

State Employment Relations Board

Board Meeting Minutes

June 4, 2015

The State Employment Relations Board met on June 4, 2015, at 10:00 a.m., at 65 East State Street, 12th Floor, Columbus, Ohio. Present at the meeting were Chair W. Craig Zimpher and Vice Chair Aaron A. Schmidt. Board Member N. Eugene Brundige was absent from the meeting.

I. APPROVAL OF MINUTES FOR THE MAY 7, 2015 BOARD MEETING:

Vice Chair Schmidt moved that the Board approve the minutes for the May 7, 2015 Board meeting. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

II. MEDIATION AND FACT-FINDING MATTERS AT ISSUE:

There were no mediation matters at issue.

III. REPRESENTATION MATTERS AT ISSUE:

1. Case 2015-REP-03-0034 Laborers' International Union of North America, Local 860 and Cuyahoga County (Treasurer's Office)
(June 16, 2015 - June 29, 2015)
2. Case 2015-REP-03-0039 Ohio Patrolmen's Benevolent Association and Laborers' International Union of North America, Local No. 860 and Northeast Ohio Regional Sewer District
(July 1, 2015 - July 14, 2015)
3. Case 2015-REP-04-0042 Ohio Patrolmen's Benevolent Association and Portage-Geauga County Juvenile Detention Center, Board of Trustees
(June 16, 2015 - June 29, 2015)
4. Case 2015-REP-04-0043 Beth Hughes and Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO, Local 3465 and City of Painesville
(June 16, 2015 - June 29, 2015)
5. Case 2015-REP-04-0046 International Brotherhood of Teamsters Local 436 and Medina County Commissioners - Sanitary Engineer
(June 16, 2015 - June 29, 2015)

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

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

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

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7. Case 2015-REP-04-0048 Fraternal Order of Police, Ohio Labor Council, Inc. and Franklin County Sheriff

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 unit accordingly. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

8. Case 2015-REP-03-0036 Medina City Schools Psychologists Association, OEA/NEA and Medina City School District Board of Education

The Employee Organization filed a Petition for Representation Election. The Employer timely filed a position statement opposing the petition stating that School Psychologists are supervisory and management-level employees; therefore, they are not "public employees." A conference call was conducted; however, the parties' dispute remains. Mediation is not recommended.

Vice Chair Schmidt moved that the Board direct this matter to an Inquiry to determine whether the School Psychologists are "public employees" pursuant to Ohio Revised Code Chapter § 4117 and if they are found to be, to determine an appropriate bargaining unit and for all other relevant issues. 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. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

9. Case 2015-REP-04-0041 Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and Mahoning County Engineer

The Employee Organization filed a Petition for Representation Election. The Employer timely filed a position statement opposing the petition. The Employer cites differences in terminology of the petitioned-for classifications and maintains that the Engineers are supervisory; therefore, they are not "public employees." They also maintain the Engineers are professional employees. A conference call was conducted. Despite substantial progress, the parties' dispute remains as to the three Engineer classifications.

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Vice Chair Schmidt moved that the Board direct this matter to an Inquiry to determine whether the classifications of Design Construction Engineers, Traffic Engineer and Bridge Engineer are "public employees" pursuant to Ohio Revised Code Chapter § 4117, to determine an appropriate bargaining unit and for all other relevant issues. 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. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

10. Case 2007-REP-03-0049 International Association of EMTs and Paramedics, SEIU/NAGE and Meigs County Emergency Medical Services

The Employee Organization is the Board-certified exclusive representative and filed a Motion to Revoke Certification. The collective bargaining agreement expired May 29, 2015. The motion is unopposed and appears appropriate.

Vice Chair Schmidt moved that the Board grant the motion and revoke the Employee Organization's certification. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

11. Case 2015-REP-02-0015 Paul Martin and Fraternal Order of Police, Ohio Labor Council, Inc. and City of Mason - Police Department

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

Vice Chair Schmidt moved that the Board certify the election results and certify that the employees in the unit have chosen to have no exclusive representative for the purposes of collective bargaining. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

12. Case 2015-REP-02-0017 Ohio Council 8, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO and Southeast Regional Council of Governments and Southeast Emergency Communications Center

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- There were 5 valid ballots cast
- There was 1 void ballot
- There were 0 challenged ballots
- No Representative received 0 votes
- Ohio Council 8, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO received 5 votes and prevailed in this election.

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

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

IV. ADMINISTRATIVE LAW JUDGE RECOMMENDATIONS AT ISSUE:

1. Cases 2007-REP-01-0013 Teamsters Locals 293 and 336 and Lorain County
2014-REP-09-0111 Domestic Relations Court, Lorain County Juvenile
Detention Homes

This matter comes before the State Employment Relations Board ("SERB" or "Board") upon the September 29, 2014 filing of an amended Petition for Amendment of Certification, filed by the International Brotherhood of Teamsters Local 293 ("Union" or "Teamsters Local 293") (SERB Case No. 2014-REP-09-0111), and the October 14, 2014 filing of a Notice of Employer's Withdrawal of Discretionary Recognition and Cessation of Collective Bargaining, filed by the Lorain County Domestic Relations Court, Lorain County Juvenile Detention Homes ("Employer" or "LCDRC"). The Employer's Notice of Withdrawal of Discretionary Recognition and Cessation of Collective Bargaining involves the bargaining unit of employees identified in SERB Case No. 2007-REP-01-0013 and was filed in the two above-referenced representation cases and two SERB mediation cases involving LCDRC and Teamsters Local 336. (SERB Case Nos. 2013-MED-01-0117 and 2013-MED-08-0925) The mediation cases have been stayed pending the outcome of these two representation cases.

On or about August 14, 2014, Teamsters Locals 293 and 336 merged. Teamsters Local 293 states that it is the surviving entity and, therefore, it is the exclusive representative of all classifications of the merged locals. Teamsters Local 293 requests that SERB amend the certification in SERB Case No. 2007-REP-01-0013 and recognize Local 293 as the exclusive representative of the bargaining unit identified in that case. Thereafter, Teamsters Local 293 desires to engage in negotiations for a third successor collective bargaining agreement. (SERB Case Nos. 2013-MED-01-0117 and 2013-MED-08-0925)

LCDRC seeks to withdraw its recognition of the bargaining unit identified in SERB Case No. 2007-REP-01-0013 and cease bargaining with these employees.

On January 15, 2015, the Board directed this matter to an inquiry to gather information for the Board to determine the appropriateness of the Teamsters' merger, the status of the employees in Teamsters Local 293, and the status of May 10, 2007 Certification of Election Results and of Exclusive Representative in SERB Case No. 2007-REP-01-0013.

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The parties agreed to submit this matter to the Board on joint stipulations of fact and legal briefs. On March 31, 2015, the parties filed joint stipulations of fact and their legal briefs. On April 14, 2015, the Employer filed an optional reply brief.

SERB's staff attorney submitted a Report and Recommendation to the Board on May 1, 2015, finding that the employees holding job classifications identified in SERB's May 10, 2007 "Certification of Election Results and of Exclusive Representative" in SERB Case No. 2007-REP-01-0013 have always been "employees of a court" as defined by O.R.C. § 4117.01(C)(8) and, therefore, these employees are not "public employees" subject to the provisions of O.R.C. Chapter 4117. Based upon these findings, the staff attorney recommends that the Board vacate its May 10, 2007 "Certification of Election Results and of Exclusive Representative" in SERB Case No. 2007-REP-01-0013 and dismiss with prejudice Teamsters Local 293's Petition for Amendment of Certification in SERB Case No. 2014-REP-09-0111 for lack of subject matter jurisdiction.

Vice Chair Schmidt moved that the Board:

1. **adopt** the Stipulations of Fact, Conclusions of Law, and Recommendations in the Report and Recommendation, finding that the employees holding job classifications identified in the May 10, 2007 "Certification of Election Results and of Exclusive Representative" in SERB Case No. 2007-REP-01-0013 have always been "employees of a court" as defined by O.R.C. § 4117.01(C)(8) and, therefore, these employees are not "public employees" subject to the provisions of O.R.C. Chapter 4117;
2. **vacate** the May 10, 2007 Certification of Election Results and of Exclusive Representative in SERB Case No. 2007-REP-01-0013; and
3. **dismiss** with prejudice Teamsters Local 293's Petition for Amendment of Certification in SERB Case No. 2014-REP-09-0111 for lack of subject matter jurisdiction.

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

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

2. Case 2014-REP-12-0144 Ohio Patrolmen's Benevolent Association and City of Ravenna

On December 22, 2014, the Ohio Patrolmen's Benevolent Association ("OPBA") filed an amended Petition for Representation Election, seeking to represent two full-time Police Captains employed by the City of Ravenna. On December 30, 2014, the City of Ravenna filed Objections to the Petition for Representation Election, asserting that the employees in question are "supervisors" and, therefore, are not "public employees" as defined by Ohio Revised Code ("O.R.C.") § 4117.01(C).

On February 12, 2015, the State Employment Relations Board ("SERB" or "Board") directed this matter to SERB's Office of General Counsel to conduct an inquiry to determine whether the employees in question are "public employees" under O.R.C. Chapter 4117, and for all other relevant issues.

On March 30, 2015, an inquiry was held in this matter, at which time, testimonial and documentary evidence was presented. SERB's staff attorney submitted a Report and

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Information gathered during the investigation revealed that Mr. Mims has failed to establish a prima facie case of discrimination because he failed to provide any information to show he was engaged in any protected activity prior to or leading up to his discipline. The City provided a persuasive rebuttal to show that its actions were not based on anti-union animus. Therefore, based on the totality of the circumstances, the City's actions do not rise to the level of an (A)(3) violation of the statute. Mr. Mims 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. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

3. Case 2015-ULP-03-0047 Tyrone Isaac Mims v. Ohio Council 8, AFSCME, AFL-CIO and Its Local 1632

The unfair labor practice charge alleged that the Union violated Ohio Revised Code §4117.11 (B)(6) by failing to properly represent Tyrone Isaac Mims in his workplace violence issues and at his hearing regarding his insubordination charges.

Information gathered during the investigation revealed that based on the totality of the circumstances, the Union's actions were not arbitrary, discriminatory or in bad faith in its representation. The Union represented Mr. Mims at two separate insubordination hearings as well as his disciplinary hearing. Therefore, the Union's actions do not rise to the level of a (B)(6) statutory 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. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

4. Case 2015-ULP-03-0050 City of Green v. Green Firefighters Association, IAFF Local 2964

The unfair labor practice charge alleged that the Association violated Ohio Revised Code §4117.11 (B)(2) and (3) by presenting a new proposal regarding core/minimum staffing at Conciliation, which had not previously been presented during negotiations.

Information gathered during the investigation revealed that in this matter, it was the City and not the Association that first presented changes to the core/minimum staffing language during the parties' January 24, 2014 bargaining session. The City continued to present that proposal at every session up to and including conciliation. The City filed the instant charge after the Conciliator rejected its proposed language and accepted the Association's proposed language on core/minimum staffing. The matter is now moot.

The matter is also untimely filed based on the City's knowledge of its own intent to pursue the language as early as January 24, 2014. The City did not provide sufficient information or documentation to support the (B)(2) allegation.

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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, for being untimely filed and for being moot. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

5. Case 2015-ULP-03-0056 Ohio Council 8, AFSCME, AFL-CIO v. Lima/Allen County Regional Transit Authority

The unfair labor practice charge alleged that the Transit Authority violated Ohio Revised Code §4117.11 (A)(1) and (5) by refusing to bargain in good faith, by directly dealing with its members regarding bargaining and by leaving copies of bargaining proposals in a training room in view of the public and its members.

Chair Zimpher moved an alternative recommendation that the Board table the matter. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion.

Chair Zimpher read the following comment: "It has been brought to the Board's attention that the Parties are engaged in settlement negotiations and that they are making significant progress, which could result in a withdrawal of the instant case. Therefore, I propose that this matter be tabled until the next scheduled Board meeting. Hopefully, this will allow the Parties to complete their settlement discussions."

Chair Zimpher called for discussion and the vote.

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

6. Case 2015-ULP-03-0062 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)(1), (2), (4), (5), (6) and (8) by failing to respond to Brant Jordan's disparate treatment and safety issues; thereby, denying him his guaranteed rights which put employees and the public "in harm's way."

Information gathered during the investigation revealed that Mr. Jordan's allegations were not supported by sufficient information or documentation. His position statement was a reiteration of allegations previously addressed in the unfair labor practice charges he filed against the District and the Union, which were subsequently dismissed by this Board for lack of probable cause. Mr. Jordan did not provide sufficient information or documentation to support the (A)(1), (2), (4), (5), (6) and (8) allegations.

Mr. Jordan's allegations regarding his concerns outlined in his November 14, 2014 letter is untimely and he did not provide any information or documentation to warrant the tolling of the 90-day statute of limitations.

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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 contained in the November 14, 2014 letter. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

7. Case 2015-ULP-04-0079 Service Employees International Union, District 1199 v. State of Ohio - Department of Rehabilitation and Corrections

The unfair labor practice charge alleged that the Department violated Ohio Revised Code §4117.11 (A)(1), (5) and (8) by refusing to hold a Step 2 grievance meeting in-person and "demanding" that it be held over the phone; thereby, unilaterally changing the grievance procedure.

On June 3, 2015, after the close of business, the Investigator received an email from the Union, which is the Charging Party, requesting that the above referenced charge be withdrawn.

Vice Chair Schmidt moved that the Board construe the request to withdraw as a motion to withdraw and grant the motion with prejudice. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

8. Case 2015-ULP-01-0002 Bonifacio Quiachon v. American Federation of State County and Municipal Employees, Local 3360

The unfair labor practice charge alleged that the Union violated Ohio Revised Code §4117.11 (B)(1).

Information gathered during the investigation revealed that information was requested, in writing, from Bonifacio Quiachon on January 8, 2015. He failed to provide the requested information by the due date of January 29, 2015.

A follow up letter was sent on April 16, 2015, again, requesting information to support the allegations by April 23, 2015. Mr. Quiachon did not respond to the written requests for information.

Vice Chair Schmidt moved that the Board dismiss the charge with prejudice for failure to pursue the matter. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

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9. Case 2015-ULP-02-0021 Association of Group Teachers v. Massillon 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 interfering, restraining or coercing employees and by retaliating against the exclusive bargaining representative.

Information gathered during the investigation revealed that Nicole Poston, President of the Association and "public employee" with the School District, emailed the School District's Director of Training and Learning in an attempt to address concerns from its members of the Student Learning Objectives training. However, there were portions of the email that the School District determined to be inappropriate, unprofessional and in violation of the User Agreement. For this reason, the School District disciplined Ms. Poston.

Accordingly, the School District's actions do not rise to an (A)(3) violation. The Association did not provide sufficient information to support the (A)(1) allegations.

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

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

10. Case 2015-ULP-02-0030 Akron Association of Classified Personnel, OEA/NEA v. Akron City School Board of Education

The unfair labor practice charge alleged that the School 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 Petition for Clarification of Bargaining Unit Case No. 2015-REP-04-0044.

Vice Chair Schmidt moved that the Board hold the matter in abeyance pending the outcome of the Petition for Clarification of Bargaining Unit in Case No. 2015-REP-04-0044. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

11. Case 2015-ULP-02-0037 United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied- Industrial and Service Workers International Union v. City of Lorain

The unfair labor practice charge alleged that the City violated Ohio Revised Code §4117.11 (A)(1) and (5) by refusing to adhere to the final and binding award issued by the arbitrator.

Information gathered during the investigation revealed that the City's actions do not rise to a statutory violation. The instant case went through the parties' grievance-arbitration procedure pursuant to the collective bargaining agreement. The contractual obligation was

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13. Case 2015-ULP-02-0038 Service Employees International Union, District 1199 WV/KY/OH v. Cleveland State University
14. Case 2015-ULP-03-0067 Ohio Civil Service Employees Association, AFSCME Local 11, AFL-CIO v. State of Ohio - Department of Rehabilitation & Correction, Lorain Correctional Institution
15. Case 2015-ULP-03-0070 Painesville City Teachers' Association, OEA/NEA v. Painesville City School District Board of Education
16. Case 2015-ULP-04-0087 Westlake Teachers' Association, OEA/NEA & Brooke Martin v. Westlake City School District Board of Education
17. Case 2015-ULP-03-0069 Bedford Education Association, OEA/NEA v. Bedford City School District Board of Education

Items 13 through and including 17 were withdrawn pursuant to a settlement, request 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 all motions with prejudice. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

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

VI. TABLED AND OTHER MATTERS:

1. Case 2015-ULP-03-0056 Ohio Council 8, AFSCME, AFL-CIO v. Lima/Allen County Regional Transit Authority
Tabled – June 4, 2015

VII. ADMINISTRATIVE MATTERS:

SERB REGULAR SCHEDULED MEETING DATES:

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

SYSTEM UPDATES:

- **Employee Organization Annual Report Filings:** For fiscal year ending **12/31/2014** a total of 757 Employee Organizations were required to report not later than **05/15/2015**. To date, 30 Employee Organizations have not yet filed. The 31 day past due deadline is June 15, 2015. Scott Marshall of the Research and Training Section is tracking their

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status and working with the Employee Organizations to encourage compliance before the deadline. At this time, there are no employee organizations 31 days past due.

- **2015 Report on the Cost of Health Insurance in Ohio's Public Sector:** Data scrubbing continues for the 1,903 medical plans received. The Statistical Package for Social Sciences (SPSS) data dump starts next week. Report writing begins in earnest the following week. Report due August 01, 2015.
- **Rule Amendments Filing With JCARR:** There are twelve rules proposed for amendments; they were filed with JCARR on May 20, 2015. The public hearing is scheduled for 10 a.m. on June 22 in Hearing Room 1.
- **Disclosure of Criminal Convictions During the Application Process: Trained on the implementation of the Disclosure of Criminal Convictions During the Application Process policy (HR-29)** which was signed by Director Blair on May 15, 2015. The webinar focused on operational changes to the Ohio Hiring Management System and discussed additional information and details about criminal background checks and policy requirements. This program has been tagged with the name of "Ban the Box".
- **Summer 2015 Legal Internship Program Orientation held:** Three summer legal interns from the OSU Moritz College of Law were welcomed Tuesday, June 02, 2015 to begin their internship with SERB/SPBR. Elaine Stevenson is the Administrator for this program. The interns are: Maggie Flood, Brian Holb, and Dan Sabol.
- **Temporary Staff Interviews:** SERB has interviewed a candidate for a temporary position as a Customer Service Assistant 1 in the Clerk's Office during the extended leave of Arletta Love. An offer is pending. The position could be in effect for up to three months.

HAIL AND FAREWELL:

- **Retirement of 30.5 Year Staff Member of SERB:** Last Friday, May 29, 2015, SERB bid farewell to long time staff member, Cheri Alexander, Research and Training Section Administrator. From the beginning of her tenure with the State Employment Relations Board on November 13, 1984 until May 31, 2015, 30.5 years, she has faithfully assisted 10 boards and performed her duties with exemplary professionalism and distinction earning high regard from Board members, staff, and the client base that the Board serves.

In addition to having supervisory oversight for SERB's Research and Training Section, she has assisted SERB utilizing her levels of experience and expertise to achieve high productivity including during times of organizational change and budget challenges, worked for two years in Research and Training with just one other staff member to conduct conferences and still maintained contract reading and report requests.

Since 1986, she, along with her staff, produced and coordinated over 120 conferences for which they collectively received very positive reviews and numerous compliments regarding those activities, helped to initiate and produce the SERB Annual Report and the Annual Report on the Cost of Health Insurance in Ohio's Public Sector.

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For more than 20 years she single handedly read all Police and Fire contracts, created the databases for Fact Finding, Strikes, Mediation Section, Unfair Labor Practice Section, "Barnburner" and Conferences.

Cheri is well noted for her abilities to bring parties together to make the daily "grind" as pleasant as possible, initiating the tradition of SERB birthday celebrations, the water club and always provided the turkey for the Holiday potluck, all the while setting an example of selfless leadership and dedication,

As members of the State Employment Relations Board and staff, it is with mixed happiness and sadness, recognize our colleague and friend Cherith O. Alexander for her outstanding work and convey our sincerest appreciation to her on behalf of the Great State of Ohio and extend our best wishes to her upon her retirement on May 31, 2015. We will celebrate her retirement with a special gathering this afternoon, June 4, 2015, following the meeting of the Board.

- **Welcome to the new Administrator for the Research and Training Section:** Justin Brown applied for the position of Research and Training Administrator, successfully interviewed and was hired into the position effective Monday, June 01, 2015. Prior to assuming his new role and duties, Justin served the Research and Training Section as the Data Systems Administrator for the past four years. Justin is committed to continuing and building upon the esprit de corp and team work atmosphere that has been a hallmark of leadership established by Cheri Alexander for over 30 years. Congratulations to Justin as he embarks on an expanded role within SERB.

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 Collins, General Counsel and Mary Laurent, Administrative Professional 2 of the Bureau of Mediation. The training will concentrate on

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bargaining alternatives, requirements under the ORC, strategies, essentials and mock negotiation sessions. The training will be limited to 23 participants. It will be held at the State Library.

IX. ADJOURNMENT:

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

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

The Board meeting adjourned at 10:38 a.m.

[Handwritten Signature]
/s/ _____
W. Craig Zimpher, Chair