

MEMORANDUM OF UNDERSTANDING

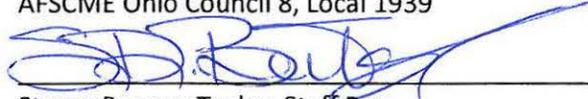
ADDITIONAL HOLIDAY CLOSURE

The Board of Clark County Commissioners (Board) and American Federation of State, County and Municipal Employees (AFSCME) Ohio Council 8, Local 1939, enter into this agreement dated December 11, 2012.

Whereas, in addition to the list of holidays observed in Section 23.1 of the Collective Bargaining Agreement, the parties desires to close county offices and authorize additional personal leave time for Monday, December 31, 2012. All other sections of Article 23 remain in effect.

Agree:

AFSCME Ohio Council 8, Local 1939

  
\_\_\_\_\_  
Stacey Benson-Taylor, Staff Rep.

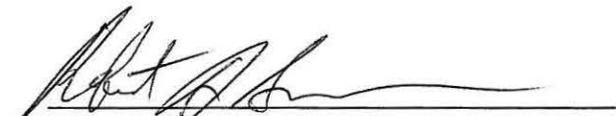
Board of Clark County Commissioners

  
\_\_\_\_\_  
Nathan D. Kennedy, County Administrator

Resolution 2012-0979, December 5, 2012

Witnesses:

  
\_\_\_\_\_  
Karen Sims, President

  
\_\_\_\_\_  
Robert B. Suver, Director JFS

**GROUND RULES AGREEMENT FOR 2013 AFSCME OHIO COUNCIL # 8 AND CLARK COUNTY BOARD OF COMMISSIONERS' JOB AND FAMILY SERVICES COLLECTIVE BARGAINING**

This Agreement between the Clark County Board of Commissioners' Job and Family Services (Employer) and the American Federation of State, County and Municipal Employees, Ohio Council # 8 (Union) is entered into this 26<sup>th</sup> day of November, 2013. The parties agree to the following Ground Rules for the bargaining of the 2014—2016 Collective Bargaining Agreement (CBA) and shall govern the negotiating sessions between the parties:

1. It is agreed that the negotiating team for each party has full and complete authority to negotiate tentative agreements, subject only to ratification by the Clark County Board of Commissioners and the Union membership.
2. Each negotiating team shall have a designated chief spokesperson who shall be empowered to initial tentative agreements. Any tentative agreements reached shall be reduced to writing, typed within five days, and initialed by both parties. It is understood that such tentative agreements are not finally agreed upon until total agreement is reached on all issues and such agreement is ratified by the Clark County Board of Commissioners and the Union membership.
3. The chief negotiator for the Employer shall be Craig Mayton and the chief negotiator for the Union shall be Stacey Benson-Taylor.
4. Negotiating sessions will be scheduled by mutual agreement. Dates and times for the negotiating sessions will be agreed to prior to the end of the present session, unless otherwise mutually agreed by the parties. Either party may cancel a meeting when necessary and no meetings will be held without the presence of both chief negotiators. The location of negotiating sessions shall be in suitable Clark County meeting rooms. Caucus rooms will be made available to both parties. A caucus may be called by the chief negotiator for either party at any time during the negotiations.
5. The Employer and the Union shall each select its own negotiating team and select a chief negotiator and an alternate chief negotiator. Neither party's team shall exceed six (6) representatives. There

shall be only one spokesperson (the chief negotiator) for each party, except that on occasion the chief negotiator may ask one of his/her negotiating team members to speak to a specific issue.

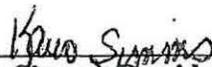
6. Any written proposal or material shall be submitted in sufficient quantity to provide a copy for each member of both negotiating teams.
7. Each party is responsible for taking its notes during negotiating sessions. No recording devices of any kind may be used in any negotiating sessions.
8. The negotiations will be conducted in accordance with Ohio Revised Code Chapter 4117. The current collective bargaining agreement shall remain in full force and effect through the conclusion of the fact-finding process.
9. It is agreed that during the negotiations, mutually acceptable written communications to update all staff on negotiations will be jointly issued when mutually deemed necessary.
10. It is agreed that neither party will issue unilateral statements or news releases to the news media at any time during the course of these negotiations. Only mutually agreed upon statements or news releases may be issued.
11. No later than the second meeting, all proposals shall be exchanged by both parties. Upon receipt of the proposals, neither party shall be permitted to submit new proposals, except on the issue of wages or unless mutually agreed otherwise. Each party shall be free to submit counter-proposals, provided the counter-proposals relate to the same subject matter as the original proposals.
12. Any provision contained in the 2011-2013 CBA and not addressed in a proposal, shall continue in effect for the duration of the successor agreement.
13. All requests for information shall be in writing and, if feasible, responses shall be provided within five business days.

14. The Employer shall be responsible for notifying the supervisors of the negotiating team members of the schedule for negotiations. Union negotiating team members shall provide advance notice to their supervisors of their participation.
15. The provisions of these ground rules may be waived, modified, or amended by mutual agreement of the parties. These ground rules shall continue in effect throughout the duration of the negotiation for a successor agreement.

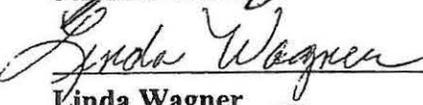
Signed this 26<sup>th</sup> day of November, 2013.

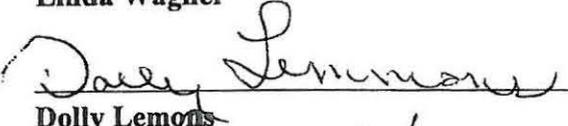
**FOR AFSCME OHIO COUNCIL 8**

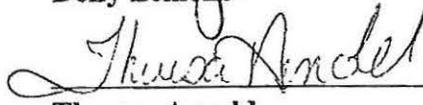
**FOR BOARD OF CLARK COUNTY COMMISSIONERS**

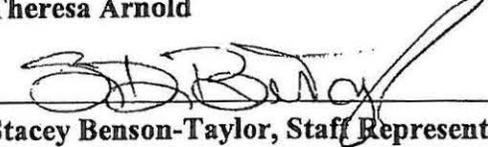
  
 Karen Simms, President

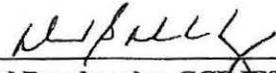
  
 Jennifer Smith

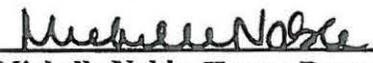
  
 Linda Wagner

  
 Dolly Lemons

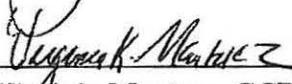
  
 Theresa Arnold

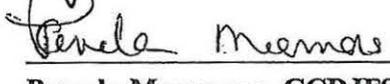
  
 Stacey Benson-Taylor, Staff Representative

  
 David Dombrosky, CCDJFS Director

  
 Michelle Noble, Human Resources Director

  
 Craig R. Mayton, Labor Counsel, Isaac Wiles

  
 Virginia Martycz, CCDJFS Acting Assistant Director

  
 Pamela Meermans, CCDJFS Deputy Director

  
 Nathan D. Kennedy, County Administrator  
 Resolution #2014-0026 Dated January 15, 2014

The Board of County Commissioners, in and for Clark County, Ohio, met this 15th day of January, 2014 in regular session, pursuant to adjournment, in accordance with Section 121.22 O.R.C. (Sunshine Law), with the following members present, viz:

Richard L. Lohnes

John Detrick

David Hartley

---

**Resolution 2014-0026**

**Authorize Ground Rules Agreement between  
Board of County Commissioners and AFSCME Ohio Council 8**

Commissioner Hartley moved, per the request of the Personnel Director, to authorize the Ground Rules Agreement with AFSCME Ohio Council 8.

Further move to authorize the County Administrator to execute all related documents.

Commissioner Detrick seconded the motion and the roll being called for its passage, the vote resulted as follows:

Commissioner Hartley, Yes; Commissioner Detrick, Yes; Commissioner Lohnes, Yes

---

I, Megan Lokai, Clerk to the Board of County Commissioners, do hereby certify that the above is a true and correct copy of a motion as recorded in the Journal of the Clark County Commissioners, under the date of January 15, 2014.

*Megan Lokai*

Megan Lokai, Clerk

copy: County Auditor  
County Administrator  
Requesting Department  
JFSA file