

State Employment Relations Board

Board Meeting Minutes

May 7, 2015

The State Employment Relations Board met on May 7, 2015, 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 APRIL 16, 2015 BOARD MEETING:

Board Member Brundige moved that the Board approve the minutes for the April 16, 2015 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:

1. Case 2015-MED-04-0381 Fraternal Order of Police, Ohio Labor Council, Inc. and City of Oregon

On April 6, 2015, the Fraternal Order of Police, Ohio Labor Council, Inc. filed a Notice to Negotiate for a reopener in their collective bargaining agreement with the City of Oregon. The union has now requested to withdraw the Notice to Negotiate. The basis of their request is that the filing was premature due to a clerical error.

Vice Chair Schmidt moved that the Board grant the Motion To Withdraw the Notice to Negotiate in case number 2015-MED-04-0381. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

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

III. REPRESENTATION MATTERS AT ISSUE:

1. Case 2015-REP-01-0006 Professionals Guild of Ohio and Montgomery County Department of Job and Family Services, Children Services Division
(May 19, 2015 - June 1, 2015)
2. Case 2015-REP-03-0032 Xenia Township Professional Firefighters, IAFF and Xenia Township, Greene County
(May 19, 2015 - June 1, 2015)
3. Case 2015-REP-03-0037 Fraternal Order of Police, Ohio Labor Council, Inc. and Ohio Patrolmen's Benevolent Association and Marion County Sheriff
(May 19, 2015 - June 1, 2015)

All parties have executed and filed the appropriate Consent Election Agreement seeking mail-ballot elections.

Board Member Brundige moved that the Board approve the Consent Election Agreements and direct mail-ballot elections to be conducted during the polling periods indicated. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

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

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 2 of 15

4. Case 2015-REP-02-0024 Fairborn Education Association, OEA/NEA and Fairborn City Board of Education

The parties jointly filed a Petition for Amendment of Certification and the proposed 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 _____

5. Case 2015-REP-03-0029 Goshen Township Police Association and Goshen Township Trustees, Clermont County

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

Board Member Brundige moved that the Board approve the jointly filed petition and amend the unit 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 _____

6. Case 2015-REP-02-0014 Fairborn Professional Firefighters, IAFF Local 1235 and City of Fairborn

The Employee Organization filed an Opt-In Request for Recognition. The Employer filed a Petition for Representation Election and objections maintaining that the Battalion Chiefs are not public employees. The union asserts that the Employer's objections and Petition may be untimely. The Employer maintains that its objections are timely. A conference call was conducted; however, the parties' dispute remains.

Board Member Brundige moved that the Board adopt the recommendation to order the parties to participate in an Inquiry regarding whether the Battalion Chiefs are supervisory and/or public employees and all relevant matters surrounding whether the Battalion Chiefs should be added to the existing bargaining unit and the timeliness issue. The date and time of the Inquiry and the Inquiry procedures will be addressed in a procedural order issued by the Office of the General Counsel of the State Employment Relations Board. Board Member Brundige also included in his motion that the inquiry shall proceed in a bifurcated manner deciding the threshold issue of timeliness on briefs, before considering the substantive issues. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

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

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 4 of 15

10. Case 2015-REP-01-0002 Fraternal Order of Police, Lodge 15 and Ohio Patrolmen's Benevolent Association and City of Parma
- There were 12 valid ballots cast
 - There were 0 void ballots
 - There were 0 challenged ballots
 - No Representative received 0 votes
 - Ohio Patrolmen's Benevolent Association received 5 votes
 - Fraternal Order of Police, Lodge 15 received 7 votes and prevailed in this election.
11. Case 2015-REP-01-0007 Ohio Patrolmen's Benevolent Association and City of Englewood
- There were 2 valid ballots cast
 - There were 0 void ballots
 - There were 0 challenged ballots
 - No Representative received 0 votes
 - Ohio Patrolmen's Benevolent Association received 2 votes and prevailed in this election.
12. Case 2014-REP-12-0142 Amanda Clearcreek Support Staff Association, OEA/NEA and Amanda-Clearcreek Local School District
- There were 43 valid ballots cast
 - There were 0 void ballots
 - There was 1 challenged ballot
 - No Representative received 13 votes
 - Amanda Clearcreek Support Staff Association, OEA/NEA received 30 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-ULP-05-0068 SERB v. OPBA

On May 6, 2014, Jennifer McGinnis ("Charging Party") filed an unfair labor practice charge against the Ohio Patrolmen's Benevolent Association ("Charged Party"), alleging that Charged Party violated Ohio Revised Code §§ 4117.11(B)(1) and (B)(6) by failing to timely file a grievance regarding the termination of her employment. On June 26, 2014, the State Employment Relations Board ("SERB" or "Board") dismissed this unfair labor practice

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 5 of 15

charge for lack of probable cause to believe an unfair labor practice had been committed and for being untimely filed.

Meanwhile, the grievance Charging Party filed regarding her termination was advanced to arbitration pursuant to Article 38, Section 7, Step 4 of the parties' collective bargaining agreement. On May 29, 2014, an Arbitrator held an evidentiary hearing in this matter. On or about July 22, 2014, the Arbitrator issued an award.

On or about August 25, 2014, Charging Party's attorney filed a motion requesting that SERB consider its Notice of Appeal as a Motion for Reconsideration. SERB granted Charging Party's Motion for Reconsideration based upon information contained in the Arbitrator's award. SERB remanded the case to the Investigations Section for further review. In October 2014, the Investigator submitted a revised report to the Board recommending that SERB find probable cause to believe an unfair labor practice had been committed.

In December 2014, SERB determined that probable cause existed to believe that Charged Party had committed an unfair labor practice, authorized the issuance of a complaint, and referred the matter to an expedited hearing.

On January 15, 2015, SERB issued a Notice of Hearing and Complaint. On April 14 and 15, 2015, Counsel for Complainant filed a motion to dismiss with a copy of the parties' settlement agreement.

Board Member Brundige moved that the Board grant the motion to dismiss and dismiss with prejudice the unfair labor practice charge and complaint in Case No. 2014-ULP-05-0068. (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 _____

2. Case 2014-ULP-10-0214 SERB v. Butler County Commissioners

On October 23, 2014, the Butler County Children Services Independent Union ("Charging Party") filed unfair labor practice charges against the Butler County Commissioners ("Charged Party"). On February 12, 2015, the State Employment Relations Board ("SERB") determined that probable cause existed to believe that Charged Party had committed or was committing unfair labor practices, authorized the issuance of a complaint, and referred the matter to an expedited hearing. On or about March 10 or 16, 2015, SERB issued a Notice of Hearing and Complaint.

On April 15, 2015, Charging Party filed a motion to dismiss the unfair labor practice charges and a copy of the parties' settlement agreement resolving the underlying issues in this case.

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 6 of 15

Vice Chair Schmidt moved that the Board grant the motion to dismiss and dismiss with prejudice the unfair labor practice charges and complaint in Case No. 2014-ULP-10-0214. (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-07-0117 Ohio Association of Public School Employees, AFSCME Local 4, AFL-CIO and its Local 121 v. Highland County Board of Developmental Disabilities

The unfair labor practice charge alleged that the County Board violated Ohio Revised Code §4117.11 (A)(1), (2), (3) and (5) by failing to maintain the status quo following a representation election.

Information gathered during the investigation revealed that the circumstances in this matter show that the County Board did not maintain the status quo during the post-election and pre-certification period. Despite the County Board's argument that it had no obligation to negotiate, its actions interfere with, restrain and/or coerce the employees in the exercise of their guaranteed rights. Furthermore, the County Board's actions reveal a failure to bargain in good faith when they implemented changes and failed to maintain the status quo.

Board Member Brundige moved that the Board find probable cause to believe an unfair labor practice has been committed, order the parties immediately to ULP mediation for a period not to exceed 45 days, 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. If the mediation is unsuccessful, authorize the issuance of a complaint and refer the matter to hearing to determine whether the County Board violated Ohio Revised Code § 4117.11(A)(1) and (5), but not (2) and (3) by failing to maintain the status quo following a representation election. 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 2015-ULP-01-0017 Fairborn Professional Fire Fighters, IAFF Local 1235 v. City of Fairborn - Fire Department

The unfair labor practice charge alleged that the City violated Ohio Revised Code §4117.11 (A)(1) and (5) by unilaterally implementing changes to the minimum staffing policy which directly affect its members' terms and conditions of employment.

Information gathered during the investigation revealed that the matter is purely contractual encompassing no arguable statutory violation. The Union did not provide sufficient information or documentation to support the (A)(1) allegation.

The charge is also untimely filed based on the Union's own admission that it was notified of the proposed changes on October 15, 2014, but did not file the instant charge until January

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 7 of 15

23, 2015, 100 days later. No information was provided to justify tolling the 90-day statute of limitations.

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. 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 2015-ULP-02-0034 Communications Workers of America, Local 4546 v. Summit County Children's Services Board

The unfair labor practice charge alleged that the County Board violated Ohio Revised Code §4117.11 (A)(1), (2), (5) and (8) by denying its members their guaranteed rights to representation, which, in turn, interferes with the administration of the Union, directly-dealing with its members and by unilaterally making changes to the grievance procedure.

Information gathered during the investigation revealed that the Union's allegations of direct dealing and allegations that the County Board unilaterally made changes to the grievance procedure are not supported by the information provided by the Union. Based upon the totality of the circumstances, the County Board's actions do not rise to the level of an (A)(1) or (5) statutory violation. The Union did not provide sufficient information or documentation to support the (A)(2) and (8) allegations.

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. 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 2015-ULP-02-0036 Allen East Education Association, OEA/NEA v. Allen East Local School District Board of Education

The unfair labor practice charge alleged that the School Board violated Ohio Revised Code §4117.11 (A)(1), (3) and (5) by "unilaterally and prematurely" declaring ultimate impasse and by unilaterally implementing its "last best and final offer".

Information gathered during the investigation revealed that based on the totality of the circumstances, the information provided by the School Board does not support its decision to determine that the parties were at ultimate impasse and to implement its last, best and final offer. Accordingly, this matter is best addressed through an expedited hearing.

The Union did not provide sufficient information or documentation to support the (A)(3) allegation.

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 8 of 15

Vice Chair Schmidt moved that the Board find probable cause to believe an unfair labor practice has been committed, authorize the issuance of a complaint, and refer the matter to an expedited hearing to determine whether or not the School Board violated Ohio Revised Code § 4117.11(A)(1) and (5), but not (3), by implementing its last, best and final offer prior to reaching impasse. 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 2015-ULP-02-0040 Brant L. Jordan v. Northmor Classified Employees

The unfair labor practice charge alleged that the Union violated Ohio Revised Code §4117.11 (B)(1) and (6) by failing to represent the membership and by "collaborating" with the Superintendent to deny the members their guaranteed rights.

Information gathered during the investigation revealed that the allegations contained in the instant charge have been previously addressed in Case Nos. 2014-ULP-08-0127 and 2015-ULP-01-0012, which were dismissed by the Board for lack of probable cause on October 9, 2014 and April 16, 2015, respectively. Mr. Jordan's instant charge did not contain any new allegations.

The allegations regarding the events which allegedly occurred on November 5th and 18th of 2014 are untimely filed. Mr. Jordan did not provide any information or documentation to warrant the tolling of the 90-day statute of limitations.

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, for being untimely filed for the November 2014 events and for being a duplicate filing. 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 2015-ULP-03-0053 Roy P. Ziganti, Jr. v. City of Cleveland - Department of Public Safety

The unfair labor practice charge alleged that the City violated Ohio Revised Code §4117.11 (A)(6) by failing to award Roy P. Ziganti a temporary promotion because he filed a grievance regarding his demotion.

Information gathered during the investigation revealed that Mr. Ziganti's knew or should have known on May 28, 2014 that he was not awarded a temporary promotion. He did not file the instant charge until March 10, 2015, 286 days later. Mr. Ziganti did not provide any information to warrant the tolling of the 90-day statute of limitations. He did not provide any information to support the (A)(6) 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 and for being untimely filed. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 9 of 15

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

7. Case 2015-ULP-03-0054 Roy P. Ziganti, Jr. v. Association of Cleveland Fire Fighters, IAFF Local 93

The unfair labor practice charge alleged that the Association violated Ohio Revised Code §4117.11 (B)(6) by failing to properly represent Roy P. Ziganti during his arbitration.

Information gathered during the investigation revealed that Mr. Ziganti did not provide sufficient information or documentation to show how the Association's actions were arbitrary, discriminatory or in bad faith in his representation at the arbitration hearing. Based on the totality of the circumstances, the Association's actions do not rise to the level of a (B)(6) 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. 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-11-0250 Ohio Civil Service Employees Association - Allen Chapter v. Ohio Department of Job & Family Services

The unfair labor practice charge alleged that the Department violated Ohio Revised Code §4117.11 (A)(8) by causing or attempting to cause an unfair labor practice.

Information gathered during the investigation revealed that the parties' Teleworking Policy and Agreement, which is incorporated in the parties' collective bargaining agreement, provides that an employee in the program would lose their teleworking status if they receive any form of discipline. Justin Thompson was assigned teleworking status. However, Mr. Thompson received a one (1)-day working suspension for violating a work rule. As a result, his teleworking status was terminated. The Department's conduct does not rise to the level of a statutory violation and the Association did not provide sufficient information to support the (A)(8) violation.

Mr. Thompson waived his rights to file a grievance and the time period for filing a grievance has passed. Accordingly, the Department's Motion for Deferral is moot.

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 and deny the Department's request as moot. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

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

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 10 of 15

9. Case 2014-ULP-12-0261 Teamsters Local 436 v. Cuyahoga County - Division of Public Works, Cuyahoga County Airport

The unfair labor practice charge alleged that the County violated Ohio Revised Code §4117.11 (A)(1) and (5) by interfering, restraining or coercing employees in the exercise of their guaranteed rights and by refusing to bargain with the exclusive representative.

Information gathered during the investigation revealed that the collective bargaining agreement between the parties includes a grievance procedure culminating in final and binding arbitration. A grievance regarding the alleged unilateral change has been filed and is proceeding through the grievance procedure. Contract interpretation and application appear to lie at the heart of both the unfair labor practice charge and the grievance dispute.

Board Member Brundige moved that the Board grant the County's request, defer the matter for resolution through the grievance-arbitration procedure and retain jurisdiction in accordance with *In re Upper Arlington Ed Assn*, SERB 92-010 (6-30-92). The parties have thirty (30) days from the issuance of the arbitration award to file a request with the Board seeking review of the remaining issues, if any. If nothing is filed within the thirty (30) days, this Board will assume all issues were resolved in the grievance-arbitration procedure and dismiss the matter. 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 2015-ULP-01-0020 Teamsters Local Union No. 957, General Truck Drivers, Warehousemen, Helpers and Service, and Casino v. Greene County Board of Commissioners-Greene County Services

The unfair labor practice charge alleged that the County Board violated Ohio Revised Code §4117.11 (A)(1) and (5) by interfering, restraining or coercing employees in the exercise of their guaranteed rights and by refusing to bargain with the exclusive representative.

The Investigator will hold the discussion in abeyance pending the outcome of the recommendation.

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

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

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 13 of 15

19. Case 2015-ULP-04-0084 Ohio Association of Public School Employees, AFSCME, Local 4 and AFL-CIO and its Local 114 v. Massillon City School District Board of Education
20. Case 2015-ULP-03-0071 Victor Ervin, Mark Mittelstaedt, Darby Svoboda, Bernard Branner, Kimberly Smith v. Municipal Construction Equipment Operators Labor Council and Stewart Roll

Items 14 through and including 20 were withdrawn pursuant to a request, settlement or motion to withdraw.

Vice Chair Schmidt moved that the Board construe the requests to withdraw and the settlement agreements as motions to withdraw and grant the motions 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 _____

VI. TABLED AND OTHER MATTERS:

There are no tabled matters.

VII. ADMINISTRATIVE MATTERS:

SERB REGULAR SCHEDULED MEETING DATES:

- June 04, 2015
- July 09, 2015
- August 13, 2015
- September 10, 2015
- October 01, 2015

SYSTEM UPDATES:

- **Employee Organization Annual Report Filings:** For fiscal year ending **11/31/2014** two (2) Employee Organizations were required to report not later than **04/15/2015**. The Employee Organizations have filed and are therefore in compliance. There are no employee organizations 31 days past due.
- **2015 Report on the Cost of Health Insurance in Ohio's Public Sector:** Comparison over last year below. Data scrubbing continues for the 1,903 medical plans received. Report due August 01, 2015.

OVERALL RESPONSE RATE	SURVEYS SENT 2014	RECEIVED 2014	RATE 2014	SURVEYS SENT 2015	RECEIVED 2015	RATE 2015
	1,327	1,231	92.8%	1,322	1,261	95.3%

Note: Health Districts were not surveyed this year, since past surveys found majority were included in county submitted surveys.

State Employment Relations Board
Board Meeting Minutes
May 7, 2015
Page 14 of 15

- **Testimony to the Senate Finance Subcommittee on Workforce:** Chairman Zimpher provided testimony to the Senate Finance Subcommittee on Workforce on 4/28/15. There were two questions for which some research needed to be done in order to respond, the questions were regarding information contained in the 2014 Report on the Cost of Health Insurance in Ohio's Public Sector. The questions were: What is the overall trend line for health care costs? And, why are townships assuming a greater share of employer health care costs? All questions have been responded to.
- **Rule Amendments Filing With JCARR:** There are twelve rules proposed for amendments; the informal rule meeting was held yesterday, May 6, 2015 at 1:30 p.m. in Hearing Room 1. There were nine (9) interested parties that attended. Chairman Zimpher chaired the meeting, supported by Vice Chair Aaron Schmidt, and Board Member Eugene Brundige, Elaine Stevenson assisted.
- **Minority Business Enterprise (MBE):** SERB is right on track and has exceeded the goal of 15%. To date, SERB has attained 20.19% of the MBE Set Aside. By the close of the fiscal year, SERB will likely be well ahead of that percentage. Good job to Shane Trace who manages our MBE/Edge program.
- **Ethics Training:** Per Governor Kasich's Executive Order 2011-0K, SERB staff and Members of both the SERB and SPBR Boards participated in the annual Ohio Ethics Law training. Susan Willeke, Education and Communications Administrator, Ohio Ethics Commission presented the session here on site. This session was held Wednesday, April 29, 2015 at 1:30 p.m. in Hearing Room 1.

TRAINING:

- **Negotiations Training:** A one day basic training program in practical negotiations for persons new to collective bargaining and for those seeking a new perspective on conducting and participating in negotiations will be presented on June 16, 2015 by SERB Mediators Ken Hickey and Brian Eastman, supported by Don Collins, General Counsel and Mary Laurent, Administrative Professional 2 of the Bureau of Mediation. The training will concentrate on bargaining alternatives, requirements under the ORC, strategies, essentials and mock negotiation sessions. The training will be limited to 23 participants. To date 23 participants have registered. It will be held at the State Library.
- **Fact-finding Conference:** Scheduled for October 23, 2015 at the Crowne Plaza Hotel in Worthington, need to submit CLE application to the Ohio Supreme Court by the end of June.
- **Fall SERB Academy:** Tentatively scheduled for November 12 and 13, 2015 at the Crowne Plaza Hotel in Worthington; need to submit CLE application to the Ohio Supreme Court by the end of July.
- **Negotiations Training:** A second presentation of the one day basic training program in practical negotiations for persons new to collective bargaining and for those seeking a new perspective on conducting and participating in negotiations will be presented on August 24, 2015 by SERB Mediators Ken Hickey and Brian Eastman, supported by Don

