

11-25-15
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MUTUALLY AGREED UPON DISPUTE SETTLEMENT PROCEDURE
GOVERNING NEGOTIATIONS BETWEEN
THE STATE OF OHIO
AND
FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.
UNIT 2

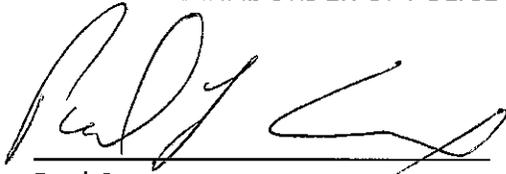
It is hereby mutually agreed by and between the State of Ohio, Office of Collective Bargaining (OCB), and the Fraternal Order of Police, Ohio Labor Council, Inc., that the parties will use the following procedures to resolve disputed issues arising during the parties' negotiation of a successor to the collective bargaining agreement, which expired on June 30, 2015, and has been extended by mutual agreement to March 31, 2016. The procedures set forth in this agreement are in lieu of the procedures set forth in ORC Section 4117.14(C).

1. At any time, either party may request a mediator from the State Employment Relations Board (SERB) to intervene and assist with the negotiation process.
2. In the event the parties do not reach a tentative agreement on all issues by a mutually agreed upon date, the parties will mutually agree upon a person or persons to function as Mediator and/or Fact Finder for the process of resolving remaining disputes. In the event the parties are unable to reach mutual agreement on a Mediator and/or Fact Finder, they shall request a list from the State Employment Relations Board (SERB) between February 1 and February 15, 2016. If the parties cannot mutually agree, the selection of the mediator and/or fact finder shall be made pursuant to SERB rules.
3. Mediation of unresolved disputes shall begin on a date mutually agreed to by the parties, and shall continue at such times and places as the parties may agree or the Mediator may direct.
4. If the parties have not resolved all issues by a mutually agreed upon date, each party shall submit to the Fact Finder a written statement defining all unresolved issues and that party's respective position with respect to the resolution of each unresolved issue. Such statements shall be delivered to the Fact Finder and Chief Spokesperson for the other party no later than 12 noon the day prior to the scheduled hearing, unless otherwise mutually agreed to.
5. At the request of either party, at a mutually agreed upon date not later than March 31, 2016, and not sooner than February 15, 2016, the Fact Finder shall conduct an evidentiary hearing at which the parties may present testimonial and documentary evidence concerning all unresolved issues. The hearing shall be conducted pursuant to SERB rules.
6. The parties mutually propose that no later than fourteen (14) days following the close of the hearing, 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. However, in the event the selected Fact Finder is unable to meet the deadline, it will be adjusted accordingly.

7. The parties shall have thirty (30) calendar days following the receipt of the Fact Finder's written recommendations to reject the 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 and all other tentative agreements 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 spokesperson for their review and approval.

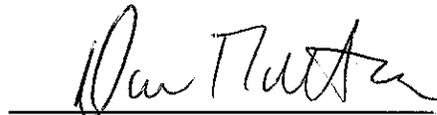
FOR FRATERNAL ORDER OF POLICE



Paul Cox
Chief Spokesperson

11/19/15
Date

FOR THE STATE OF OHIO



Daniel Guttman
Chief Spokesperson

11/19/15
Date

Agreement to Extend the 2012-2015 Collective Bargaining Agreement
By and Between the State of Ohio and
Fraternal Order of Police, Ohio Labor Council

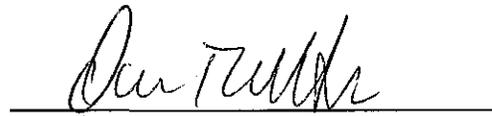
It is hereby mutually agreed by and between the State of Ohio, Office of Collective Bargaining, and the Fraternal Order of Police, Ohio Labor Council, that the 2012-2015 collective bargaining agreement, set to expire on June 30, 2015, shall be continued under the same terms and conditions until midnight on March 31, 2016. The parties may agree to an additional extension of time. Such additional agreement shall be reduced to writing and executed by the parties.

For Fraternal Order of Police, Ohio Labor Council

For the State of Ohio



Paul Cox
Chief Spokesperson



Daniel J. Guttman
Chief Spokesperson

Dated: 11/19/15

Dated: 11/19/15