

State Employment Relations Board

Board Meeting Minutes
November 19, 2015

The State Employment Relations Board met on November 19, 2015, at 10:00 a.m., at 65 East State Street, 12th Floor, Columbus, Ohio. Present at the meeting were Chair W. Craig Zimpher, Vice Chair Aaron A. Schmidt, and Board Member N. Eugene Brundige.

I. APPROVAL OF MINUTES FOR THE OCTOBER 29, 2015 BOARD MEETING:

Vice Chair Schmidt moved that the Board approve the minutes for the October 29, 2015 Board meeting. Chair Zimpher seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Abstained SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

II. MEDIATION AND FACT-FINDING MATTERS AT ISSUE:

1. Case 2015-MED-07-0648 Service Employees International Union, District 1199 and Medina County District Library

In this case, Service Employees International Union, District 1199 seeks to reinstate the Dispute Resolution Procedures under Revised Code 4117.14 and to take its collective bargaining dispute to Fact-Finding. The dispute resolution procedures of Revised Code 4117.14 include Fact Finding, a means by which the parties can resolve or narrow the issues.

Here, the union and the employer have been negotiating a successor labor agreement and have resolved a number of issues. The predecessor labor agreement contains a MAD that has permitted the parties to use the services of a Federal Mediator. The MAD is as follows:

If after forty-five (45) calendar days from the invoking of mediation the union feels that the matter cannot be resolved through the procedures outlined above, it may engage in any activity permitted by Chapter 4117 of the Ohio Revised Code, upon ten (10) calendar days' notice to the library and to the State Employment Relations Board

After using a Federal Mediator, the union is now seeking to engage in "activity permitted by Revised Code Chapter 4117", namely the dispute resolution procedure of R.C.4117.14 that culminates in a Fact-Finder making a recommendation to resolve the dispute.

The employer objects stating the only activities allowed by the MAD are either striking or picketing.

The MAD is clear that the union may engage in "any activity". The issue before SERB is whether this group can avail itself of Fact Finding, a peaceful means of resolution, or can it only resort to strike or picketing, a more disruptive form of resolving a labor agreement. SERB's mission is to promote orderly and constructive labor relationships. A reading of the MAD to include Fact-Finding as opposed to striking or picketing is in alignment with that goal.

While construing Federal Labor Law, the Supreme Court has read into labor agreements, the ability to pursue peaceful remedies in court when the labor agreement remedy was warfare. In *Groves v. Ring Screw Works, Ferndale Fastener Division* 111 S. Ct. 498 (1990), the labor agreement permitted strikes as the remedy to resolve grievances. When the union did not get resolution through the grievance procedure, they sought judicial relief

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in lieu of a strike. The union went to court. The Supreme Court found that Federal Law envisages peaceful methods of dispute resolution. It does not favor an agreement to resort to economic warfare rather than to mediation, arbitration, or judicial review. (Syllabus)

In the case at hand, the decision is on the union to move forward, which it has done. Under Ohio Administrative Code 4117-9-03 (E), the union has requested the Board to reassert its jurisdiction and declare the MAD concluded. The only condition to be met is when the union feels the MAD procedures are not working.

Board Member Brundige moved that the Board declare the Mutually Agreed Upon Dispute Resolution Procedure concluded, reassert the jurisdiction of SERB and place this matter into the Fact-Finding procedure pursuant to Ohio Revised Code § 4117.14. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

2. Case 2014-MED-03-0472 Teamsters, Local Union No. 957 and Greene County Commissioners/Greene County Services Department

On March 31, 2014, Teamsters, Local Union No. 957 filed a Notice to Negotiate for a new collective bargaining agreement representing employees in the Greene County Commissioners/Greene County Services Department in Case No. 2014-MED-03-0472.

On September 16, 2015, a Petition for Decertification Election was filed seeking to decertify Teamsters, Local Union No. 957 as the exclusive representative for these employees in Case No. 2015-REP-09-0087.

Since then on October 1, 2015, the Greene County Commissioners/Greene County Services Department has filed a Motion to Stay Negotiations pending the outcome of the above representation petition.

Vice Chair Schmidt moved that the Board grant the Employer's Motion to Stay Negotiations in Case No. 2014-MED-03-0472 pending disposition of Case No. 2015-REP-09-0087. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

3. Case 2015-MED-09-1021 GMP, International Union Local 384 and Columbiana County Clerk of Courts

On September 30, 2015, GMP, International Union Local 384 filed a Notice to Negotiate for a new collective bargaining agreement representing employees in the Columbiana County Clerk of Courts in Case No. 2015-MED-09-1021.

On September 8, 2015, a Petition for Decertification Election was filed seeking to decertify GMP, International Union Local 384 as the exclusive representative for these employees in Case No. 2015-REP-09-0084.

Since then on October 2, 2015, the Columbiana County Clerk of Courts has filed a Motion

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to Stay Negotiations pending the outcome of the above representation petition.

Board Member Brundige moved that the Board grant the Employer's Motion to Stay Negotiations in Case No. 2015-MED-09-1021 pending disposition of Case No. 2015-REP-09-0084. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

4. Case 2015-MED-10-1093 Ohio Patrolmen's Benevolent Association and City of Gahanna

On October 5, 2015, Ohio Patrolmen's Benevolent Association filed a Notice to Negotiate for a new collective bargaining agreement representing employees in the City of Gahanna in Case No. 2015-MED-10-1093.

On September 8, 2015, a Petition for a Representation Election was filed seeking to decertify Ohio Patrolmen's Benevolent Association as the exclusive representative for these employees in Case No. 2015-REP-09-0082.

Since then on October 21, 2015, the City of Gahanna has filed a Motion to Stay Negotiations pending the outcome of the above representation petition.

Vice Chair Schmidt moved that the Board grant the Employer's Motion to Stay Negotiations in Case No. 2015-MED-10-1093 pending disposition of Case No. 2015-REP-09-0082. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

5. Closing of 926 Cases

Board Member Brundige moved that the Board close 926 Mediation cases beginning with Case No. 2010-MED-09-1204 and ending with Case No. 2014-MED-10-1508, not consecutively numbered. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

III. REPRESENTATION MATTERS AT ISSUE:

1. Case 2014-REP-10-0129 Fraternal Order of Police, Ohio Labor Council, Inc. and Hamilton County Sheriff
(December 2, 2015 - December 16, 2015)
2. Case 2015-REP-09-0087 Employees of Greene County Services and Teamsters Local Union No. 957 and Greene County Board of Commissioners-Greene County Services
(December 2, 2015 - December 16, 2015)
3. Case 2015-REP-09-0092 Ohio Council 8, American Federation of State County and Municipal Employees, AFL-CIO and Orange Township-Delaware County, Ohio
(December 2, 2015 - December 16, 2015)

The parties have entered into a Consent Election Agreement seeking a mail-ballot election.

Vice Chair Schmidt moved that the Board approve the Consent Election Agreement and direct a mail-ballot election to be conducted during the polling period of December 2, 2015 through December 16, 2015. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

4. Cases 2015-REP-05-0053 Fraternal Order of Police, Ohio Labor Council, Inc. and The University of Toledo Medical Center
2015-REP-07-0073 Local 2415 and Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and University of Toledo

These cases involve a dispute as to the representation status of the Security Officer I classification. Accordingly, coordinating Case Nos. 2015-REP-05-0053 and 2015-REP-07-0073 and sending the matters to Inquiry is appropriate.

Board Member Brundige moved that the Board coordinate Case Nos. 2015-REP-05-0053 and 2015-REP-07-0073, refer the parties to participate in an Inquiry, direct the parties to expedited mediation to run concurrently with the Inquiry process. The assignment of a mediator and the date and time of the Inquiry and the Inquiry procedures will be addressed in a procedural order issued by the Office of the General Counsel. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

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5. Case 2015-REP-07-0065 Local 756 IATSE, Treasurers & Ticket Sellers Union and Cleveland State University
6. Case 2015-REP-10-0099 Teamsters Local Union No. 52 and Brunswick Hills Township Board of Trustees

Petitions for Request for Recognition were filed in these cases. The substantial evidence is sufficient, and no objections were filed. The Employers have complied with the posting requirements set forth in Ohio Revised Code § 4117.05(A)(2).

Vice Chair Schmidt moved that the Board certify the Employee Organizations as the exclusive representatives of all employees in the relevant bargaining unit. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

7. Case 2015-REP-07-0072 Local 2415 and Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO and University of Toledo

The Employer unilaterally filed a Petition for Amendment of Certification seeking to amend a deemed-certified bargaining unit to include Security Officer I classification.

The composition of a deemed-certified bargaining unit may not be altered or changed pursuant to an opposed unilateral filing by either the Employer or the Exclusive Representative. Dismissing the petition appears appropriate.

Board Member Brundige moved that the Board dismiss without prejudice the Employer's Petition for Amendment of Certification. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

8. Case 2015-REP-07-0070 John Howell and Ohio Council 8, American Federation of State, County, and Municipal Employees, AFL-CIO and Lima Allen County Regional Transit Authority

The Petitioner filed a letter requesting to withdraw the petition.

Vice Chair Schmidt moved that the Board construe the Petitioner's letter as a motion to withdraw, grant the motion, and dismiss without prejudice the Petition for Decertification Election. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

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9. Case 2015-REP-08-0075 Teamsters Local 100, Affiliate of the International Brotherhood of Teamsters and Goshen Township
(October 13, 2015 - October 27, 2015)

- There were three (3) valid ballots cast
- There were zero (0) void ballots
- There were zero (0) challenged ballots
- No Representative received zero (0) votes
- Teamsters Local 100, Affiliate of the International Brotherhood of Teamsters received three (3) votes
- Teamsters Local 100 prevailed in this election

10. Cases 2014-REP-12-0143 Teamsters Local Union 413 affiliated with the International Brotherhood of Teamsters and Teamsters Local Union No. 284 affiliated with the International Brotherhood of Teamsters and Franklin County Sheriff's Office (formerly Franklin County Commissioners)
(October 13, 2015 - October 27, 2015)

2015-REP-01-0008 Teamsters Local Union 413 affiliated with the International Brotherhood of Teamsters and Franklin County Sheriff's Office
(October 13, 2015 - October 27, 2015)

- There were thirteen (13) valid ballots cast
- There were two (2) void ballots
- There were zero (0) challenged ballots
- Teamsters Local Union 413 affiliated with the International Brotherhood of Teamsters received six (6) votes
- Teamsters Local Union 284 affiliated with the International Brotherhood of Teamsters received seven (7) votes and prevailed in this election

The mail ballot elections were held and the ballots were tallied.

Board Member Brundige moved that the Board certify the election results and certify each prevailing employee organization as the exclusive representative of all employees in the relevant bargaining unit. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
 Affirmed X Denied _____

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3. Case 2015-ULP-03-0066 SERB v. Wellington Exempted Village School District Board of Education

On March 19, 2015, the Wellington Education Association, OEA/NEA and Wellington Support Staff, OEA/NEA ("Charging Parties") filed an unfair labor practice charge against the Wellington Exempted Village School District Board of Education ("Charged Party"), alleging that Charged Party violated Ohio Revised Code §§ 4117.11(A)(1) and (A)(5). On September 10, 2015, the State Employment Relations Board ("SERB" or "Complainant" or "the Board") determined that probable cause existed to believe Charged Party had committed or was committing an unfair labor practice, authorized the issuance of a complaint, and referred the matter to hearing. The Board further ordered that the parties participate in unfair labor practice mediation. The parties participated in mediation and were able to resolve their differences. No complaint was issued pending completion of the mediation process.

On November 3, 2015, the parties filed a copy of their settlement agreement that resolved the issues in this unfair labor practice case. Paragraph 3 of the parties' agreement requests that SERB construe the settlement agreement as a motion to dismiss the unfair labor practice charge.

Vice Chair Schmidt moved that the Board construe the parties' settlement agreement as a motion to dismiss, grant the motion, and dismiss with prejudice the unfair labor practice charge in Case No. 2015-ULP-03-0066. (The Board retains jurisdiction over this matter for purposes of enforcing the parties' settlement agreement, pursuant to O.A.C. Rule 4117-7-06.) Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE:	<u>Yes</u>	SCHMIDT:	<u>Yes</u>	ZIMPHER:	<u>Yes</u>
Affirmed	<u>X</u>	Denied	<u> </u>		

4. Case 2015-ULP-07-0160 SERB v. City of Mount Healthy

On July 17, 2015, the Fraternal Order of Police, Ohio Labor Council, Inc. ("Charging Party") filed an unfair labor practice charge against the City of Mount Healthy ("Charged Party"), alleging that Charged Party violated Ohio Revised Code §§ 4117.11(A)(1), (A)(3), and (A)(8). On October 1, 2015, the State Employment Relations Board ("SERB" or "Complainant" or "the Board") determined that probable cause existed to believe Charged Party had committed or was committing an unfair labor practice, authorized the issuance of a complaint, and referred the matter to hearing. The Board further ordered that the parties participate in unfair labor practice mediation. The parties participated in mediation and were able to resolve their differences. No complaint was issued pending completion of the mediation process.

On November 2, 2015, the parties filed a copy of their settlement agreement that resolved the issues in this unfair labor practice case. Paragraph 3 of the parties' agreement requests that SERB construe the settlement agreement as a motion to dismiss the unfair labor practice charge.

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5. Case 2015-ULP-06-0139 Wendi L. Miller v. Office and Professional Employees International Union (OPEIU), Local 19

The unfair labor practice charge alleged that the Union violated Ohio Revised Code §4117.11 (B)(1), (2) and (6) by restraining and coercing Wendi L. Miller in the exercise of her guaranteed rights when it failed to file a grievance regarding her suspension and failed to represent her in her suspension hearings.

Information gathered during the investigation revealed that the Union provided sufficient documentation to demonstrate that it did not refuse to represent Ms. Miller. Further Ms. Miller did not request that the Union file a grievance in either of the suspension matters. Accordingly, the Union's actions do not rise to a (B) (6) statutory violation.

In addition, the instant charge was filed on June 29, 2015 and amended on August 10, 2015 regarding the suspension, that occurred on January 8, 2015, it is outside of the ninety (90)-day statute of limitations and is therefore, untimely.

Ms. Miller did not provide sufficient information to support the B (1) and (2) violations.

Vice Chair Schmidt moved that the Board dismiss the charge with prejudice for lack of probable cause to believe that an unfair labor practice has been committed and for being untimely filed. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

6. Case 2015-ULP-08-0181 Allen East Education Association, OEA/NEA v. Allen East Local School District Board of Education

The unfair labor practice charge alleged that the School District violated Ohio Revised Code §4117.11 (A)(1), (3) and (5) by non-renewing Teresa Spencer's annual contract for the 2015 - 2016 school year in retaliation for her engaging in protected/concerted activities.

Information gathered during the investigation revealed that the Union has established a prima facie case of discrimination. However, the School District provided a persuasive rebuttal to show that its actions were not based on anti-union animus, but on Ms. Spencer's job performance.

Based on the totality of the circumstances, the School District's actions do not rise to the level of an (A)(3) statutory violation.

The Union did not provide sufficient information or documentation to support the (A)(1) and (5) allegations.

Board Member Brundige 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 Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

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7. Case 2015-ULP-08-0188 Marie Shrider v. Paulding Exempted Village School District Board of Education

The unfair labor practice charge alleged that the School District violated Ohio Revised Code §4117.11 (A)(1), (2), (3) and (8) by denying Marie Schrider her bumping rights when it "abolished" her Aide position at the high school and for failing to properly post a new position at the elementary school.

Information gathered during the investigation revealed that Ms. Shrider did not provide sufficient information or documentation to support an (A)(1) or (A)(8) statutory violation.

The investigation also revealed that Ms. Shrider failed to establish a prima facie case of discrimination. However, had a prima facie case been established, the School District provided a persuasive rebuttal. Based on the information and documentation provided, the School District's actions do not rise to the level of an (A)(3) statutory violation.

Ms. Shrider did not provide "substantial evidence of material harm to the union in the administration or performance of its duties", in order to support the (A)(2) allegation.

Vice Chair Schmidt moved that the Board dismiss the charge with prejudice for lack of probable cause to believe that an unfair labor practice has been committed. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

8. Case 2015-ULP-09-0197 Tracy Minshall v. Ohio Civil Service Employees Association/AFSCME Local 11

The unfair labor practice charge alleged that the Association violated Ohio Revised Code §4117.11 (B)(6) by failing to assist Tracy Minshall when her job was abolished.

Information gathered during the investigation revealed that Ms. Minshall did not provide sufficient information or documentation to show how the Union's actions were arbitrary, discriminatory or in bad faith after her position was abolished.

The Union filed a class action grievance on behalf of all of the members affected by the layoff/job abolishment. Based on the totality of the circumstances, the Union's actions do not rise to the level of a (B)(6) statutory violation.

Board Member Brundige 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 Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

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9. Case 2015-ULP-09-0200 Jeffrey J. Carnes v. Ohio Civil Service Employee Association, AFSCME Local 11, AFL-CIO

The unfair labor practice charge alleged that the Association violated Ohio Revised Code §4117.11 (B)(6) by failing to properly investigate Jeffrey J. Carnes' grievance during the Union's Discharge Review and by failing to advance his grievance to arbitration.

Information gathered during the investigation revealed that Mr. Carnes did not provide sufficient information or documentation to show how the Union's actions were arbitrary, discriminatory or in bad faith when it did not advance his termination grievance to arbitration.

Therefore, based on the totality of the circumstances, the Union's actions do not rise to the level of a (B)(6) statutory violation.

Vice Chair Schmidt moved that the Board dismiss the charge with prejudice for lack of probable cause to believe that an unfair labor practice has been committed. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

10. Case 2015-ULP-01-0020 Teamsters Local Union No. 957, General Truck Drivers, Warehousemen, Helpers and Service, and Casino v. Greene County Board of Commissioners-Greene County Services

The unfair labor practice charge alleged that the County violated Ohio Revised Code §4117.11 (A)(1) and (5) by interfering, restraining or coercing employees in the exercise of their guaranteed rights and by refusing to bargain with the exclusive representative.

This matter was Item No. 4 at the September 10, 2015 Board Meeting. The Board dismissed the above charge for lack of probable cause.

On October 12, 2015, the Union timely filed a motion for reconsideration. On October 16, 2015, the County timely filed a Memorandum Contra to Charging Party's Motion for Reconsideration.

The Union provided some additional information; however, such information does not warrant the Board changing its original findings.

Board Member Brundige moved that the Board deny the Union's Motion for Reconsideration with prejudice. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

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11. Case 2015-ULP-03-0064 Lorain Education Association, OEA/NEA v. Lorain City School District Board of Education

The unfair labor practice charge alleged that the School Board violated Ohio Revised Code §4117.11 (A)(1) and (3) by interfering, restraining and coercing its members in the exercise of their guaranteed rights.

This matter was Item No. 20 at the August 13, 2015 Board meeting. The Board dismissed the above charge for lack of probable cause.

On September 11, 2015, the Association filed a timely request/motion for reconsideration and provided new factual information. The School Board filed its response on October 8, 2015, but the response was untimely filed.

In light of the new information, the investigator requests that the matter be remanded.

Vice Chair Schmidt moved that the Board grant the Association's Motion for Reconsideration and Motion to Strike the School Board's response and remand the matter to the Investigator for further investigation. Board Member Brundige seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

12. Case 2015-ULP-06-0132 Garfield Heights Teachers Association, OEA/ NEA v. Garfield Heights City School District Board of Education

The unfair labor practice charge alleged that the School Board violated Ohio Revised Code §4117.11 (A)(1) and (5) by restraining, interfering or coercing employees in the exercise of their guaranteed rights and refusing to bargain with the exclusive representative.

This matter was Item No. 10 at the September 10, 2015 Board Meeting. The Board directed the matter to pre-determination mediation.

On October 21, 2015, the parties executed a settlement agreement. Pursuant to paragraph #4 of the agreement, the Association requests that this matter be withdrawn.

Board Member Brundige moved that the Board construe the SERB-mediated settlement agreement as a Motion to Withdraw the charge, and grant the motion with prejudice. Vice Chair Schmidt seconded the motion. Chair Zimpher called for discussion and the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
Affirmed X Denied _____

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- **Treasurer of State (TOS):** SERB is exploring accepting credit card payments for conference registrations, reports processed and mailed, etc. for the convenience of our stakeholders. At this time, we only take payment by check or money order. Many of our stakeholders regularly ask if they can pay by credit card when registering for various conferences. We reached out to the TOS to assist with an explanation and overview of the process; they have set up many of the Boards and Commissions with this functionality for the convenience of their licensees and customers. Robert Reichley, Treasury Relationship Manager and Kyana Pierson, TOS Revenue Management, met with Justin Brown, Shane Trace and Christine Dietsch to review the process. It is under further consideration as it will require an upgrade to our website to allow for the credit card payment process and will take approximately 3 to 6 months to set up. Updates on this to follow.

- **Review of OIT Billings:** Steve Boudinot and Doug Forbes from the IT Business Office along with Chris Angles and Connie Alexander from CSA met with Shane Trace, Justin Brown and Christine Dietsch to provide SERB with more information on the new IT rates and most importantly the Microsoft Licensing rate based on headcount. This new fee (\$13 per person per month) is for anyone that has an HCM profile in OAKS (board members included) whether they access the system or not. We provided a sample of our last IT bill for the discussion. The meeting was productive and yielded needed information on the new rates and how to read the new invoices.

- **DAS Real Estate Division:** Met with Maurice Madry, DAS Real Estate Manager representing SERB, to do a walkthrough of the premises. Purpose was to make sure everything, based on our lease, is in good standing.

- **OBM CFO Council Meeting:** Attended the first quarterly meeting of the Chief Financial Officers meeting hosted by OBM. The purpose of the meeting was to allow OBM and other stakeholders to present issues that affect all agencies. Items on the agenda were new initiatives that are being developed and to gain input from those attending. Time was set aside to understand agency concerns.

- **SERB Microfilm Conversion Project for Contracts:** Integrated Solutions and Services Unlimited Inc. (ISS Unlimited) is currently converting 400,000 images (pages). It is estimated that when the 400,000 images (pages) are converted we will have completed roughly 40% of the project that was sent to their office. ISS Unlimited says they have over one million images on microfiche at their location. It takes 4-5 minutes to process a single microfiche document for best quality. It is estimated that an additional 583 working hours (2.5 months) will be needed to complete the additional 600,000 images. Completion of the project is estimated to be February 26, 2016.

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TRAINING:

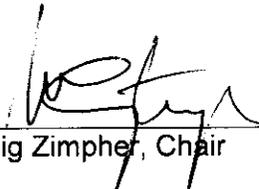
- **Fall SERB Academy:** Was held on November 12 and 13, 2015 at the Crowne Plaza Hotel in Worthington; CLE's were provided. 111 participants attended. The reviews from the evaluations were great!
- **Intermediate Negotiations Training:** Scheduled for November 19, 2015 at the State Library. The participants from the August 24th class are scheduled to come back for the November 19th Intermediate Negotiations Training. This training will follow the same format as the October 8th session. The training will be conducted by SERB Mediators Ken Hickey and Brian Eastman, supported by Don Collins, General Counsel and Mary Laurent, Administrative Professional 2 of the Bureau of Mediation. There are 15 registrations confirmed.
- **Spring SPBR Academy:** Scheduled for March 10, 2016 at the Crowne Plaza Hotel in Worthington. Agenda, topics and speakers have been arranged. CLE's will be applied for with the Ohio Supreme Court.

IX. ADJOURNMENT:

Board Member Brundige moved that the Board adjourn the meeting. Vice Chair Schmidt seconded the motion. Chair Zimpher called for the vote.

Vote: BRUNDIGE: Yes SCHMIDT: Yes ZIMPHER: Yes
 Affirmed X Denied _____

The Board meeting adjourned at 10:35 a.m.

/s/ 

W. Craig Zimpher, Chair