

MUTUALLY AGREED DISPUTE RESOLUTION PROCEDURE
GOVERNING NEGOTIATIONS BETWEEN
THE STATE OF OHIO
AND
OHIO STATE TROOPERS' ASSOCIATION
UNITS 1 AND 15

It is hereby mutually agreed by and between the State of Ohio, Office of Collective Bargaining (OCB), and the Ohio State Troopers' Association (OSTA) that the parties will use the following procedures to resolve disputed issues arising during the parties' negotiation of a successor to the 2012-2015 collective bargaining agreement. The procedures set forth in this agreement are in lieu of the procedures set forth in ORC section 4117.14(C):

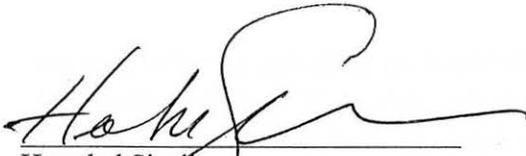
1. In the event the parties do not reach a tentative agreement on all issues by 11:59 p.m. on May 27, 2016, the parties will use a Mediator in the process of resolving remaining disputes. The person designated to serve as the Mediator shall be mutually agreed to by the parties. In the event the selected Mediator is unable to serve, the parties shall attempt to mutually agree upon a replacement. In the event the parties are unable to reach mutual agreement on a Mediator, they shall request a list of mediators from the State Employment Relations Board (SERB). The selection of the alternate mediator shall be made pursuant to SERB rules.
2. Mediation of unresolved disputes shall begin on an agreed date the week of May 30, 2016, and shall continue at such times and places as the parties may agree or the Mediator may direct.
3. In the event the parties do not reach a tentative agreement on all issues by 11:59 p.m. on June 15, 2016, the parties will use a Fact Finder in the process of resolving remaining disputes and shall have selected the Fact Finder by June 10, 2016, unless an extension is agreed to by the parties. The person designated to serve as the Fact Finder shall be mutually agreed to by the parties. In the event the selected Fact Finder is unable to serve, the parties shall attempt to mutually agree upon a replacement. In the event the parties are unable to reach mutual agreement on an alternate for the Fact Finder, they shall request a list of mediators from the State Employment Relations Board (SERB). The selection of the alternate mediator shall be made pursuant to SERB rules.
4. If the parties have not resolved all issues by 11:59 p.m. on June 15, 2016, each party shall submit to the Fact Finder a written statement defining all unresolved issues and that parties' respective position with respect to the resolution of each unresolved issue. Such statements shall be delivered electronically to the Fact Finder and Chief Spokesperson for the other party by 5 p.m., June 22, 2016.
5. At the request of either party, the Fact Finder may engage the parties in mediation prior to conducting a hearing. If mediation does not result in resolution of all issues, the Fact Finder shall conduct an evidentiary hearing at which the parties may present testimonial and documentary evidence concerning all unresolved issues commencing no sooner than June

27, 2016 and no later than June 30, 2016. The hearing shall be conducted pursuant to SERB rules.

6. No later than fourteen (14) days following the close of the hearing, or a longer time if the parties mutually agree, the Fact finder shall issue a written report recommending a basis for the resolution of each issue in dispute, pursuant to the provisions of SERB rules and ORC Section 4117.14.
7. The parties shall have twenty-one (21) calendar days following the receipt of the Fact finder's written recommendations to reject those recommendations and all other tentative agreements reached during the course of negotiations, pursuant to ORC Section 4117.14(C)(6).
8. If neither party rejects the recommendations of the Fact Finder, the recommendations shall be deemed agreed upon. The Office of Collective Bargaining shall prepare final draft(s) of the complete agreement and submit it to the respective chief spokespersons for their review and approval.
9. In the event that either party rejects the recommendations of the Fact Finder, the provisions of ORC and OAC relating to conciliation shall govern for those employees who are subject to such provisions.

FOR OHIO STATE TROOPERS ASSOCIATION

FOR THE STATE OF OHIO



Herschel Sigall
Chief Spokesperson



Daniel J. Guttman
Chief Spokesperson

Dated: 4/18/16

Dated: 4/18/16