revised Code §4117.11 (A)(1) and (5).

Information gathered during the investigation revealed that Russell Bewsey failed to set forth a statement of facts to demonstrate an alleged violation of O.R.C. Chapter 4117 within the unfair labor practice charge. Mr. Bewsey was apprised of the deficiency of his filing and he was given ample time to correct the deficiency by filing an amended charge. To date, the Mr. Bewsey has failed to amend the charge.

Vice Chair Schmidt moved that the Board dismiss the charge without prejudice due to Mr. Bewsey's failure to provide a clear and concise statement of facts. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote:	BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
	Affirmed	X		Denied		

9. Case 2014-ULP-07-0111 International Association of Firefighters, Local 3331 v. City of Perrysburg

The unfair labor practice charge alleged that the City violated Ohio Revised Code §4117.11 (A)(1) and (3) by interfering, restraining, coercing and discriminating against employees in the exercise of their guaranteed rights.

Information gathered during the investigation revealed that the City made a decision due to budgetary concerns to reduce staffing level from 5 employees to 4. The City then decided to maintain the level at 4 employees unless the Association provided incidents where an increase in staff was warranted. The Association failed to provide such information.

Board Member Brundige 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 the City. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote:	BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
	Affirmed	X		Denied		

10. Case 2014-ULP-07-0116 Amalgamated Transit Union, Local 1385 v. Greater Dayton Regional Transit Authority

The unfair labor practice charge alleged that the Transit Authority violated Ohio Revised Code §4117.11 (A)(1) by interfering, restraining or coercing employees in the exercise of their guaranteed rights.

Information gathered during the investigation revealed that the statements and notice to the employees by the Executive Director, Mark Donahey, did not thwart the possibility of Rick Wagoner's ability to have a fair arbitration after he was terminated when an investigation revealed that he fabricated a story of allegedly being assaulted by three (3) assailants while on his bus route.

Vice Chair Schmidt 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 the Transit Authority. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

11. Case 2014-ULP-07-0120 Greater Cincinnati Building and Construction Trades Council v. Cincinnati Metropolitan Housing Authority

The unfair labor practice charge alleged that the Housing Authority violated Ohio Revised Code §4117.11 (A)(1) and (5) by interfering, restraining or coercing employees in the exercise of their guaranteed rights, by refusing to bargain with the exclusive representative, by objecting to and refusing to provide information for bargaining and by stalling the grievance-arbitration process with the exclusive representative to pursue a grievance and arbitration.

Information gathered during the investigation revealed that the Union requested information and/or documentation from the Housing Authority that was allegedly crucial to the arbitration process. The Housing Authority's counsel affirmed that the information requested was provided and the parties have proceeded with the arbitration process.

Board Member Brundige 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 the Housing Authority. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

12. Case 2014-ULP-08-0131 Melvin Clayton v. AFSCME Ohio Council 8, Local 1355

The unfair labor practice charge alleged that the Union violated Ohio Revised Code §4117.11 (B)(6) by failing to fairly represent Melvin Clayton.

Information gathered during the investigation revealed that Mr. Clayton was terminated for

being charged and indicted for burglary and theft of a residential unit of the employer. The Union filed a grievance directly to Step 3 of the grievance-arbitration process. The grievance was denied and it was determined that the grievance lacked merit to proceed to arbitration. The Union took the basic and required steps; therefore, the Union's actions did not rise to the level of a (B)(6) violation.

Vice Chair Schmidt 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 the Union. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

13. Case 2014-ULP-05-0068 Jennifer N. McGinnis v. Ohio Patrolmen's Benevolent Association

The unfair labor practice charge alleged that the Association violated Ohio Revised Code §4117.11 (B)(1) and (6) by failing to timely file a grievance over Jennifer McGinnis' termination.

Information gathered during the investigation revealed on June 26, 2014, this Board dismissed the charge for lack of probable cause and for being untimely filed.

On August 25, 2014, Ms. McGinnis timely filed a Motion for Reconsideration. A review of the documentation submitted in this case revealed that the unfair labor practice charge was timely filed. Ms. McGinnis was notified that her grievance was denied on February 7, 2014. She then filed this charge on May 6, 2014, 88 days later and within the ninety (90)-day statute of limitations. Further review revealed that it is undisputed that the grievance was untimely filed giving rise to a violation of Ohio Revised Code §4117.11(B)(6).

Board Member Brundige moved an alternative recommendation that the Board grant the motion to reconsider based upon further review, and the contents of the Arbitrators Award in this matter by finding the unfair labor practice was timely filed and remand to the investigations section for further investigation to inquire what was the exact date and method the charging party notified the union that the criminal case had been dismissed, and to allow the union to respond. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion.

Board Member Brundige read the following rationale for his recommendation "I agree with the investigator that, on review, we should find the case timely filed. The information requested on remand is necessary so the board can assure that we act consistently in finding probable cause in such cases if the charging party has discharged the duty of notifying the union in a timely manner, and after hearing the union's response to that information."

Chair Zimpher called for the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

14. Case 2014-ULP-05-0077 City of Brook Park v. Northern Ohio Fire Fighters Association, IAFF Local 1141

The unfair labor practice charge alleged that the Association violated Ohio Revised Code §4117.11 (B)(1), (3) and (5) by bargaining in bad faith and directly dealing with the City Council regarding negotiations.

Information gathered during the investigation revealed that on August 22, 2014, the City timely filed a motion for reconsideration. In the motion, the City's Counsel asserts that SERB relied on false information and "no evidence" to reach its conclusion. To the contrary, SERB based its decision on evidence submitted by the City and the Association. Although the City provided "new evidence", the evidence contradicts the City's rationale for filing the motion for reconsideration. Therefore, the "new evidence" provided by the City does not merit reconsideration.

Vice Chair Schmidt moved that the Board deny the City's Motion for Reconsideration with prejudice. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

15. Case 2013-ULP-02-0023 Lakeland Faculty Association, OEA/NEA v. Lakeland Community College

The unfair labor practice charge alleged that the Community College violated Ohio Revised Code §4117.11 (A)(1), (3), and (5) by unilaterally implementing a class cap/seat count and course scheduling system.

Information gathered during the investigation revealed on February 4, 2013, the Association filed an unfair labor practice charge against the Community College.

On April 4, 2013, SERB deferred the unfair labor practice charge to the parties' grievance-arbitration procedure. On September 10, 2014, SERB sent a letter to the parties requesting the status of the above-referenced charge. SERB was advised that the grievance had been withdrawn. On the same date, the Association filed a Motion to Withdraw the charge.

Board Member Brundige moved that the Board grant the Associations Motion to Withdraw and dismiss the charge with prejudice. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

16. Case 2013-ULP-06-0180 Association of Cleveland Fire Fighters, IAFF Local 93 v. City of Cleveland

The unfair labor practice charge alleged that the City violated Ohio Revised Code §4117.11 A)(1) and (5) by failing to maintain the status quo during negotiations for a successor agreement.

Information gathered during the investigation revealed that on September 12, 2013, SERB deferred the unfair labor practice charge to the parties' grievance-arbitration procedure.

After sending the parties a letter requesting an update on the status of the above referenced charge, the Association filed a Motion to Withdraw the charge stating that the matter had been resolved through the parties' final and binding grievance-arbitration procedure.

Vice Chair Schmidt moved that the Board grant the Association's Motion to Withdraw and dismiss the charge with prejudice as having been resolved between the parties pursuant to the grievance-arbitration procedure. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote:	BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
	Affirmed	X		Denied		

17. Case 2014-ULP-05-0069 Youngstown State University Association of Classified Employees v. Youngstown State University

18. Case 2014-ULP-05-0070 Denise Altman v. Youngstown State University

19. Case 2014-ULP-06-0105 Ohio Association of Public School Employees/AFSCME Local 4, AFL-CIO and its Local 211 v. South-Western City School District Board of Education

20. Case 2014-ULP-07-0119 International Brotherhood of Electrical workers Local 245 v. City of Bryan

21. Case 2014-ULP-09-0159 International Association of Machinists and Aerospace Workers, AFL-CIO, DL 54, LLC 1297 v. City of Cleveland - Public Utilities

22. Case 2014-ULP-09-0170 Ohio Council 8, AFSCME, AFL-CIO, and its Local 1295 v. Richland County Department of Job & Family Services

23. Case 2014-ULP-09-0177 Deborah Sanders v. Cincinnati Organized and Dedicated Employee (CODE)

24. Case 2014-ULP-08-0153 Service Employees International Union, District 1199 WV/KY/OH v. Cleveland State University

25. Case 2014-ULP-09-0157 Brunswick Educational Support Professionals Association, OEA/NEA v. Brunswick City School District Board of Education

Items 17 through and including 25 were withdrawn pursuant to either a request to withdraw or a motion to withdraw.

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

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

VI. TABLED AND OTHER MATTERS:

There are no tabled matters.

VII. ADMINISTRATIVE MATTERS:

SERB REGULAR SCHEDULED MEETING DATES:

- **November 06, 2014**
- **December 18, 2014**

SYSTEM UPDATES:

- **Employee Organization Annual Report Filings:** For fiscal year ending **04/30/2014** a total of **6** Employee Organizations were required to report not later than 09/15/2014. All Organizations have filed.

- **Annual Employee Performance Evaluations:** Section Administrators are working on the Annual Employee Performance Evaluations for their staffs. They are due not later than the end of October. The submission this year is totally electronic.

- **Combined Charitable Campaign**: The goal was $12,300. The campaign concluded on September 26, 2014 and the actual contribution from staff, and the SERB and SPBR Board members was $12,706. We went over the goal by $406!! Without the leadership of Judy Knapp and the generosity of all who gave to this worthy endeavor, we would not be able to happily celebrate that we have collectively had the opportunity to reach out and answer the call to help those in need. Thank you Judy for your leadership, it is most appreciated! You make giving seem easy and also a little fun along the way. And, thank you to all of the staff and Board members who gave so generously, you are what enables the goal to be reached. What a team!!

- **2014 Workforce Plan**: Have begun work on the 2014 Workforce Plan which is due to CSA on October 31, 2014 and to DAS not later than November 12, 2014. This will be more than just an update to the last Workforce Plan submitted in 2013 in that it will address major project initiatives or programmatic shifts. Once again, the projections for retirements and related succession planning will be updated. This will be accomplished using a Workforce Planning Technique and Model called Force Field Analysis to identify the future workforce needs and mapping the route on how to get there and project what the changes are that will happen along the way.

TRAINING:

- **Staff Retreat:** A staff retreat/training was held on October 06, 2014. The event was conducted by MindWorks, Inc. on the topic of "Unleashing the Minds Potential: Mastering Information Overload". The training was held at the DAS Surface Road

location. The training was well received by the staff in attendance. We learned how to increase the words per minute being read and also to increase the retention of material read. There were many facets to the training which was augmented by exercises to hone the new methodology taught. Thank you to Elaine Stevenson and Arletta Love for manning the offices so that the rest of the staff could participate in the offsite training.

- **SERB Academy:** The next SERB Academy is scheduled for October 30 and 31, 2014 at the Crowne Plaza – North. To date there are 42 registrations.

- **SPBR Academy:** Planning for the next SPBR Academy is under way. It is scheduled for February 24, 2015 at the Crowne Plaza – North.

STAFF UPDATES:

- Welcome to Beatrice Johnson who joined the staff of SERB on Monday, October 06, 2014 as a Customer Service Assistant 3, Lead Worker in the Clerk's Office. Bea brings a wealth of experience with her, transferring from the Accountancy Board where she served in a similar capacity. Prior to that she worked for Big Brothers/Big Sisters of Central Ohio for almost six (6) years as a database information coordinator and was also responsible for the training and supervision of temporary employees during their event season. Before that she worked at COSI for six (6) years in a similar capacity. She has a depth of customer service skills and a very good working knowledge of IT related applications and the field in general. She is also certified as a Legal Secretary by the Northeast Career Center. Bea is working on her Associates Degree from Columbus State Community College in the field of Management Information Systems/Project Management.

    - Thank you to Shane Trace for physically moving his office to the Clerk's Office for the duration since the departure of Amanda Wenzel and for his untiring efforts at keeping that part of the office on track and on task and doing his regular job as well. He then took on the responsibility of training Bea; so he will still be on point in the Clerk's Office for a bit longer. Erin Conn has been lending a hand in the training arena. Thank you to Erin too.

- Welcome to Scott Marshall who will be joining the staff of SERB on Monday, October 20, 2014 as Program Administrator 1 in the Research and Training Section. Scott, his wife and 10 year old daughter will be relocating to Columbus from Van Wert, Ohio. For the past 10 years Scott has worked with Central Mutual Insurance in Van Wert as a Personal Lines Representative. He brings a vast amount of experience with him in presentations, training, constituent and customer service, and proficiency in many software applications in use at SERB in addition to management expertise. In his position at Central Mutual Insurance he specialized in staff development and training, creating and editing business manuals and providing "over the phone" technical support to customers and company staff. He holds an Associate of Science in General Studies from Indiana Institute of Technology and is currently working to complete his B. S. in Business Administration – Management at the

Indiana Institute of Technology. Scott's personality and areas of expertise will be a natural blend with the R & T staff.

- Thank you also to the Research and Training staff, Cheri, Justin and Tammy for absorbing all of the duties normally handled by Sheila since her departure for California. They have worked very well as a team and will continue in that vein once Scott comes on board and will be involved in different facets of his training.

VIII. EXECUTIVE SESSION:

Board Member Brundige moved that the Board go into executive session, pursuant to Ohio Revised Code § 121.22(G)(3) to confer with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

The Board went into Executive Session at 10:50 a.m.

Board Member Brundige moved that the Board exit from Executive Session. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

The Board exited from Executive Session at 11:04 a.m.

IX. ADJOURNMENT:

Chair Zimpher moved that the Board adjourn the meeting. Vice Chair Schmidt seconded the motion. Chair Zimpher called for the vote.

Vote: BRUNDIGE:	Yes	SCHMIDT:	Yes	ZIMPHER:	Yes
Affirmed	X		Denied		

The Board meeting adjourned at 11:04 a.m.

/s/
W. Craig Zimpher, Chair