

THE SERB CLEARINGHOUSE CAN PUT YOU IN TOUCH WITH THE COMPARABLE FACTS

The employee organization demands a 12 percent across-the-board pay increase over the next two years. It demonstrates that its bargaining unit members are paid far less than the average wage of members working in cities of comparable population.

The city counters with a 3 percent across-the-board raise. It demonstrates that workers in cities of comparable population are paid considerably more than average.

The employee organization refuses to accept the validity of the city's figures. Likewise, the city refuses to accept the employee organization's figures. Negotiations are stalemated.

Both parties have come to the bargaining table well-prepared with pages and pages of figures which prove their respective points. Yet each questions the accuracy of the other's comparable data....

Now, in Ohio, accuracy can never be questioned—comparables are a matter of fact.

INTRODUCING THE CLEARINGHOUSE

SERB's computerized **Clearinghouse** holds up-to-date information on more than 2,800 public sector employers and provisions affecting some 300,000 public employees.

Housed within the SERB's Research and Training Section, the arm of SERB statutorily committed to dispensing public bargaining information, the **Clearinghouse** system is the first of its

kind among the nation's labor agencies. Before the **Clearinghouse**, what limited contractual and statistical information that was available was not easily obtained. While some parties have had access to comparables, most have not. The process of pulling information by hand was time consuming and expensive. Additionally, because there was no central depository for statistics, bargaining information from several different sources could become easily garbled or misinterpreted.

Now reliable, up-to-date comparables are available to all parties at any step in the collective bargaining process.

POLITICAL SUBDIVISIONS CATEGORIZED

The **Clearinghouse** categorizes Ohio's major political subdivisions into these jurisdictions:

Authorities
Boards of education
Colleges
Cities
Counties
County Boards of commissioners
County elected offices
Districts
Libraries
Regions
State
Townships

To insure consistency and accuracy of data, jurisdictions are further defined according to 44 employer types categorized by:

Type of government and its function
Appointing authority
Funding sources
Types of jobs within the employer's jurisdiction
Contractual provisions

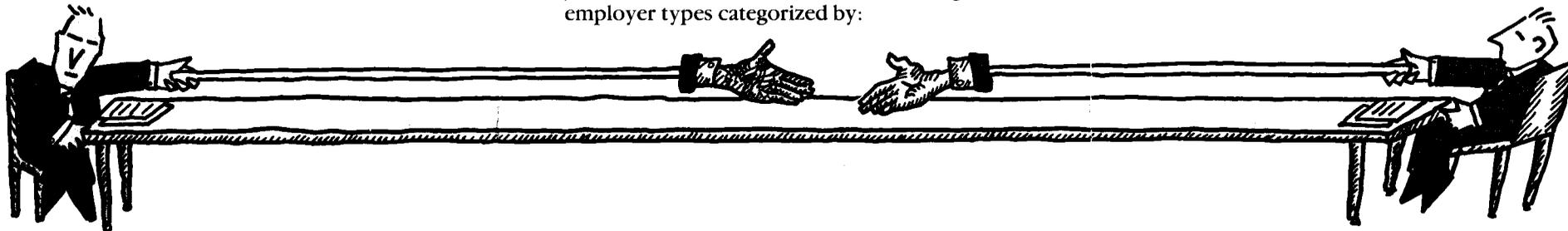
REPORTS BY DEMOGRAPHIC VARIABLES

In addition to employer type, **Clearinghouse** data can be manipulated to generate reports based upon specific demographic variables such as:

Population
County
Employer name
Standard Metropolitan Statistical Area
Pupil enrollment
Bargaining unit type
Job classification

WAGE COMPARISON REPORTS

The **Clearinghouse** provides selected benchmark job classifications for entry-level positions for each employer type. The system can produce entry-level, mid-level and maximum annual wage rates as well as the number of steps in the salary range and the number of hours in the work week. The average entry-, mid- and maximum-level annual wage can also be provided at the end of a benchmark report.



FRINGE BENEFIT DATA AVAILABLE

Fringe benefit data is available from the **Clearinghouse** for several groups of contract provisions. A wage supplemental report provides data on:

Shift differential rates of pay
Call-in, stand-by, or report-in-pay
Cost-of-living data

Other standard reports provide information on:

Paid leaves
Vacation and longevity schedules
Insurance benefits
Non-economic benefits

RESEARCH STAFF SPECIALISTS

Research and Training Section staff have received nearly 300 hours of training on the **Clearinghouse** and each has considerable personal research experience. Every signed contract submitted to SERB is read by a section researcher and selected provisions are then entered into the computer system. As agreements are amended or renegotiated, SERB data is updated on a monthly basis.

NOMINAL USER FEES

Clearinghouse reports are available for a nominal fee to cover the cost of computer time. Copies of collective bargaining agreements on file are also available for a small photocopying charge.

FOR MORE INFORMATION

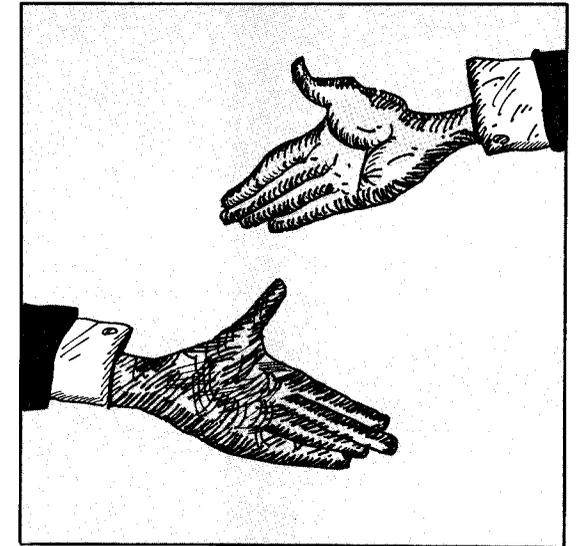
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WITHIN REACH OF AN AGREEMENT?



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The three-member State Employment Relations Board and its administrative staff was created by the Ohio Public Employee Collective Bargaining Act of 1983 (Chapter 4117 of the Ohio Revised Code). Acting as a neutral, the quasi-judicial board determines appropriate bargaining units, conducts representation elections, certifies exclusive bargaining representatives, monitors and enforces statutory dispute procedures, adjudicates unfair labor practice charges, and determines unauthorized strikes.

**STATE EMPLOYMENT
RELATIONS BOARD**