

State Employment Relations Board

Board Meeting Minutes

October 6, 2016

The State Employment Relations Board met on October 6, 2016, 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 J. Richard Lumpe.

I. APPROVAL OF MINUTES FOR THE SEPTEMBER 15, 2016 BOARD MEETING:

Vice Chair Schmidt moved that the Board approve the minutes for the September 15, 2016 Board meeting. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: LUMPE: 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 2016-REP-05-0050 The Utility Workers Union of America AFL/CIO and Municipal Construction Equipment Operators Labor Council-S and City of Cleveland
(October 18, 2016 - November 1, 2016)

The Board has received the Memo regarding this case.

Vice Chair Schmidt moved that the Board direct a mail-ballot election to be conducted during the polling period of October 18, 2016 through November 1, 2016. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

2. Case 2016-REP-07-0069 Laborers International Union of North America, Local 860 and Cuyahoga County Division of Children & Family Services
(October 18, 2016 - November 1, 2016)
3. Case 2016-REP-07-0074 Ohio Patrolmen's Benevolent Association and International Brotherhood of Teamsters, Local 377 and Austintown Township
(October 18, 2016 - November 1, 2016)

The parties have entered into Consent Election Agreements seeking mail-ballot elections.

Vice Chair Schmidt moved that the Board approve the Consent Election Agreements in each case and direct mail-ballot elections to be conducted during the polling period of October 18, 2016 through November 1, 2016. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

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4. Case 2016-REP-08-0080 Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and Lake County General Health District
5. Case 2016-REP-09-0083 Clark-Shawnee Education Association/OEA and Clark-Shawnee Local School District Board of Education
6. Case 2016-REP-09-0085 American Federation of State, County and Municipal Employees, Ohio Council 8, AFL-CIO and Tuscarawas County Job and Family Services

The parties in each case jointly filed petitions to amend certifications.

Vice Chair Schmidt moved that the Board approve the jointly filed petitions in each case and amend the certifications accordingly. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

7. Case 2016-REP-09-0084 Katty Appelhans and Ohio Council 8, American Federation of State, County and Municipal Employees and Wood County Job and Family Services

The Petitioner has filed a letter withdrawing the Petition for Decertification Election.

Vice Chair Schmidt moved that the Board construe the Petitioner's letter as a motion to withdraw, grant the motion, and dismiss without prejudice the Petition for Decertification Election. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

8. Case 2016-REP-04-0041 Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and Perry County Transit
(July 12, 2016 - July 26, 2016)

- There were twenty five (25) valid ballots cast
- There were zero (0) void ballots
- There were zero (0) challenged ballots
- No Representative received twelve (12) votes
- Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO received thirteen (13) votes
- Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO prevailed in this election

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The Board has received the Memo regarding this case.

Vice Chair Schmidt moved that the Board dismiss the post-election objections, dismiss the Employer's motion to set aside the election and direct to inquiry, and certify the election results and certify the Employee Organization as the exclusive representative of certain employees of the Employer. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: LUMPE:	<u>Yes</u>	SCHMIDT:	<u>Yes</u>	ZIMPHER:	<u>Yes</u>
Affirmed	<u>X</u>	Denied	<u> </u>		

9. Case 2016-REP-03-0033 Ohio Patrolmen's Benevolent Association and Teamsters Local 436 and Cleveland Metropolitan School District Board of Education
(August 16, 2016 - August 30, 2016)

- There were one hundred twenty four (124) valid ballots cast
- There were four (4) void ballots
- There were five (5) challenged ballots
- No Representative received zero (0) votes
- Teamsters Local 436 received twenty six (26) votes
- Ohio Patrolmen's Benevolent Association received ninety eight (98) votes
- Ohio Patrolmen's Benevolent Association prevailed in this election

10. Case 2016-REP-06-0058 Ohio Patrolmen's Benevolent Association (OPBA) and Miami County Sheriff
(August 16, 2016 - August 30, 2016)

- There were six (6) valid ballots cast
- There were zero (0) void ballots
- There were zero (0) challenged ballots
- No Representative received zero (0) votes
- Ohio Patrolmen's Benevolent Association (OPBA) received six (6) votes
- Ohio Patrolmen's Benevolent Association prevailed in this election

11. Case 2016-REP-06-0059 Ohio Association of Public School Employees, AFSCME Local 4 and Rocky River City School District Board of Education
(August 16, 2016 - August 30, 2016)

- There were twenty (20) valid ballots cast
- There were zero (0) void ballots
- There was one (1) challenged ballot
- No Representative received two (2) votes
- Ohio Association of Public School Employees, AFSCME

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- Local 4 received eighteen (18) votes
- OAPSE/AFSCME Local 4 prevailed in this election

Mail ballot elections were held.

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

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

IV. ADMINISTRATIVE LAW JUDGE RECOMMENDATIONS AT ISSUE:

1. Case 2016-ULP-06-0130 Ohio Council 8, AFSCME, AFL-CIO and Local 1770-D, AFSCME, AFL-CIO v. Allen County Regional Transit Authority

On June 13, 2016, Ohio Council 8, AFSCME, AFL-CIO and Local 1770-D, AFSCME, AFL-CIO ("Charging Parties") filed an unfair labor practice charge against the Allen County Regional Transit Authority ("Charged Party"), alleging that Charged Party violated Ohio Revised Code §§ 4117.11(A)(1) and (A)(3). On August 4, 2016, the State Employment Relations Board ("the Board") determined that probable cause existed to believe Charged Party had committed or was committing an unfair labor practice, authorized the issuance of a complaint, and referred the matter to hearing. The Board also directed the parties to unfair labor practice mediation. The parties participated in unfair labor practice mediation. The hearing notice and complaint were not issued pending the outcome of the mediation. On September 16, 2016, the parties filed a copy of their settlement agreement. In paragraph 5 of the agreement, the parties request that SERB construe the settlement agreement as a motion to dismiss this unfair labor practice charge.

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 in Case No. 2016-ULP-06-0130. (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 Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

2. Case 2016-ULP-04-0066 SERB v. City of Fairborn

On April 14, 2016, International Association of Fire Fighters, Local 1235 ("Charging Party") filed an unfair labor practice charge against the City of Fairborn Authority ("Charged Party" or "Respondent"), alleging that Charged Party violated Ohio Revised Code §§ 4117.11(A)(1), (A)(2),(A)(5)(A)(6), and (A)(7). On June 30, 2016, the State Employment Relations Board ("the Board" or "Complainant") determined that probable cause existed to believe Charged Party had committed or was committing an unfair labor practice, authorized the issuance of a complaint, and referred the matter to an expedited hearing.

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The Board also directed the parties to unfair labor practice mediation. The hearing notice and complaint were issued and the matter set for hearing. The parties participated in unfair labor practice mediation.

On August 31, 2016, the parties filed a joint motion to dismiss indicating that they have resolved all issues underlying the unfair labor practice charge.

Vice Chair Schmidt moved that the Board grant the joint motion to dismiss and dismiss with prejudice the unfair labor practice charge and complaint in Case No. 2016-ULP-04-0066. (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 Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: LUMPE:	<u>Yes</u>	SCHMIDT:	<u>Yes</u>	ZIMPHER:	<u>Yes</u>
Affirmed	<u>X</u>	Denied	_____	_____	_____

3. Case 2016-ULP-01-0019 SERB v. Montgomery County Engineer's Office

On January 29, 2016, General Truck Drivers, Chauffeurs, Warehousemen and Helpers, Teamster Local Union No. 957 ("Charging Party") filed an unfair labor practice charge against the Montgomery County Engineer's Office ("Charged Party"), alleging that Charged Party violated Ohio Revised Code §§ 4117.11(A)(1) and (A)(5). On April 21, 2016, the State Employment Relations Board ("the Board") determined that probable cause existed to believe Charged Party had committed or was committing an unfair labor practice, authorized the issuance of a complaint, and referred the matter to hearing. The Board also directed the parties to unfair labor practice mediation. On August 3, 2013, the Board issued a hearing notice and complaint in this matter. The hearing was scheduled to take place on September 29, 2016.

On September 29, 2016, the parties filed a joint motion to dismiss indicating that the parties have agreed to a settlement of the unfair labor practice charge.

Vice Chair Schmidt moved that the Board grant the parties' joint motion to dismiss and dismiss the unfair labor practice charge and complaint in Case No. 2016-ULP-01-0019. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: LUMPE:	<u>Yes</u>	SCHMIDT:	<u>Yes</u>	ZIMPHER:	<u>Yes</u>
Affirmed	<u>X</u>	Denied	_____	_____	_____

IV. UNFAIR LABOR PRACTICE CHARGE MATTERS AT ISSUE:

1. Case 2016-ULP-06-0141 Terra Faculty Association, OFT/AFT v. Terra State Community College

The unfair labor practice charge alleged that the Community College 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 regarding a newly created position.

Information gathered during the investigation revealed that contract interpretation and application appear to lie at the heart of both the unfair labor practice charge and grievance dispute. A grievance regarding the alleged unilateral change has been filed and is

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proceeding through the grievance-arbitration process, which is the appropriate venue to address the issues raised in this case.

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

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

2. Case 2016-ULP-06-0123 Strasburg Education Association OFT/AFT v. Strasburg-Franklin Local 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 discriminating against one of their members, Michael Winland, for being an active Union building representative.

Information gathered during the investigation revealed that although Mr. Winland established a prima facie case of discrimination, the Employer provided a persuasive rebuttal demonstrating that Mr. Winland did not get the football or track coaching jobs, not because of any anti-union animus, but because of poor attendance in his teaching position, not getting along with fellow coaches, and the results of the Cardinal Perceiver test. Accordingly, the Employer's conduct does not rise to the level of an (A)(3) violation.

The Union did not provide sufficient information or documentation to support (A)(1) 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.. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

3. Case 2016-ULP-06-0140 Ohio Civil Service Employees Association, AFSCME, Local 11, AFL-CIO v. State of Ohio - Environmental Protection Agency

The unfair labor practice charge alleged that the State agency violated Ohio Revised Code §4117.11 (A)(1) and (8) by interfering with an employee, Christina Wieg.

Information gathered during the investigation revealed that contract interpretation and application appear to lie at the heart of both the unfair labor practice charge and grievance dispute. A grievance regarding the alleged unilateral change has been filed and is proceeding through the grievance arbitration process.

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

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

4. Case 2016-ULP-06-0145 North Royalton Education Association, OEA/NEA v. North Royalton City School District Board of Education

The unfair labor practice charge alleged that School Board violated Ohio Revised Code §4117.11 (A)(1) and (5) by failing to bargain with the Union over changes in teaching schedules.

We have been advised that the parties in this case are in the process of resolving this matter. The parties believe they will have a settlement agreement within the next several days, at which point the Union will file a motion to withdraw.

Vice Chair Schmidt moved that the Board hold this matter in abeyance until the next Board meeting to allow the parties ample opportunity to resolve this case. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

5. Case 2016-ULP-06-0147 Peter (Pece) V. Gorsevski v. Bowling Green State University - Faculty Association (BGSU-FA)

The unfair labor practice charge alleged that the University violated Ohio Revised Code §4117.11 (B)(6) by failing to represent Peter Gorsevski properly.

Information gathered during the investigation revealed that the Union did provide Dr. Gorsevski with representation regarding the first reprimand that he received and offered to represent Dr. Gorsevski during his most recent reprimand, but he refused their assistance. The Union's actions do not rise to 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. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

6. Cases 2016-ULP-07-0160 Ohio Civil Service Employees Association, AFSCME, Local 11, AFL-CIO v. State of Ohio - Department of Administrative Services, Office of Collective Bargaining

- 2016-ULP-07-0161 Ohio Civil Service Employees Association, AFSCME, Local 11, AFL-CIO v. State of Ohio - Department of Rehabilitation and Correction

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2016-ULP-07-0162 Ohio Civil Service Employees Association, AFSCME,
Local 11, AFL-CIO v. State of Ohio - Department of
Administrative Services

The unfair labor practice charges alleged that the State agencies violated Ohio Revised Code §4117.11 (A)(1), (4), (5) and (8) by interfering with the Union's right to "preserve" its members rights under the contract when it refused to bargain changes to the members' terms and conditions of employment and by creating a "pseudo-lockout" of its members from their normal workplace.

Information gathered during the investigation revealed that the matters are purely contractual, encompassing no arguable statutory violation. The Union has pursued the correct venue for resolving of the effects of the farming phase out when it filed the April 28, 2016 grievance. The matters are currently pending arbitration.

To date, both parties confirm that there have been no layoffs of any affected employees.

As for the Union's allegation that the affected employees are experiencing a "pseudo-lockout", the Employer provided information to show that the employees are continuing to receive the same pay for all work performed and that no employee has been prevented from coming to work.

The Union did not provide sufficient information or documentation to support the (A)(1) and (8) allegations. As requested by the Union, the (A)(4) allegation will not be addressed.

Vice Chair Schmidt moved that the Board dismiss the charges with prejudice for lack of probable cause to believe that an unfair labor practice has been committed. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

Chair Zimpher expressed his appreciation to Judy Knapp for her well written memo.

Vote: LUMPE:	<u>Yes</u>	SCHMIDT:	<u>Yes</u>	ZIMPHER:	<u>Yes</u>
Affirmed	<u>X</u>	Denied	<u> </u>		

7. Case 2016-ULP-07-0168 Ohio Civil Service Employees Association, AFSCME
Local 11, AFL-CIO and Its Local 7010 v. State of
Ohio - Department of Rehabilitation and Correction,
Mansfield Correctional Institution

The unfair labor practice charge alleged that the State department violated Ohio Revised Code §4117.11 (A)(5), (6) and (8) by failing to adhere to the terms of previous settlement agreements regarding Pick-A-Post.

Information gathered during the investigation revealed that the Union failed to provide a descriptive narrative to show the nexus between the 17 exhibits it provided with the charge and the allegations it made regarding the Employer's actions. The Employer, however persuasively demonstrated that its actions regarding the implementation of the post orders did not violate the previous settlement agreements. Accordingly, the Employer's actions do not rise to the level of an (A)(5) violation of the statute.

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The Union did not provide sufficient information to support the (A)(6) and (8) 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. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

8. Case 2016-ULP-07-0173 Fraternal Order of Police, Ohio Labor Council, Inc v. Hamilton County Sheriff's Office

The unfair labor practice charge alleged that the County Sheriff violated Ohio Revised Code §4117.11 (A)(1), (3) and (4) by retaliating against Captain Jeffrey Carroll for engaging in protected/concerted activities.

Information gathered during the investigation revealed that the Union failed to establish a prima facie case of discrimination. Accordingly, the County Sheriff's actions do not rise to the levels of (A)(3) and (4) violations of the statute.

The Union 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. Board Member Lumpe seconded the motion. Chair Zimpher called for discussion and the vote.

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

9. Case 2016-ULP-08-0175 Robert Nichols v. Fraternal Order of Police, Scioto Lodge 33

The unfair labor practice charge alleged that the FOP violated Ohio Revised Code §4117.11 (B)(6) by failing to represent Robert Nichols after he filed a Motion to Modify Arbitration Award in the Scioto County Court of Common Pleas.

Information gathered during the investigation revealed that the Union's actions were not arbitrary, discriminatory or in bad faith. Based on the totality of the circumstances, the Union's actions do not rise to the level of a (B)(6) statutory violation.

Information gathered during the investigation also reveals that the charge is untimely filed.

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

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

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10. Case 2016-ULP-08-0174 Amalgamated Transit Union, Local 627 v. Southwest Ohio Regional Transit Authority (Metro)
11. Case 2016-ULP-08-0185 City of Cincinnati v. Fraternal Order of Police, Queen City Lodge 69
12. Case 2016-ULP-09-0205 United Automobile Workers, Local Union 3056 v. Lucas County Sheriff's Office
13. Case 2016-ULP-09-0208 International Brotherhood of Teamsters, Local 436 v. Cuyahoga County - Department of Public Works

Requests for withdrawal were filed in ULP matters 10 through and including 13.

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

Vote: LUMPE:	<u>Yes</u>	SCHMIDT:	<u>Yes</u>	ZIMPHER:	<u>Yes</u>
Affirmed	<u>X</u>	Denied	<u> </u>		

VI. TABLED AND OTHER MATTERS:

- 2016-ULP-04-0069 Trumbull County Engineer's Office v. Ohio Civil Service Employees Association, AFSCME Local 11 and Doug Sollitto
- 2016-ULP-05-0086 Trumbull County Engineer v. Ohio Civil Service Employees Association, AFSCME Local 11
- 2016-ULP-05-0093 Trumbull County Engineer v. Ohio Civil Service Employees Association
- 2016-ULP-05-0096 Trumbull County Engineer v. Ohio Civil Service Employees Association
- 2016-ULP-05-0099 Trumbull County Engineer v. Ohio Civil Service Employees Association
- 2016-ULP-06-0120 Trumbull County Engineer v. Ohio Civil Service Employees Association
- 2016-ULP-05-0102 Ohio Civil Service Employees Association, AFSCME Local 11 v. Trumbull County Engineers Office and Matthew Blair
- 2016-ULP-05-0103 Ohio Civil Service Employees Association, AFSCME Local 11 v. Trumbull County Engineers Office and Matthew Blair
- 2016-ULP-05-0104 Ohio Civil Service Employees Association, AFSCME Local 11 v. Trumbull County Engineers Office and Randy Smith

2016-ULP-05-0108 Ohio Civil Service Employees Association v. Trumbull County
Engineers Office

VII. ADMINISTRATIVE MATTERS:

SERB REGULAR SCHEDULED MEETING DATES:

- October 27, 2016
- November 17, 2016
- December 15, 2016
- January 12, 2017
- January 26, 2017
- February 16, 2017
- March 9, 2017
- March 23, 2017
- April 20, 2017
- May 11, 2017
- June 1, 2017
- June 22, 2017
- July 13, 2017
- August 3, 2017
- August 24, 2017

SYSTEM UPDATES:

- **Employee Organization Annual Report Filings:** For fiscal year ending 5/31/2016, 9 Employee Organizations are required to report not later than 10/15/2016. To date, 8 Employee Organizations have filed. Licia Sapp of the Research and Training Section keeps track of their status and is working with the remaining Employee Organization to encourage compliance by the deadline. At this time there are 0 employee organizations 31 days past due.
- **RF Works – Wi-Fi:** A meeting was held with RF-Works to conduct a walkthrough of the SERB floor plan to determine the best locations for Wi-Fi Access Points and verify proper layout. At a minimum, one access point must be in the lobby. This would provide coverage to the lobby and hearing rooms. The second access point would be near the executive offices. This would provide coverage to the executive offices and two conference rooms. If a third is needed, it might be located in the kitchen, to provide access to the billing office, REP, ULP, and R&T offices. The goal is to get the Wi-Fi access points decreased from 6 down to 2 or 3 access points and obtain a quote on the replacement hardware which is needed due to end of life and end of contract with the current vendor.
- **SMDS Update:** XLN Systems continues to work on phase two of the SMDS software update. Programming for data entry has been completed for the following sections: Docketing, MED, REP, ULP, Employee ORG, and Civil Service. The integration of CMDS and the SERB Hearings section remain. XLN is working to provide a test environment so that staff can become acquainted with the new software. This will be available by the end of October for the completed sections.
- **Audit:** An Exit Conference was held with a representative of the Auditor of State's Office, Kieron L. Calhoun, Audit Manager. The Conference was very good with only

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one comment included in the Management Letter. This related to the need to create an internal policy and procedures for the use of payment cards (PCards).

- **OCB Quarterly Meeting:** Attended the OCB quarterly meeting on Friday, September 23, 2016. The highlights of the meeting included an informative and interactive session that focused on Administrative Investigations. OCB coordinated a panel of agency labor relations administrators to share best practices and how to make the most of the Investigations and Discipline tracking features in the Ohgrievance system.
- **2016 OEAP Annual Resource Conference:** The OEAP Annual Conference was held on Tuesday, October 04, 2016. I participated as a presenter on a panel at the Conference; the topic was *From Burned Out To Balanced: Undoing the Effects of Stress*. The focus of the Conference was to gain awareness about mental health concerns in the workplace; learn about current trends in mental health treatment and recovery; and how to interact with OEAP partners that provide education and support to State of Ohio employees and their families who may be struggling with mental illness. The conference was "sold out" weeks in advance.
- **FY 18-19 Biennial Budget Finalized:** The FY 18 -19 Biennial Budget was submitted on Thursday, September 29, 2016, two weeks ahead of schedule. Thank you to the team of Erin Conn, Elaine Stevenson, Shane Trace, and Christine Dietsch for developing the budget documents and completing the OBM Portal Submission.
- **CCC Update:** Judy Knapp, Coordinator for the Combined Charitable Campaign, reports that we are currently at **99%** of our goal. We still have 2 weeks remaining in the campaign; all indications point to the fact that we should meet our \$9500 goal.

TRAINING:

- **Fall/Winter SERB Academy:** Scheduled for December 7 and 8, 2016 at the Crowne Plaza Dublin. The CLE request for the Fall SERB Academy has been approved for 10.5 hours. Currently we have received 29 registrations for the conference.
- **Spring SPBR Academy:** Tentatively scheduled for Friday, March 24, 2017, at the Crowne Plaza Dublin.

FAREWELL:

- Brian Eastman submitted his resignation effective Friday, September 30, 2016, after eight (8) years of service with SERB, most recently in the position of Mediator. Brian has more than 24 years of service with the State of Ohio. He accepted a position with the Ohio Civil Service Employees Association (OCSEA) as their General Counsel. It is with regret mixed with hearty congratulations that we bid farewell to Brian and wish him all of the best in his new position and want to take this opportunity to recognize his outstanding service to SERB.
- Christian McFarland concluded his Internship with SERB Thursday, September 29, 2016. He is a student at the OSU Moritz College of Law. His internship with SERB

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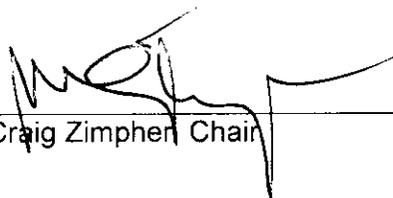
was great, he excelled in the work he did for the Hearings Section and particularly for the ALJ/Staff Attorney, Elaine Stevenson. Although he will not conclude his schooling and sit for the Bar Exam until next year, his talents and skills were recognized by Clemens Nelson and Associates, who have hired him. We wish him all the best as he balances school, work, and the military!

IX. ADJOURNMENT:

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

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

The Board meeting adjourned at 10:24 a.m.

/s/ 
W. Craig Zimpher, Chair