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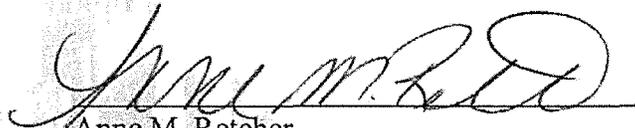
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WILLIAMS COUNTY
COMMISSIONERS OFFICE
ONE COURTHOUSE SQUARE
BRYAN, OHIO 43506-1791
PHONE 419-636-2059 FAX 419-636-0643

January 27, 2015

CERTIFICATION

I, Anne M. Retcher, Clerk of the Board of Commissioners of Williams County, Ohio, do hereby certify that the attached is a true and correct copy of Resolution 15-0060 adopted by the Board of County Commissioners of Williams County, Ohio on January, 26, 2015 - VOL 145 PAGE 332-338.



Anne M. Retcher
Clerk, Williams County Commissioners

RESOLUTION 15-0060

COUNTY COMMISSIONERS' OFFICE
WILLIAMS COUNTY, BRYAN, OHIO
January 26, 2015

In the Matter of
Ratify and Accept the Tentative Agreement
Between Williams County Commissioners,
Williams County Board of MR/DD, and
OAPSE Unit #780

The Board of Williams County Commissioners met in regular session on the above date with the following members present:

Lewis D. Hilkert, Not Present Brian A. Davis, Present Alan L. Word, Present

Mr. Word moved adoption of the following resolution:

BE IT RESOLVED by the Board of Williams County Commissioners that we do hereby ratify and accept the Tentative Agreement between the Williams County Commissioners, Williams County Board of MR/DD and OAPSE – Unit #780. The Board Meeting Motion from the Williams County Board of DD, the Tentative Agreement regarding wage reopener for 2014 and the Executive Summary of the Contract Negotiations between the Williams County MR/DD and OAPSE – Unit #780 is attached hereto and made a part thereof.

Mr. Davis seconded the motion.

The vote upon adoption resulted as follows:

WILLIAMS COUNTY COMMISSIONERS	
Mr. Lewis D. Hilkert, <u>NP</u>	<u>NOT PRESENT</u> President of the Board of Commissioners
Mr. Brian A. Davis, <u>yes</u>	<u>[Signature]</u> Vice-Pres of the Board of Commissioners
Mr. Alan L. Word, <u>yes</u>	<u>[Signature]</u> Member of the Board of Commissioners

WILLIAMS COUNTY BOARD OF DD

JANUARY 26, 2015

BOARD MEETING MOTION

Motion to recommend to the Commissioners that they approve wage re-opener for Bargaining Units 779 and 780 as presented.

Motion: Ned Garver

Second: Neil Oberlin

Ned Garver Yes No

Dorothy McKinney Yes No

Excused Absence

Neil Oberlin Yes No

Diane Peters Yes No

Excused Absence

Becky Ploughe Yes No

Michelle Russell Yes No

Mark Tipton Yes No

**WILLIAMS COUNTY BOARD OF DD
AND
OAPSE LOCALS #779 AND #780
LETTER OF UNDERSTANDING
AND
TENTATIVE AGREEMENT REGARDING WAGE REOPENER FOR 2014**

Williams County Board of DD (Employer) and OAPSE (Union) hereby agree to the following terms and conditions in a non-precedent setting manner:

1. With regard to the Recreation/Social Development Specialist position, the parties agree to maintain the status quo in effect the date of this agreement with regard to providing adult recreation services to individuals with developmental disabilities.
2. The parties agree that any duties related to the Special Olympics program are no longer a part of the duties of the Recreation/Social Development Specialist and that the program will be administered by a local advisory committee in accordance with Special Olympics Ohio.
3. The parties agree that adult recreation services will continue to be provided by the Administrative Secretary, Dawn Merillat.
4. The parties agree that if at such time that Special Olympics duties once again become part of the services the Employer is required to provide, those duties will be returned to a bargaining unit position of Local 779.
5. The parties agree that the Administrative Secretary will continue to work her current schedule as per the Local 779 agreement and that if such time as she is required to work any additional hours beyond her scheduled hours, the payment of overtime will be governed by Section 14.3 of the Local 779 collective bargaining agreement.
6. The parties agree that if at such time as Dawn Merillat is no longer providing adult recreation services or any other changes that materially affect the wages, hours, terms, or conditions regarding this position, the parties agree to bargain said changes in accordance with the mid-term bargaining requirements of the appropriate agreement.
7. The parties agree to a three percent (3%) general wage increase effective upon the date of ratification of this letter of understanding/tentative agreement by both Unions. The parties further agree that any member of the bargaining units employed by the Employer on July 1, 2014 will qualify for a one time, lump sum payment equal to one and one-half percent (1.5%) of their annual salary on June 30, 2014. The parties agree that this will resolve the wage re-opener for 2014-2015 contained in the current collective bargaining agreements.

8. The Union agrees that as part of this agreement, it will withdraw any and all outstanding grievances and requests for arbitration it has made prior to the effective date of this agreement.
9. The parties agree that if either party fails to ratify this letter of understanding/tentative agreement, that each side reserves the right to return to its previous positions on all topics contained herein and that the impasse procedures contained in the collective bargaining agreements go back into effect.
10. For the purposes of this agreement, this letter of understanding/tentative agreement shall be considered part of the collective bargaining agreements and therefore, subject to the appropriate grievance procedure.
11. This agreement will remain in effect for the duration of the current collective bargaining agreements, or until such time that the terms are renegotiated.

FOR THE EMPLOYER:

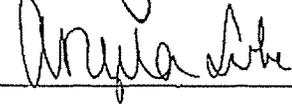




Date Signed: 1-10-15

FOR OAPSE:





Dawn Merulat

Terri Ashmeier
KR

OAFSE Locals 779 + 780
Withdraw grievances regarding
779 step scale, working out of classification,
combining positions from 779 + 780, and
the 779 Special Olympics position

Kelly [Signature]
11/6/15

EXECUTIVE SUMMARY
OF THE CONTRACT NEGOTIATIONS BETWEEN
THE WILLIAMS COUNTY BOARD OF MR/DD
AND
OAPSE — UNIT #780

JANUARY 26, 2015

Prepared By:

CLEMANS, NELSON & ASSOCIATES, INC.
417 West North Street
Lima, Ohio 45801-4237
(419) 227-4945
(419) 229-8617 FAX

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The parties began meeting to negotiate a wage reopener from the 2012 agreement, and met a total of three (3) times with one (1) of those meetings being mediation. The Union filed a Notice to Negotiate on July 16, 2014 and the parties finally arrived at a tentative agreement at the mediation on January 6, 2015. The Williams County Board of DD met on January 26, 2015, and will vote to approve the tentative agreements. It is anticipated the Board of DD will recommend approval of the tentative agreement to the Williams Board of Commissioners.

TENTATIVELY AGREED TO CHANGES:

Article 13, Wages — This is the second of two (2) wage reopeners from the 2012 collective bargaining agreement. In the 2012 agreement, the parties agreed to no increase in the first year. The agreement contained a “me too” that bargaining unit employees would receive the same wage increase as any board employed management employee.

The 2013 wage reopener resulted in a wage increase of three percent (3%).

During the 2014 wage reopener, the Union originally proposed a four and one-half percent (4.5%) general wage increase retroactive to July 1, 2014. The Employer initially proposed no wage increase due to the fact the Union had filed five (5) grievances that were all pending on in some stage of a request for arbitration. It was the Employer’s position that if it had to defend the grievances and potentially prepare for arbitration, the financial impact precluded the ability to give a wage increase to bargaining unit employees. By way of a mediated agreement, the parties agreed to a three percent (3%) wage increase effective upon ratification of the tentative agreement by the Union (January 6, 2015). The parties also agreed to a one and one-half percent (1.5%) lump sum payment to bargaining unit employees employed on July 1, 2014. In exchange for the wage increase, the Union agreed to allow the Employer to continue the practice of utilizing the administrative secretary to provide adult recreation services and to continue the practice of not providing Special Olympics by way of the Special Olympics program and the local advisory committee. In addition, the Union agreed to withdraw any and all outstanding grievances and requests for arbitration.