

STATE EMPLOYMENT RELATIONS BOARD

STATE OF OHIO

MINUTES

The State Employment Relations Board met on Thursday, August 19, 2004, at 10:09 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 August 5, 2004 Board 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:

1. Cases 04-MED-03-0182 International Union of Operating  
04-REP-07-0119 Engineers, Local 943 and Warren City  
School District Board of Education

The Employee Organization filed a Notice to Negotiate on March 2, 2004. The current employees are represented by Local 943 and have filed a petition to merge with Local 95 in Case 04-REP-07-0119. The Employee Organization has filed a motion to stay negotiations pending outcome of Case 04-REP-07-0119. Board Member Verich moved that the Board stay the negotiations in Case 04-MED-03-0182 pending the disposition of Case 04-REP-07-0119, and expedite the processing of the representation case. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

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

2. New Applicants for Roster of Neutrals

Four new applicants were recommended for consideration to become members of the State Employment Relations Board's Roster of Neutrals. Vice Chairman Gillmor moved that the Board add William C. Binning, Robert Brookins, Richard J. Colvin, and Melvin Feinberg to the Roster of Neutrals. Board Member Verich seconded the motion. Chairman Drake commented that each applicant came highly recommended. Chairman Drake called for the vote.

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



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4. Case 04-REP-07-0128 Association of Cuyahoga County Employees for Special Students OEA/NEA and Cuyahoga County Board of Mental Retardation and Developmental Disabilities

The Employee Organization and the Employer jointly filed a Petition for Amendment of Certification seeking to change the Employee Organization's name and to amend the bargaining unit to reflect current specific job titles.

In Cases 04-REP-07-0125, 04-REP-07-0127, and 04-REP-07-0128, Board Member Verich moved that the Board approve the petitions and amend the certifications accordingly. Vice Chairman Gillmor seconded the motion. Chairman Drake noted the acronym for the Bay Individual/Small Group Instruction Teachers Association OEA/NEA should read "BISGITA." Chairman Drake called for the vote.

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

5. Case 04-REP-02-0031 Ohio Patrolmen's Benevolent Association and City of Parma

The Employee Organization filed a Request for Recognition seeking to represent certain employees of the Employer. The Employer filed objections. On July 8, 2004, the case was directed to hearing to determine an appropriate bargaining unit and for all other relevant issues, and the parties were directed to mediation. 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. 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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6. Case 04-REP-06-0104 International Brotherhood of Teamsters  
Local Union No. 957, AFL-CIO and City of  
Trotwood

The Employee Organization filed a Petition for Representation Election seeking to represent certain employees of the Employer. The Employee Organization already represents the employees in question. Board Member Verich moved that the Board dismiss the Employee Organization's Petition for Represent 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 04-REP-05-0086 Ohio Council 8, American Federation of  
State, County and Municipal Employees,  
AFL-CIO and Franklin County Engineer

The Employee Organization and the Employer jointly filed a Petition for Clarification of Bargaining Unit seeking to amend the existing bargaining unit. The Employer filed a letter seeking to withdraw the petition because the Board approved a Petition for Amendment of Certification (Case No. 04-REP-06-0106) to amend the bargaining unit per the parties' request. Vice Chairman Gillmor moved that the Board construe the Employer's letter as a motion to withdraw, grant the motion, and dismiss without prejudice the Petition for Clarification of Bargaining Unit. 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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8. Case 04-REP-04-0067

Ohio Association of Public School  
Employees (OAPSE)/AFSCME Local 4,  
AFL-CIO and Medina County Transit

- There were 44 ballots cast
- There was 1 challenged ballot
- No Representative received 16 votes
- Ohio Association of Public School Employees (OAPSE)/AFSCME Local 4, AFL-CIO received 27 votes and has prevailed in this election.

Board Member Verich moved that the Board certify the election results 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 \_\_\_\_\_

IV. ADMINISTRATIVE LAW JUDGE RECOMMENDATIONS AT ISSUE:

1. Case 03-ULP-06-0300

SERB v. Twinsburg City School District  
Board of Education

An unfair labor practice charge was filed alleging that the Respondent had violated Ohio Revised Code ("O.R.C.") §§ 4117.11(A)(1) and (A)(5). On October 16, 2003, the Board determined that probable cause existed to believe that the Respondent had committed or was committing unfair labor practices, authorized the issuance of a complaint, referred the matter to hearing, and directed the parties to unfair labor practice mediation.

On January 14-15, 2004, a hearing was held. On June 18, 2004, the Administrative Law Judge issued the Proposed Order, recommending that the Board find that the Respondent violated O.R.C. §§ 4117.11(A)(1) and (A)(5) when it implemented its "last, best, and final" offer prior to reaching ultimate impasse. The Respondent filed exceptions to the Proposed Order. The Intervenor and Complainant filed a response to the exceptions.

The Proposed Order, exceptions, and responses to the exceptions address issues that are occurring more frequently in bargaining contexts. The Board would benefit from an oral argument over these issues.

Vice Chairman Gillmor moved that the Board sua sponte direct the parties to appear before the Board for an oral argument at a date and time to be determined by the





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lack of probable cause all other issues including the refusal to deduct dues, 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           

2. Case 04-ULP-03-0154 Fraternal Order of Police, Akron Lodge 7 v. City of Akron

The Charging Party alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by unilaterally modifying health benefits for the retired members of the bargaining unit. Information gathered during the investigation reveals contractual interpretation is at the center of the issue, and no statutory 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 the vote.

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

3. Case 04-ULP-02-0097 Northwest Association of Educators, President Phylis Bell, and Sandy Gay v. Northwest Local School District Board of Education

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (2) by taking and lodging complaints about Sandy Gay's union representation, and interfering with, restraining, coercing, and initiating disciplinary proceedings against her for engaging in union activities. The investigation reveals the Charged Party did not prevent the union from performing its duties. Ms. Gay was not disciplined, and her presence at the meeting was as an observer as agreed upon by the Union and Charged Party. Relaying complaints about a union representative to a designated union official does not rise to the level of a violation under the circumstances of this case. 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. Chairman Drake asked whether a union representative was present at the meeting who did speak. Investigations Administrator Bonham answered in the affirmative. 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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4. Case 04-ULP-03-0175 Cincinnati Federation of Teachers v. Cincinnati Public School Board of Education

The charge alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by bargaining in bad faith. The investigation reveals the Charged Party's actions of rejecting the tentative agreement are not bad-faith bargaining. Additionally, the Charged Party's Board Members are not subject to the ground rules between the bargaining teams. 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 \_\_\_\_\_

5. Case 04-ULP-03-0189 Michelle M. Hatch v. Toledo City School District Board of Education

The Charging Party filed an unfair labor practice charge alleging the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (8) by interfering with her rights when it denied her paraprofessional study leave. The investigation reveals the events giving rise the charge occurred more than 90 days before the filing of the charge. Vice Chairman Gillmor moved that the Board dismiss the charge with prejudice as untimely filed. Board Member Verich seconded the motion. Chairman Drake called for the vote.

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

6. Case 04-ULP-04-0233 Cleveland Police Patrolmen's Association v. City of Cleveland

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by failing to negotiate. The investigation reveals the Charged Party did not immediately negotiate, but no evidence was provided to show it was unwilling to negotiate. 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. 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 04-ULP-05-0249 Cincinnati Federation of Teachers v. Cincinnati Public School Board of Education

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by bargaining in bad faith when it unilaterally lengthened the school day for all elementary schools. The Charged Party filed a motion to defer to arbitration. The investigation reveals the matter was resolved through the parties' grievance process. 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 Charged Party's motion to defer to arbitration as moot. Board Member Verich seconded the motion. Chairman Drake called for the vote.

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

8. Case 04-ULP-04-0244 Perkins Township Firefighters, IAFF Local 1953, AFL-CIO v. Perkins Township Trustees, Erie County

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1), (3), and (7) by interfering with, restraining, and coercing Jim Scheid in the exercise of his guaranteed rights and discriminating against him in retaliation for the exercise of his guaranteed rights. The Board conducted an investigation of this charge that revealed Mr. Schied was active in the Union with the Charged Party's knowledge, but he was not harmed. Restricting his participation in the grievance procedure would be an attempt to interfere with his exercise of guaranteed rights. 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) and (7), by interfering with, restraining, and coercing Jim Scheid in the exercise of his guaranteed rights, 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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11. Case 04-ULP-03-0177

Cleveland Police Patrolmen's Association  
v. City of Cleveland

The Charging Party filed an unfair labor practice charge alleging the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by failing to negotiate. The investigation reveals the layoff matter is strictly contractual, and no statutory 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           

12. Case 04-ULP-02-0118

Fraternal Order of Police, Ohio Labor  
Council, Inc. v. Wright State University

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by unilaterally requiring new hires to enter into an agreement to reimburse the Charged Party for uniform expenses if their employment ends within the first two years. The investigation reveals the Charging Party signed off on the use of the reimbursement form in November 2002. Knowledge of the alleged violation occurred more than 90 days before the charge was filed with the Board. No mitigating circumstances exist that warrant equitable tolling of the statute of limitations. 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 and as untimely filed. 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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15. Case 04-ULP-05-0256 International Brotherhood of Teamsters,  
Local Union No. 377 v. Liberty Township  
Trustees, Trumbull County

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (5) by reassigning bargaining-unit duties to an employee outside the bargaining unit. The investigation reveals the duties in question are not exclusively bargaining-unit duties. The full-time and part-time employees perform the same duties. Over time is not guaranteed by either collective bargaining agreement. 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 \_\_\_\_\_

16. Case 04-ULP-04-0223 Tom Goodman and Hillory McDaniel v.  
Ohio Council 8, American Federation of  
State, County and Municipal Employees,  
Local 1543, AFL-CIO, Yodi Mitchel, Tom  
West, and Terrence Dukes

The unfair labor practice charge alleges the Charged Parties violated Ohio Revised Code § 4117.11(B)(6) by acting in collusion with the City of Cincinnati to eliminate bargaining-unit positions. The investigation reveals no probable cause exists to believe the Charged Parties have violated Ohio Revised Code § 4117.11. No changes to the contract or terms and conditions have occurred. Additionally, the Charged Parties' discussion of an employee-generated proposal with the City is not a violation of the statute. 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 \_\_\_\_\_

17. Case 04-ULP-03-0157 Service Employees International Union,  
District 1199 v. City of East Cleveland

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(B)(6) by implementing changes in working conditions related to health insurance benefits. The investigation reveals the Charged Party unilaterally implemented reduced health care benefits during negotiations. Vice Chairman Gillmor moved that the Board find probable cause to believe an unfair labor practice has been

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committed, coordinate this matter with Cases 04-ULP-03-0166 and 04-ULP-05-0261, 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 (5) by unilaterally implementing changes in working conditions related to health-insurance benefits during negotiations, 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             

18. Case 04-ULP-04-0228

Cleveland Public Library v. Service  
Employees International Union,  
District 1199

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(B)(1), (3), and (8) by engaging in informational picketing without providing notice, and restraining and coercing employees by disseminating union materials to employees during work hours. The investigation reveals no probable cause exists to believe the Charged Party violated Ohio Revised Code § 4117.11. The Charged Party distributed leaflets and distributed information to bargaining-unit members during work hours pursuant to its long-standing past practice. No information was provided to support an Ohio Revised Code § 4117.11(B)(3) violation occurred, and the Charging Party lacks standing to file an Ohio Revised Code § 4117.11(B)(1) allegation. Board Member Verich moved that the Board dismiss the charge with prejudice. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

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

19. Case 04-ULP-04-0231

Vanessa Morgan v. Ohio Civil Service  
Employees Association, AFSCME  
Local 11, AFL-CIO

The Charging Party alleges the Charged Party violated Ohio Revised Code § 4117.11(B)(6) by not processing her grievance in August 2003. The events giving rise to the charge occurred more than 90 days before the filing of the charge. Vice Chairman Gillmor moved that the Board dismiss the charge with prejudice as untimely filed. 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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20. Case 04-ULP-06-0319

Joanne M. Malusky v. Black River Local  
School District Board of Education

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(A)(1) and (3) by discharging her for engaging in protected activities. The parties have jointly filed a motion for deferral or to stay investigation. The parties have an arbitration hearing pending, which culminates with a binding decision. Board Member Verich moved that the Board grant the motion to stay investigation. Vice Chairman Gillmor seconded the motion. Chairman Drake called for the vote.

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

21. Case 04-ULP-03-0159

Martin M. Schaber v. Toledo Police  
Patrolmen's Association, Local 10, IUPA,  
AFL-CIO

The unfair labor practice charge alleges the Charged Party violated Ohio Revised Code § 4117.11(B)(1), (3), and (6) by refusing to provide Charging Party monies owed through a settlement of this grievance. The investigation reveals the Charging Party rejected the settlement in May 2003, and was advised if he rejected the settlement the monies would be returned to the Charged Party. Vice Chairman Gillmor moved that the Board dismiss the charge with prejudice. Board Member Verich seconded the motion. Chairman Drake called for the vote.

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

22. Case 04-ULP-04-0241

James Beverly, Jr. v. State of Ohio,  
Department of Rehabilitation and  
Correction, Mansfield Correctional  
Institution and John Morrison

The Charging Party alleges the Charged Parties violated Ohio Revised Code § 4117.11(A)(1) by not following the parties' collective bargaining agreement in accordance with a grievance settlement. Information gathered during the investigation reveals the allegation has to do with policies not identified in the grievance settlement, and is strictly contractual in nature. Board Member Verich moved that the Board dismiss the charge with prejudice. 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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23. Case 04-ULP-03-0121 Susan Purtee v. Jo Anne Cunningham
24. Case 04-ULP-01-0024 Ohio Civil Service Employees Association, AFSCME Local 11, AFL-CIO, Chapter 7010 v. State of Ohio, Department of Rehabilitation and Correction, Mansfield Correctional Institution and John Bond

Vice Chairman Gillmor moved that the Board construe the request as a motion for reconsideration, and deny the motions 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 \_\_\_\_\_

25. Case 03-ULP-12-0674 Strongsville Education Association, OEA/NEA v. Strongsville City School District Board of Education

Board Member Verich moved that the Board grant the motion for reconsideration, 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 the effects of the elimination of the Building Support Aide position, 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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26. Case 04-ULP-02-0091 Laurie Piekarski, Trena Harrison, Wendy Rutan, and Diana Faris v. State of Ohio, Bureau of Workers' Compensation
- Case 04-ULP-02-0092 Laurie Piekarski, Trena Harrison, Wendy Rutan, and Diana Faris v. Ohio Civil Service Employees Association, AFSCME Local 11, AFL-CIO

Vice Chairman Gillmor moved that the Board construe the request as a motion for reconsideration, and deny the 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 \_\_\_\_\_

27. Case 04-ULP-07-0388 Dawn D. Roach v. City of Bowling Green
28. Case 04-ULP-04-0219 Mohawk Education Association, OEA/NEA and Hope Boes v. Mohawk Local School District Board of Education
29. Case 04-ULP-05-0260 Ann Miller v. Copley-Fairlawn Support Staff Association, OEA/NEA

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

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

## VII. ADMINISTRATIVE MATTERS

Chairman Drake recognized Pat Snyder's one-year anniversary back at SERB as the Executive Director.

Executive Director Snyder asked if the Board Members had any recommendations or modifications to the Goals for the Agency for Fiscal Year 2005. Vice Chairman Gillmor stated the goals should be based on stated assumptions and that she would like to see them in priority order. Executive Director Snyder said that could be done, and she would then forward them to the Board Members for their review. Vice Chairman Gillmor stated she would like to see timelines not only for the sections, but also have timelines for the



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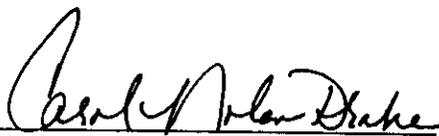
Executive Director Snyder reported the Annual Report was ready for the Board to review and sign. The signatures could be done electronically. Vice Chairman Gillmor stated she did not want any reports or letters having her name on them sent without her first reviewing the documents and signing off. She stated that she would like that point reflected in the minutes.

Executive Director Snyder announced that Wednesday, August 25, would be SERB's Take Your Child to Work Day. The day's agenda would include role-playing with the Mediators, a Clearinghouse demonstration, and a Statehouse Tour.

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           

  
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Carol Nolan Drake, Chairman