

STATE EMPLOYMENT RELATIONS BOARD

STATE OF OHIO

MINUTES

The State Employment Relations Board met on Thursday, April 29, 2004, at 10:03 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 April 15, 2004 meeting. 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 04-REP-03-0042 International Brotherhood of Teamsters
Local 436 and City of Solon, May 11,
2004

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. The parties have entered into a Consent Election Agreement seeking an election on May 11, 2004. Board Member Verich moved that the Board approve the Consent Election Agreement and direct an election to be conducted on May 11, 2004. 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. Cases 03-REP-10-0202 Ohio Patrolmen's Benevolent Association and City of Munroe Falls
03-REP-10-0203
03-REP-12-0241

The Employee Organization is the Board-certified exclusive representative of certain employees of the Employer. The Employee Organization filed a Petition for Amendment of Certification in each cited case seeking to amend the existing certifications to change the Employer's name from the Village of Munroe Falls to the City of Munroe Falls. The Employer filed a letter stating it does not oppose the amendments. Vice Chairman Gillmor moved that the Board approve the petitions and amend the certifications accordingly. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied ___

3. Case 04-REP-01-0006 IAFF Local 698, Xenia Fire Fighters Association and City of Xenia
4. Case 04-REP-03-0052 Ohio Association of Public School Employees – Chapter 562 and Ravenna City School District Board of Education
5. Case 04-REP-03-0059 Youngstown State University Association of Classified Employees (YSU-ACE) and Youngstown State University

In Case 04-REP-01-0006, the Employee Organization is the Board-certified exclusive representative of certain employees of the Employer. The Employee Organization and the Employer jointly filed a Petition for Amendment of Certification seeking to amend the existing unit to include Fire Captains. In Case 04-REP-03-0052, the Employee Organization is the Board-certified exclusive representative of certain employees of the Employer. The Employee Organization and the Employer jointly filed a Petition for Amendment of Certification seeking to amend the existing unit to include Mechanics. In Case 04-REP-03-0059, the Employee Organization is the Board-certified exclusive representative of certain employees of the Employer. The Employee Organization and the Employer jointly filed a Petition for Amendment of Certification seeking to amend the existing unit to reflect certain negotiated changes. Board Member Verich moved that the Board approve the jointly filed petitions and amend the units accordingly. 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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6. Case 03-REP-08-0144 Teamsters Local No. 348 and Portage Area Regional Transportation Authority

The Employee Organization filed a Petition for Representation Election seeking to represent certain employees of the Employer. As a result of mediation, the parties verbally agreed to a Consent Election Agreement seeking an election on May 7, 2004. On April 15, 2004, the Board directed an election pursuant to a Consent Election Agreement. The Employer executed a Consent Election Agreement, and the Board anticipated receiving an executed consent from the Employee Organization as late as the morning of April 15, 2004. Because the Employee Organization did not execute the Consent Election Agreement, the Direction to Election of April 15, 2004, was never issued. The Board received information from the Employee Organization requesting a change in the election date and the polling times. The Employer filed a position statement advising its displeasure over the developments of this case. Vice Chairman Gillmor moved that the Board rescind the April 15, 2004 Direction to Election, direct an election on May 21, 2004, and extend the first polling time from 11:00 a.m. until 3:00 p.m., with a second polling time from 4:30 p.m. until 6:00 p.m. Board Member Verich seconded the motion. Chairman Drake called for any discussion and wanted to thank Labor Relations Specialist Dory McClendon for her efforts to bring about this election. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied

IV. ADMINISTRATIVE LAW JUDGE RECOMMENDATIONS AT ISSUE:

1. Case 03-ULP-05-0247 SERB v. Cleveland Municipal School District

On September 18, 2003, the Board found probable cause to believe that the Respondent had committed an unfair labor practice, authorized the issuance of a complaint, referred the matter to hearing, and directed the parties to unfair labor practice mediation. On December 18, 2003, a hearing was held. On February 24, 2004, an Administrative Law Judge's Proposed Order was issued, recommending that the Board find that the allegation that the Respondent violated Ohio Revised Code §§ 4117.11(A)(1) and (A)(3) when Mr. Guisto was not hired as a home tutor was untimely filed and that the Respondent did not violate Ohio Revised Code §§ 4117.11(A)(1) and (A)(3) when it did not hire Mr. Guisto for positions applied for or decided within 90 days before he filed the charge on May 9, 2003. No exceptions were filed to the Proposed Order. Board Member Verich moved that the Administrative Law Judge's Proposed Order become the order of the Board, pursuant to Ohio Revised Code § 4117.12(B)(2), since no exceptions were filed by any 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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2. Case 03-ULP-06-0335 SERB v. Stark County District Library and William Muzzy
3. Case 03-ULP-06-0344 Elida Education Association, OEA/NEA v. Elida Local School District Board of Education

Vice Chairman Gillmor moved that the Board construe the settlement agreements as a motions to withdraw, grant the motions to withdraw and dismiss, dismiss the complaints, and dismiss with prejudice the unfair labor practice charges. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied __

V. UNFAIR LABOR PRACTICE CHARGE MATTERS AT ISSUE:

1. Case 04-ULP-01-0021 Linda F. Hagans v. State of Ohio, Department of Rehabilitation and Correction, Montgomery Education and Pre-Release Center and Warden Curtis Wingard

The unfair labor practice charge alleged the Charged Parties have violated Ohio Revised Code § 4117.11(A)(1), (3), (4), and (6) by involuntarily separating the Charging Party from her job for exercising Worker's Compensation rights, and in retaliation for filing previous unfair labor practice charges and grievances. Information gathered during the investigation revealed the Charging Party was issued an involuntary disability separation because she failed to make three scheduled meetings to present her case so she could return to work. Workers Compensation benefits are not guaranteed rights under Ohio Revised Code Chapter 4117. One grievance is being processed, and the other grievances were addressed in the previous unfair labor practice charges that were dismissed for lack of probable cause. 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 Parties. 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 04-ULP-01-0022 Linda F. Hagans v. Ohio Civil Service Employees Association, AFSCME Local 11, AFL-CIO, Chapter 5730, Robert Jones, et al.

The unfair labor practice charge alleged the Charged Parties have violated Ohio Revised Code § 4117.11(B)(6) by failing to fairly represent the Charging Party. Information gathered during the investigation revealed the Charged Parties continue to represent the Charging Party. The aspects of the charge relating to previous grievances, unfair labor practice charges, criminal charges, and Ohio Civil Rights Commission charges, were addressed in the previously filed unfair labor practice charges. 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, and dismiss those aspects of the charge regarding the grievances filed before the November 2003 grievance as being a duplicate filing. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied __

3. Case 04-ULP-03-0127 Ida Beery v. Union Benefits Trust

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(B)(6) by not offering the Charging Party's husband an accelerated death benefit. Information gathered during the investigation revealed the Charging Party is not part of an employee organization, the charge does not allege a violation covered under Ohio Revised Code Chapter 4117, and this Board lacks jurisdiction to hear an insurance case. Board Member Verich moved that the Board dismiss the charge with prejudice for lack of jurisdiction. 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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4. Case 04-ULP-02-0068 Ohio Civil Service Employees Association, AFSCME Local 11, AFL-CIO v. State of Ohio, Department of Rehabilitation and Correction, Oakwood Correctional Institution

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(A)(1), (5), and (8) by changing the way vacation leave is accrued and allowed for psychiatric workers. Information gathered during the investigation revealed the Charged Party is following the past practice calculation, and no change occurred. No evidence was provided to support an Ohio Revised Code § 4117.11(A)(8) violation 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 Party. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied

5. Case 03-ULP-12-0646 Southeastern Local Education Association, OEA/NEA v. Southeastern Local School District Board of Education

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (3) by creating a waiver-day fund by paying \$100.00 to employees who attended an in-service day. Information gathered during the investigation revealed the Charged Party paid \$100.00 to any member who went against the Charging Party's decision on the waiver day and attended the in-service day. No evidence was provided to support an Ohio Revised Code § 4117.11(A)(3) violation occurred. 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), but not (3), by providing employees who attended an in-service day with a \$100.00 stipend, and direct the parties to ULP mediation. Vice Chairman Gillmor seconded the motion. Chairman Drake called for any discussion and mentioned that this case, like the Oak Hills case, involves bestowing a gratuitous benefit to employees, and she was interested in obtaining more data on this type of action. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied

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6. Case 03-ULP-12-0642 Fraternal Order of Police, Captain John C. Post Lodge No. 44 v. City of Dayton

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (3) by involuntarily transferring Officer Joseph Saluke because of a letter he wrote for the Charging Party's newsletter. The Charged Party did not respond to the allegations. Information gathered during the investigation revealed the Charged Party questioned Officer Saluke about the article and then transferred him. 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 (3) by involuntarily transferring Officer Joseph Saluke because of a letter he wrote for the Charging Party's newsletter, and direct the parties to ULP mediation. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied

7. Case 03-ULP-12-0652 Medina City Teachers' Association and Andrew Phillips v. Medina City School District Board of Education

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(A)(8) by not allowing Andrew Phillips to attend a Local Professional Development Committee meeting. Information gathered during the investigation revealed the e-mail does not constitute a violation. Executive Secretary Pat Taft was acting in her capacity as a Committee Coordinator, and not as a Charged Party representative. 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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8. Case 04-ULP-02-0073 Danbury Education Association,
OEA/NEA v. Danbury Local School
District Board of Education

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(A)(1), (3), and (5) by removing the Director of Technology position from the bargaining unit, refusing to negotiate the change, and retaliating by filling the position with an outside hire. The Charged Party filed a motion to defer. Information gathered during the investigation revealed the Director of Technology position is not in the deemed-certified bargaining unit. No information was provided to support the Ohio Revised Code § 4117.11(A)(3) allegation 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 Party and deny the motion to defer as moot. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied

9. Case 03-ULP-11-0607 Ashtabula Association of Classified
School Employees v. Ashtabula Area
City Schools Board of Education

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (5) by unilaterally assigning bargaining-unit work outside of the bargaining unit. Information gathered during the investigation revealed the parents were performing bargaining-unit duties after the matter was settled through the grievance procedure. 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, and refer the matter to hearing to determine if the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by unilaterally assigning bargaining-unit work outside the bargaining unit, and direct the parties to ULP mediation. Vice Chairman Gillmor seconded the motion. Chairman Drake called for any discussion and mentioned that the issue of parental involvement in the schools is one where the Board will need to know what work is being done. Vice Chairman Gillmor mentioned that this case could have far-reaching effects, especially for the role and involvement of parents at schools. Board Member Verich stated that this initial finding of probable cause should not be viewed as opposing parent participation, but it cannot interfere with Ohio Revised Code Chapter 4117 rights. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied

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10. Case 03-ULP-12-0650 American Association of University Professors, Kent State Chapter v. Kent State University

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (5) by refusing to bargain in good faith. Information gathered during the investigation revealed the charge is prematurely filed, and no change to the policy has been implemented. 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

11. Case 04-ULP-02-0108 Columbiana Local Association of School Support v. Columbiana Exempted Village School District Board of Education

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(A)(1) and (5) by unilaterally abandoning the past practice of allowing custodians to increase their hours during the Thanksgiving and Christmas recesses. Information gathered during the investigation revealed the circumstances are identical to a previous unfair labor practice charge filed by the Charging Party over summer recess hours, in which the Board found probable cause. Board Member Verich moved that the Board find probable cause to believe an unfair labor practice has been committed, consolidate with Case 03-ULP-08-0429, 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 unilaterally abandoning the past practice of allowing custodians to increase their hours during the Thanksgiving and Christmas recesses, 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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12. Cases 04-ULP-02-0061 Julie Edwards v. City of Circleville, Chief Wayne Gray, et al.
- 04-ULP-02-0062 Julie Edwards v. Non Uniformed Employees Organization of Circleville, Ohio

In Case 04-ULP-02-0061, the unfair labor practice charge alleged the Charged Parties have violated Ohio Revised Code § 4117.11(A)(1), (2), (3), (4), and (8) by harassing the Charging Party, limiting her contact with union representatives, and causing the Union to commit an unfair labor practice. In Case 04-ULP-02-0062, the unfair labor practice charge alleged the Union has violated Ohio Revised Code § 4117.11(B)(3) and (6) by failing to properly represent the Charging Party or file a grievance. Information gathered during the investigation revealed the Charging Party was not engaged in protected activities when she received the discipline. Probable cause exists that the comment about listening to the Employer over the Union violated Ohio Revised Code § 4117.11(A)(1). No information was provided to support the Ohio Revised Code § 4117.11(A)(2), (3), (4), and (8) violations. The Union agreed to file a grievance over the November 22, 2003 incident, but failed to do so. The Union timely advised the Charging Party that it was not going to process her disciplinary grievance. The contract provides that the Charging Party could file on her own. Vice Chairman Gillmor moved that the Board, in Case 04-ULP-02-0061, 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 Parties violated Ohio Revised Code § 4117.11(A)(1), but not (2), (3), (4), and (8), by telling the Charging Party to listen to her boss not her union, and direct the parties to ULP mediation; and in Case 04-ULP-02-0062, find probable cause to believe an unfair labor practice has been committed, coordinate with Case 04-ULP-02-0061, authorize the issuance of a complaint, refer the matter to hearing to determine if the Union violated Ohio Revised Code § 4117.11(B)(6), but not (3), by failing to timely file the Charging Party's grievance over having to take leave or work November 22, 2003, and direct the parties to ULP mediation, and dismisses all other aspects of the charges. 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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13. Case 04-ULP-02-0075 Leonard D. Parks v. Ohio Civil Service Employees Association, AFSCME Local 11, AFL-CIO

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11(B)(1) and (6) by limiting the vote on a new highway technician series, and prohibiting the Charging Party from participating in that vote. Information gathered during the investigation reveals the Charging Party was not eligible to vote since his position was unaffected by the memorandum of understanding. 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

14. Case 03-ULP-06-0333 United Steelworkers of America, Local 6621 v. City of Lorain

On September 17, 2003, the unfair labor practice charge was deferred to the parties' grievance-arbitration procedure pursuant to option three of *In re Upper Arlington Ed Assn*, SERB 92-010 (6-30-02). The arbitrator's decision was rendered on January 19, 2004. On February 18, 2004, the Charging Party filed a timely motion for review, and argued the arbitrator did not address the unfair labor practice issues. A review of the arbitration award indicates that the issues raised in the unfair labor practice charge have been considered and decided in conformity with due process of law in the arbitration procedure. The Charging Party failed to provide any information to show how the unfair labor practice issues were not addressed. Vice Chairman Gillmor moved that the Board dismiss the charge with prejudice as having been resolved between the parties pursuant to the grievance/arbitration process. 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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15. Case 03-ULP-10-0555 Jeff Starling v. City of Brunswick, Fire Department

On February 26, 2004, the Board dismissed the unfair labor practice charge for lack of probable cause. On April 2, 2004, the Charging Party filed a motion for reconsideration of the Board's decision. A review of the original investigation revealed that the Charging Party failed to raise issues warranting a reversal of the dismissal. Board Member Verich moved that the Board deny the Charging Party's motion for reconsideration with prejudice. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied __

16. Case 04-ULP-02-0070 Tyrone McWhorter v. Cuyahoga County Commissioners, Department of Central Services

The unfair labor practice charge alleged the Charged Party has violated Ohio Revised Code § 4117.11. Information gathered during the investigation reveals the Charging Party has failed to respond to the information requests. Vice Chairman Gillmor moved that the Board dismiss the charge with prejudice because the Charging Party failed to pursue the matter. Board Member Verich seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
Affirmed X Denied __

17. Case 04-ULP-03-0197 Ohio Association of Public School Employees, AFSCME Local 4, AFL-CIO v. Dayton City School District Board of Education

18. Case 04-ULP-01-0034 Fraternal Order of Police, Capital City Lodge No. 9 v. Franklin County Sheriff

19. Case 04-ULP-03-0138 Findlay Education Association and Karen Weck v. Findlay City School District Board of Education

Vice Chairman Gillmor moved that the Board construe the letter as a motion to withdraw, and grant the motions to withdraw with prejudice. 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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VI. ADMINISTRATIVE MATTERS

Executive Director Pat Snyder welcomed Sandy Stiffler, SERB's new Fiscal Officer.

Executive Director Snyder mentioned that she, Sandy Stiffler and Fiscal Specialist Danetta Babbs had met with fiscal analysts at the State Office of Budget and Management to discuss SERB's budget and the impact of the recently announced 6% cut during FY 2005 for our agency.

Executive Director Snyder said that for FY '04 there is approximately \$43,500 remaining after computer service level agreements are entered. She recommended that the Board authorize the purchase of certain office equipment up to \$38,000, including but not limited to five new computer monitors, four flat screen monitors, a digital camera, a convenience copier for the Clerk's Office, plus an Intellivue upgrade that allows scanned documents to be searched through an optical character reading (OCR) feature. Vice Chairman Gillmor moved to accept the recommendation. 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>	

Chairman Drake discussed the Buckeye Conference and gave an overview of last year's conference. She mentioned that SERB was a sponsor and there were plans this year for the agency to participate more directly, by sponsoring a resource center for conferees and making mediators available to present a new training program called "Teaming Up For Change".

Executive Director Snyder mentioned that Fiscal Officer Sandy Stiffler had attended training at the Department of Public Safety on the new concealed carry law. She said that in addition to posting a concealed carry warning sign, already at our front desk, trainers recommended that a work rule prohibiting concealed weapons be implemented immediately. Executive Director Snyder recommended that the Board adopt the conceal/carry work rule to be implemented immediately. Board Member Verich moved that the Board adopt the work conceal/carry work rule for SERB. Vice Chairman Gillmor 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>	

Executive Director Snyder mentioned that it was Public Service Recognition Week. She suggested that an employee recognition ceremony be held on May 20, 2004, where the Board could have the presentation of service pins at that time.

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Executive Director Snyder updated the Board on Operation Feed and mentioned it is going very well. Some events coming up include on May 3, 2004, a Make and Take Card Luncheon where, while you are enjoying a nice lunch, you can design your own card that can be used for Mother's Day or a birthday, etc.; on May 4, 2004, a Spring Salad and Dessert Luncheon; and on May 7, 2004, a bake sale and silent auction with baskets full of goodies with all monies raised going to Operation Feed.

Vice Chairman Gillmor moved that the Board go into executive session, pursuant to Ohio Revised Code Section 121.22(G)(1) to discuss the employment of public employees. 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

Executive Director Pat Snyder recommended that the Board authorize Chairman Drake to sign an agreement with Sophisticated Systems, Inc., a state-term contractor and MBE, to provide 320 hours of on-site computer services during the remainder of FY 2004 at the rate of \$50 an hour. The on-site services would include hours related to hard drive and server installation, as well as, ongoing support in lieu of in-house staffing. Board Member Verich moved to accept the recommendation. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
 Affirmed X Denied

VII. ADJOURNMENT

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

Vote: DRAKE Aye GILLMOR Aye VERICH Aye
 Affirmed X Denied

Carol Nolan Drake, Chairman

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PREVIOUS TABLED MATTERS

1. Case 02-ULP-02-0084 SERB v. City of Springdale