

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

In the Matter of  
State Employment Relations Board,

Complainant,

v.

South Community, Inc.,

Respondent.

CASE NUMBER: 86-ULP-6-0208

ORDER

Before Chairman Day and Vice Chairman Sheehan; May 14, 1987.

On June 13, 1986, Ohio Association of Public School Employees/AFSCME, AFL-CIO (Charging Party) filed an unfair labor practice charge against South Community, Inc. (Respondent) alleging that Respondent was violating Ohio Revised Code (O.R.C.) §4117.11(A)(1) and (5) by refusing to bargain with the charging party certified by the Board as the exclusive bargaining representative of a unit of Respondent's employees.

Pursuant to O.R.C. §4117.12, the Board conducted an investigation and found probable cause to believe that an unfair labor practice had been committed. Subsequently, a complaint was issued and the matter was heard by a Board's hearing officer. The Board has reviewed the record, the hearing officer's proposed order, and the exceptions.

The Board adopts the hearing officer's findings of fact, analysis and discussion, conclusions of law, and recommendations. The Respondent is ordered to:

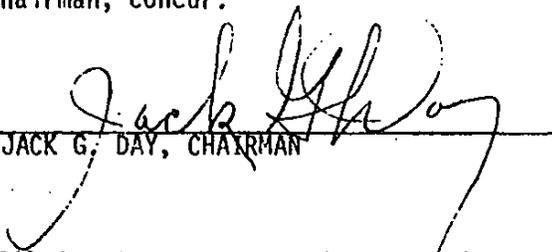
a. Cease and desist from:

- (i) Interfering with, restraining, or coercing employees in the exercise of rights guaranteed in Chapter 4117 of the Revised Code, and from refusing to bargain collectively with the representative of its employees certified pursuant to Chapter 4117 of the Revised Code, and from otherwise violating O.R.C. §4117.11(A)(1) and(5).

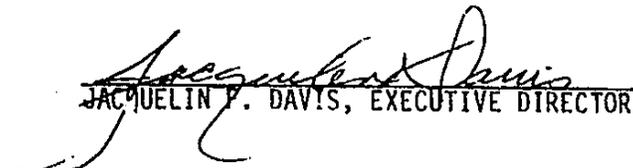
- b. Take the following affirmative action:
- (i) Post for 60 days in all South Community, Inc. buildings where the employees work the Notice to Employees furnished by the Board stating that South Community, Inc. shall cease and desist from the actions set forth in Paragraph (a) and shall take the affirmative action set forth in Paragraph (b).
  - (ii) Immediately engage in good faith collective bargaining with the exclusive certified bargaining representative of its employees.
  - (iii) Make any bargain reached effective retroactive to July 6, 1986.
  - (iv) Notify the State Employment Relations Board in writing within twenty calendar days from the date the order becomes final of the steps that have been taken to comply therewith.

It is so ordered.

DAY, Chairman, and SHEEHAN, Vice Chairman, concur.

  
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JACK G. DAY, CHAIRMAN

I certify that this document was filed and a copy served upon each party on this 21<sup>st</sup> day of May, 1987.

  
\_\_\_\_\_  
JACQUELIN F. DAVIS, EXECUTIVE DIRECTOR

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# NOTICE TO EMPLOYEES

## FROM THE STATE EMPLOYMENT RELATIONS BOARD

POSTED PURSUANT TO AN ORDER OF THE  
STATE EMPLOYMENT RELATIONS BOARD  
AN AGENCY OF THE STATE OF OHIO

After a proceeding in which all parties had an opportunity to present evidence, the State Employment Relations Board has determined that we have violated the law and has ordered us to post this Notice. We intend to carry out the order of the Board and abide by the following:

a. CEASE AND DESIST FROM:

- (1) Interfering with, restraining, or coercing employees in the exercise of rights guaranteed in Chapter 4117 of the Revised Code, and from refusing to bargain collectively with the representative of its employees certified pursuant to Chapter 4117 of the Revised Code, and from otherwise violating Ohio Revised Code Section 4117.11(A)(1) and(5).

HE WILL NOT in any like or related matter, interfere with, restrain, or coerce our employees in the exercise of rights guaranteed them under Chapter 4117 of the Revised Code.

b. HE WILL TAKE THE FOLLOWING AFFIRMATIVE ACTION:

- (1) Immediately engage in good faith collective bargaining with the exclusive certified bargaining representative of its employees.
- (11) Make any bargain reached effective retroactive to July 6, 1986.

SOUTH COMMUNITY, INC.

DATE

BY

TITLE

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED**

ENR 2017

This notice must remain posted for sixty (60) consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board.

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