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STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

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IN THE MATTER OF:	)	BEFORE FACT FINDER:
	)	JAMES E. RIMMEL
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES	)	
OHIO COUNCIL 8	)	CASE NO. 97-MED-03-0271
LOCAL 1696	)	
	)	HEARING DATE: 8 OCTOBER 1997
and	)	
	)	LOCATION: ROOTSTOWN, OHIO
PORTAGE COUNTY DEPARTMENT OF HUMAN SERVICES	)	POST HEARING SUBMITTAL: 14 OCTOBER 1997
	)	
	)	ISSUED: 28 OCTOBER 1997

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APPEARANCES

FOR AFSCME

Kenneth Stress, Staff Representative

FOR THE EMPLOYER

Ronald J. Habowski,  
Christley, Herington and Pierce

BACKGROUND

This matter came on for hearing between AFSCME, Ohio Council 8, Local Union No. 1696 and The Portage County Department of Human Services following impasse in negotiations of a successor collective bargaining agreement under the State of Ohio's Employee Collective Bargaining

Act of 1983 and Section 4117-9-05 of the Administrative Code. In accord with the afore Code, AFSCME tendered to this fact finder its statement concerning unresolved issues of record, those issues being job security and wages, copy attached. No like position statement was proffered by the Employer.

It was following an extensive period of mediation, an effort that proved unsuccessful, that this matter went forward at hearing. Both parties were afforded the opportunity to present evidence (direct or rebuttal), as well as argue its position, with both availing themselves to those opportunities. It was following the close of the hearing that the parties engaged in further discussions, discussions that led to the following stipulated recommendations for settlement of these particular issues.

#### ARTICLE XXXII - JOB SECURITY

##### STIPULATED RECOMMENDATION:

The Department shall not bring in any Welfare/Workfare participants to perform work which is routinely performed by bargaining unit employees when there are bargaining unit employees available to do such work and such participant shall not be utilized to avoid the contractual obligations to bargaining unit employees covered by this bargaining Agreement.

##### WAGES:

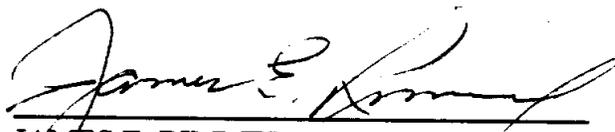
##### STIPULATED RECOMMENDATION:

Retroactive to July 1, 1997 - employees eligible for Step increases advance to next Step. Top Step employee - Lump Sum bonus paid quarterly - 3%.

Effective July 1, 1988 - employees eligible for Step increases advance to next Step. Top Step employee - Lump Sum payment paid quarterly - 3%.

Effective July 1, 1999 - employees eligible for Step increases advance to next Step. Top Step employee - Lump Sum payment paid quarterly - 3%.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "James E. Rimmel", written over a horizontal line.

JAMES E. RIMMEL  
FACT FINDER