

Before Louis V. Imundo, Jr., Fact-Finder

STATE EMPLOYMENT  
RELATIONS BOARD

In the matter of fact-finding between

2004 MAR 22 A 10: 35

Greater Dayton Regional Transit Authority

and the

American Federation Of State, County, And Municipal Employees, Ohio Council 8,  
Local 101 Dayton Public Service Union

SERB Case Nos. 03-MED-10-1065, 04-MED-01-0049

This matter was heard before Louis V. Imundo, Jr., Fact-Finder, in Dayton, Ohio on  
March 18, 2004

## **1.0 Introduction**

### **1.1 Appearing For The GDRTA**

- Ronald G. Linville, Attorney at Law
- Mary K. Stanforth, Assistant Director of Administrative Services & CFO
- Dale Crutcher, Labor Officer
- Judith Pepper, Director of Administrative Services

### **1.2 Appearing For The Union**

- Marcia Knox, Regional Director
- Scott Thomason, Staff Representative
- Sheila Haynes, Chapter Chairperson & PMOB Dispatch
- Victor Roberts, Sargent at Arms & Lead Inventory Specialist
- Gloria J. Adams, Secretary & Payroll Analyst

## **2.0 Unresolved Issue**

### **Article 35 – Wages**

The Parties successfully negotiated an Agreement that runs from December 1, 2002 through December 1, 2005. Article 35 provides for a wage re-opener in the second and third years of the Agreement.

## **3.0 Recommendations**

The Fact-Finder has reviewed the GDRTA and the Union's respective arguments and data to support them and recommends the following:

Any employee, who as of December 1, 2003, was at the top of his/her pay range will get a one time bonus in the amount of \$600.00.

Retroactive to the first pay period that began on or after December 1, 2003 all employees who are not at the top of their pay range will receive a 2.5 percent hourly wage rate increase.

Beginning with the first pay period on or after December 1, 2004 all employees who are not at the top of their pay range will receive a 3.0 percent hourly wage rate increase.

March 20, 2004  
Date

Louis V. Imundo, Jr.  
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Fact-Finder