

STATE EMPLOYMENT RELATIONS BOARD

STATE OF OHIO

MINUTES

The State Employment Relations Board met on Thursday, October 1, 2003, at 10:00 a.m., at 65 East State Street, Columbus. Present at the meeting were Chairman Drake, Vice Chairman Gillmor, and Board Member Verich.

I. APPROVAL OF MINUTES FOR PREVIOUS MEETING:

Vice Chairman Gillmor moved that the Board approve the minutes for the regular meeting on September 18, 2003. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied   

II. MEDIATION AND FACT-FINDING MATTERS AT ISSUE:

There were no Mediation matters for this Board Meeting.

III. REPRESENTATION MATTERS AT ISSUE:

1. Case 03-REP-04-0071 Central Fire District Professional Fire  
Fighters Association, IAFF and Central  
Joint Fire and EMS District

The Employee Organization filed a Request for Recognition seeking to represent certain employees of the Employer. The Employer responded by filing objections. As a result of the parties' mediation efforts, the Employer has filed a letter withdrawing the objections. The substantial evidence is sufficient, and the Employer has complied with the posting requirements set forth in Ohio Revised Code § 4117.05(A)(2). Board Member Verich moved that the Board construe the Employer's letter as a motion to withdraw objections, grant the motion, and certify the Employee Organization as the exclusive representative of all employees in the bargaining unit. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied

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2. Case 03-REP-07-0135 Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and City of Marysville, October 22, 2003
3. Case 02-REP-11-0239 Cincinnati Organized and Dedicated Employees (CODE) and City of Cincinnati, October 21, 2003

In Case 03-REP-07-0135, the Employee Organization filed a Petition for Representation Election seeking to represent certain employees of the Employer. The parties entered into a Consent Election Agreement seeking an election on October 22, 2003. In Case 02-REP-11-0239, the Employee Organization filed a Request for Recognition seeking to represent employees of the Employer. The Employer responded by filing objections. A conference call was conducted for the purpose of executing a consent election agreement. The parties could not reach an agreement concerning an appropriate bargaining unit. The case was mediated on May 13, 2003. On June 19, 2003, the matter was directed to hearing. As a result of further mediation efforts, the parties entered into a Consent Election Agreement seeking an election on October 21, 2003. Vice Chairman Gillmor moved that the Board approve the Consent Election Agreements and direct the elections to be conducted on the dates as indicated. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
         Affirmed X                      Denied   

4. Case 02-REP-12-0251 Cleveland Federation of Musicians, Local #4, American Federation of Musicians, and Cleveland Chamber Symphony of Cleveland State University

The Employee Organization filed a Request for Recognition seeking to represent certain employees of the Employer. The Employer responded by filing objections. Numerous conference calls have been conducted. The parties have also exchanged communication seeking resolution. The Employee Organization filed a motion for voluntary dismissal. Board Member Verich moved that the Board grant the Employee Organization's motion, and dismiss without prejudice the Request for Recognition. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
         Affirmed X                      Denied

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5. Case 03-REP-01-0009 International Union of Operating Engineers, Local 66A, B, C, D, O, R and Beaver Township, Mahoning County

The Employee Organization filed a Request for Recognition seeking to represent certain employees of the Employer. The Employer responded by filing a Petition for Representation Election and objections. A conference call was conducted for the purpose of executing a consent election agreement. The parties could not reach an agreement concerning an appropriate bargaining unit. On July 10, 2003, the Board directed the case to hearing. As a result of mediation, the Employee Organization filed a letter withdrawing the Request for Recognition. Vice Chairman Gillmor moved that the Board construe the Employee Organization's letter as a motion to withdraw, grant the motion, and dismiss without prejudice the Request for Recognition, and dismiss the Employer's Petition for Representation Election as moot. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
       Affirmed X                         Denied   

6. Case 03-REP-08-0141 Communications Workers of America, AFL-CIO, District 4 and City of Lebanon

The Employee Organization filed a Petition for Representation Election seeking to represent certain employees of the Employer. The Employee Organization filed a letter withdrawing the Petition for Representation Election. Board Member Verich moved that the Board construe the Employee Organization's letter as a motion to withdraw, grant the motion, and dismiss without prejudice the Petition for Representation Election. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
       Affirmed X                         Denied   

7. Case 03-REP-08-0146 F.O.P. Lodge 161 and City of Riverside

8. Case 03-REP-08-0145 F.O.P. Lodge 161 and City of Riverside

9. Case 03-REP-08-0155 Springfield Township Firefighters, IAFF Local 3040 and Springfield Township Board of Trustees, Summit County

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10. Case 03-REP-03-0048 United Steelworkers of America, Local 6698-01 and Ashtabula County Children's Services Board

In Case 03-REP-03-0048, the Employee Organization is the Board-certified exclusive representative of certain employees of the Employer. The Employee Organization has filed a Petition for Amendment of Certification seeking to amend the certification to reflect the change from Local 9192 to Local 6698-01. The Employer filed a letter stating it has no objections to the change. In the remaining cases, the Employee Organizations are Board-certified exclusive representatives of certain employees of the Employers, and the parties have jointly filed Petitions for Amendment of Certification seeking to amend the existing unit, to reflect current contract language. Vice Chairman Gillmor moved that the Board construe the Employer's letter in Case 03-REP-03-0048 as a joint filing, approve the jointly filed petitions, and amend the units accordingly. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied   

IV. ADMINISTRATIVE LAW JUDGE RECOMMENDATIONS AT ISSUE:

1. Cases 03-ULP-02-0091 Michael Jacobs v. Sycamore City School District Board of Education, Ohio Association of Public School Employees, AFSCME Local 4, AFL-CIO and Its Local 243, and William McMillen  
03-ULP-02-0092  
03-ULP-02-0093

On May 22, 2003, the Board found probable cause to believe that unfair labor practices had occurred in these cases, authorized the issuance of complaints, coordinated the cases, directed the matters to hearing, and directed the parties to unfair labor practice mediation. On August 22, 2003, complaints and notices of hearing were issued in these matters. On September 8, 2003, the Charging Party filed a motion to stay proceedings. In the motion, the Charging Party's representative indicated that she would be on leave of absence from work for six weeks beginning October 1, 2003, and that she is the only attorney in her office, Freking & Betz, who specializes in public sector labor law. Counsel for Complainant and the Respondent had no objections to a stay of proceedings. Board Member Verich moved that the Board grant the motion and stay the proceedings in these matters for six weeks beginning October 1, 2003, because the Charging Party's representative will be on a six-week leave of absence from work and

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she is the only attorney in her office, Freking & Betz, who specializes in public sector labor law. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
         Affirmed X                              Denied \_\_

2.     Case     03-ULP-04-0200                      Mary Jane Golias v. Stow-Munroe Falls Classified Employees Association

On July 24, 2003, the Board found probable cause to believe that an unfair labor practice had occurred, authorized the issuance of a complaint, directed the matter to hearing, and directed the parties to unfair labor practice mediation. On September 16, 2003, the parties filed a settlement agreement and resolved the underlying issues in this case. In the settlement, the Charging Party withdrew the unfair labor practice charge with prejudice. Vice Chairman Gillmor moved that the Board construe the settlement agreement as the Charging Party's motion to withdraw, grant the motion, and dismiss with prejudice the unfair labor practice charge. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
         Affirmed X                              Denied \_\_

3.     Case     03-ULP-04-0170                      Ohio Patrolmen's Benevolent Association v. City of Findlay

4.     Cases    03-ULP-02-0101                      SERB v. Rock Hill Local School District Board of Education  
                  03-ULP-02-0134

5.     Case     03-ULP-05-0267                      Communications Workers of America, Local 4527 and David Ankrom v. Jefferson County Engineer and James Branagan

Board Member Verich moved that the Board approve and adopt the settlement agreements, construe the settlement agreements and withdrawal as motions to withdraw, grant all of the motions, dismiss the complaints, and dismiss with prejudice the unfair labor practice charges. Vice Chairman Gillmor seconded the motion. Chairman Drake called for any discussion, and mentioned that in Case 03-ULP-05-0267, it was very important in making sure that the letter received from the President was the appropriate person to withdraw the charge. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
         Affirmed X                              Denied \_\_

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V. UNFAIR LABOR PRACTICE CHARGE MATTERS AT ISSUE:

1. Case 03-ULP-07-0363 Professionals Guild of Ohio v. Montgomery County Children Services

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (5) by unilaterally discontinuing the Master of Social Work Programs, and requiring employees to know how to type. Additional information has been received by the Investigator, who recommended that the Board table this case to the next meeting. Vice Chairman Gillmor moved that the matter be tabled to the next meeting. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote:	DRAKE <u>Aye</u>	GILLMOR <u>Aye</u>	VERICH <u>Aye</u>
	Affirmed <u>X</u>	Denied <u>  </u>	

2. Case 03-ULP-06-0354 Service Employees International Union, AFL-CIO, District 1199 v. State of Ohio, Department of Rehabilitation and Correction, Lorain Correctional Institution

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1), (3), (4), and (6) by renegeing on the restructured schedules agreement in response to the filing of related grievances, and by failing to timely process grievances. Information gathered during the investigation reveals the Charged Party's action over the grievance being filed on the restructured position was remedial and not retaliatory. The Charged Party failed to meet two grievance deadlines, which were subsequently extended by the Charging Party, and the grievances are pending. Additionally, no information was provided to support that an Ohio Revised Code § 4117.11(A)(4) violation occurred. Board Member Verich 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 Charged Party. Vice Chairman Gillmor seconded the motion. Chairman Drake called for any discussion. Board Member Verich mentioned the importance of timely processing grievances. If there is a request for additional time to process, then that is permissible; but if the timelines are just not met at all, then there is a problem. In this case, an extension was asked when the failure to meet two grievance deadlines took place. Chairman Drake called for the vote.

Vote:	DRAKE <u>Aye</u>	GILLMOR <u>Aye</u>	VERICH <u>Aye</u>
	Affirmed <u>X</u>	Denied <u>  </u>	

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3. Case 03-ULP-06-0339 Goshen Education Association,  
OEA/NEA v. Goshen Local School  
District Board of Education

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (3) by harassing and requiring the kindergarten teachers to stay beyond the contracted work day because they filed a grievance. Information gathered during the investigation reveals no threats were conveyed during the meeting, only that the lesson plans need to be complete, which is a normal requirement of the job. Vice Chairman Gillmor 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 Charged Party. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied   

4. Case 03-ULP-06-0322 Municipal Construction Equipment  
Operator's Labor Council v. City of  
Cleveland

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (5) by failing to bargain in good faith. Information gathered during the investigation reveals the Charged Party and the Charging Party rejected the proposals at the only bargaining session, and the Charged Party claimed ultimate impasse after one bargaining session. Board Member Verich moved that the Board find probable cause to believe an unfair labor practice has been committed, authorize the issuance of a complaint, refer the matter to hearing to determine if the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by refusing to bargain in good faith, and direct the parties to ULP mediation. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied

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5. Case 03-ULP-06-0313 Fraternal Order of Police, Akron Lodge #7 v. City of Akron, Police Department

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (5) by entering into a secret agreement that unilaterally changes wages, hours, and terms and conditions of employment. Information gathered during the investigation reveals the Charged Party entered into an agreement changing the terms and conditions on how officers were compensated to testify at eviction hearings for the Akron Metropolitan Housing Authority. Vice Chairman Gillmor moved that the Board find probable cause to believe an unfair labor practice has been committed, authorize the issuance of a complaint, refer the matter to hearing to determine if the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by entering into an agreement with the Akron Metropolitan Housing Authority, which unilaterally changed wages, hours, and terms and conditions of employment for compensating officers subpoenaed into civil proceedings, and direct the parties to ULP mediation. Board Member Verich seconded the motion. Chairman Drake called for any discussion and mentioned that it will be helpful to have this case go to hearing to determine issues regarding criminal actions and how officers' appearances giving testimony should be compensated. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied   

6. Case 03-ULP-05-0287 Service Employees International Union, AFL-CIO, District 1199 v. Cuyahoga County Board of Mental Retardation and Developmental Disabilities

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (5) by unilaterally assigning nonbargaining-unit duties to four bargaining-unit employees. Information gathered during the investigation reveals the contract permits the additional duties, which are temporary and de minimis. Board Member Verich 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 Charged Party. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied

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7. Case 03-ULP-06-0352 Pamela D. Brown v. Cuyahoga County Department of Human Services, James McCafferty, and Sandra Holt

The unfair labor practice charge alleges the Charged Parties have violated Ohio Revised Code § 4117.11(A)(6) and (8) by failing to adhere to the collective bargaining agreement. Information gathered during the investigation reveals the leave issue was addressed and resolved in a grievance. The matter is strictly contractual, and no violation of the statute occurred. Vice Chairman Gillmor 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 Charged Parties. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye  
Affirmed X Denied \_\_

8. Case 03-ULP-05-0251 Ohio Patrolmen's Benevolent Association v. Sandusky County Sheriff and Sandusky County Commissioners

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (5) by utilizing a private life squad service to perform bargaining-unit work while the Sheriff refuses to man a bargaining-unit life squad, and by the Commissioners failing to provide funding for emergency medical services while providing funding for private life squad service. Additional information has been received by the Investigator, who recommended that the Board table this case to the next meeting. Board Member Verich moved that the matter be tabled to the next meeting. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye  
Affirmed X Denied \_\_

9. Cases 03-ULP-06-0347 Communications Workers of America,  
03-ULP-07-0357 Local 4546 v. Summit County Children Services

In Case 03-ULP-06-0347, the unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1), (2), (3), and (5) by dealing directly with and harassing bargaining-unit employees in response to the filing of a strike notice. In Case 03-ULP-07-0357, the unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1), (2), (3), (4), and (5) by dealing directly with and harassing bargaining-unit employees in response to the filing of a strike notice and unfair labor practice charge 03-ULP-06-0347. Information gathered during the investigation reveals there is no evidence to support direct dealing or discrimination. The evidence appears to show the Employer's statements were chilling to bargaining-unit employees in the exercise of their guaranteed rights, and interfered with the administration of the

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Union. Vice Chairman Gillmor moved that the Board find probable cause to believe an unfair labor practice has been committed, consolidate the charges, authorize the issuance of a complaint, refer the matter to an expedited hearing to determine if the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (2), but not (A)(3), (4), or (5), by interfering with, restraining, or coercing employees from participating in a strike by threatening loss of wages, jobs, licenses, criticizing their selection of a Union representative, and interfering with the Union's efforts to organize a strike, and direct the parties to ULP mediation. Board Member Verich seconded the motion. Chairman Drake called for any discussion and stated the importance of expediting this case. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied \_\_

10. Case 03-ULP-06-0340                      Lynette D. Taylor v. Toledo Area Regional Transit Authority

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1), (3), and (4) by failing to promote the Charging Party to full-time employment in retaliation for engaging in protected activities. Information gathered during the investigation reveals the Charged Party's actions were for reasons other than the Charging Party engaging in protected activities. Board Member Verich 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 Charged Party. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied \_\_

11. Case 03-ULP-08-0422                      Douglas Sollitto v. State of Ohio, Department of Rehabilitation and Correction, Ohio State Penitentiary

The unfair labor practice charge alleges the Charged Party has violated Ohio Revised Code § 4117.11(A)(1), (2), and (3) by denying employees the opportunity to receive firearms training. Information gathered during the investigation reveals the decision to provide firearms training, based on budget constraints, only to those officers carrying a firearm does not rise to a violation. Vice Chairman Gillmor 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 Charged Party. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye                      GILLMOR Aye                      VERICH Aye  
Affirmed X                                  Denied \_\_

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12. Case 03-ULP-06-0346 Josiah N. Opata v. Service Employees International Union, AFL-CIO, District 1199, Sonja Holcomb, and Lee Alvin
13. Case 03-ULP-07-0391 Josiah N. Opata v. State of Ohio, Department of Rehabilitation and Correction, Madison Correctional Institution, Bobby Bogan, and Alan Lazaroff

Board Member Verich moved that the Board dismiss the charges with prejudice because the Charging Party has failed to pursue the matters. Vice Chairman Gillmor seconded the motion. Chairman Drake called for any discussion and mentioned how important it is for any Charging Party, when filing an unfair labor charge, to have a clear and concise statement of facts and to comply with answering the information requested from the investigator if more information is needed to complete the investigation. At times, if the charge is clear and enough information is presented at the time of filing, follow-up information is not needed. The Charging Parties should always work with the investigator through the whole process of investigating their cases. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye  
Affirmed X Denied   

14. Case 03-ULP-04-0198 Ohio Council 8, American Federation of State, County and Municipal Employees, Local 3956, AFL-CIO v. Mahoning County Clerk of Courts and Anthony Vivo

Vice Chairman Gillmor moved that the Board deny the Charging Party's motion for reconsideration with prejudice. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye  
Affirmed X Denied   

15. Case 03-ULP-05-0258 Copley-Fairlawn Support Staff Association, OEA/NEA v. Copley-Fairlawn City School District Board of Education
16. Case 03-ULP-08-0415 Communications Workers of America, Local 4501 v. The Ohio State University

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17. Cases 03-ULP-07-0395 Columbia Local School District Board of Education v. Columbia Local Education Association, OEA/NEA
- 03-ULP-07-0396 Columbia Local Education Association, OEA/NEA v. Columbia Local School District Board of Education

Board Member Verich moved that the Board construe the letter as a motion to withdraw, and grant all motions to withdraw with prejudice. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye  
Affirmed X Denied \_\_

VI. ADMINISTRATIVE MATTERS

Executive Director Pat Snyder reported on the case closing progress in the Clerks Office. From the end of April 2003 to August 29, 2003, there were 1,203 cases closed, which included unfair labor practice, mediation, and representation cases. The unfair labor practice cases are pretty much on target to being completed, while the representation and mediation cases are done when they can be worked on during the regular business hours. Executive Director Snyder stated that the goals of the Clerks Office will include time to work on this process. The goals will project how many business days and hours within that time frame can be generated for closing cases. There are still some 1999, 2000, and 2001 cases to be closed. Most cases closed now are the unfair labor practice cases and some mediation. More recent unfair labor practice cases have been closed as opposed to older ones because they are being requested more than the others. Executive Director Snyder also mentioned that old cases, such as old microfiche cases or the storage of the hard copies of old cases, still need to be processed. It was the understanding of Chairman Drake that all SERB cases would one day be put into Intellivue and accessible to anyone in the agency. Cases from 1995 to the present are on the computer system, but none before that. Because of the volume and limited staff time factor, pre-Intellivue case entry has not been a high priority. General Counsel Russ Keith mentioned that some cases are still open and active, and need to remain this way as they involve court case issues. Executive Director Snyder is to meet with the Clerks Office and will verify if there are any older cases still open and active that need to be looked into closing.

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Executive Director Snyder discussed the September budget figures presented to the Board Members. A few items mentioned were the vehicle insurance being paid in September, as it is paid once a year. The Out-of-State travel figures include staff attending ALRA. The figures reflecting the phone bill in July is what is allocated for that year. The fact-finding expenses are lower, and some bills are still being processed. Executive Director Snyder mentioned that she would be meeting with the Fiscal Officer and Mediation Section personnel to discuss the projection of fact-finding savings. She also mentioned that the revenue for training has not been compiled yet.

Executive Director Snyder reported on the Executive Order on Vehicles, and that she is verifying with the Bureau of Mediation that "non-pool" cars are being maximized in their use and within the policy. Most of the "non-pool" cars are used by the Mediators.

Executive Director Snyder mentioned the Notice to Negotiate, that a staff meeting will be held to discuss the form and the information it requires.

Executive Director Snyder reported on SERB's Developing Labor Law Conference Evaluation. Many comments were that the Columbus Zoo was fine, while some said it was noisy. The speakers were good, especially the section on giving legal aspects of cases with Mike Allen of the Attorney General's Office and SERB's General Counsel. Vice Chairman Gillmor said the zoo was a great place for the conference, the parking was fine also, and suggested that the use of the front two sections of the facility could be used for the speakers, while the back section could be set up for lunch. Little things like the use of microphones for all speakers to be used would help in hearing at the back of the room. Executive Director Snyder is passing along the comments the agency received from the participants attending the conference to the Board Members so they can read them.

Executive Director Snyder reported that on Thursday and Friday, October 2 and 3, 2003, SERB will be conducting its SERB Academy 2003 at the Atwood Lake Resort in Dellroy, Ohio. There are 57 people registered to attend. Chairman Drake and herself will be attending the conference.

Vice Chairman Gillmor moved that the Board go into executive session, pursuant to Ohio Revised Code Section 121.22(G)(1) and (3), to discuss the employment of public employees and pending litigation. Board Member Verich seconded the motion. Chairman Drake called for the roll-call vote.

ROLL-CALL VOTE: DRAKE Aye      GILLMOR Aye      VERICH Aye  
Affirmed X      Denied   

Vice Chairman Gillmor moved that the Board exit from executive session. Board Member Verich seconded the motion. Chairman Drake called for the roll-call vote.

ROLL-CALL VOTE: DRAKE Aye      GILLMOR Aye      VERICH Aye  
Affirmed X      Denied

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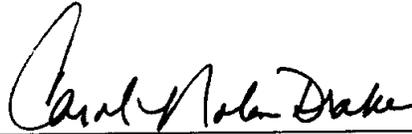
VII. ADJOURNMENT

Vice Chairman Gillmor moved that the Board adjourn the meeting. Board Member Verich Sseconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye  
Affirmed X

GILLMOR Aye  
Denied   

VERICH Aye



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Carol Nolan Drake, Chairman