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STATEMENT OF WORK
APR 15 10 15 AM '98

IN THE MATTER OF FACT-FINDING PROCEEDING

BETWEEN

CITY OF CAMPBELL	(CASE NO. 97-MED-08-0787
)	
AND	(HEARING DATE: APRIL 2, 1998
)	
CAMPBELL ORGANIZATION OF	(FINDINGS AND RECOMMENDATIONS:
)	
PUBLIC EMPLOYEES, LOCAL 4200	(APRIL 15, 1998
)	

**REPRESENTING THE CITY: RICHARD P. GORTZ
CITY LABOR RELATIONS REPRESENTATIVE**

**REPRESENTING THE UNION: DENNIS HAINES
ATTORNEY**

**William J. Miller, Jr.
Fact Finder**

SUBMISSION

This matter concerns fact finding proceedings between the City of Campbell (hereafter referred to as the "City") and Campbell Organization of Public Employees, Local 4200 (hereafter referred to as the "Union"). The State Employment Relations Board (SERB) duly appointed William J. Miller, Jr. as Fact Finder in this matter. The parties agreed to extend the submission of this report until April 20, 1998.

The Fact Finding proceedings were conducted pursuant to the Ohio Collective Bargaining Law, and the rules and regulations of the State Employment Relations Board, as amended. Consideration was given to criteria listed in Rule 4117-9-05 (J) of the State Employment Relations Board. The City and the Union previously engaged in the collective bargaining process for a period of time before the appointment of a Fact Finder. This Fact Finder had several discussions with the parties prior to April 2, 1998, and on April 2, 1998 attempted to mediate the unresolved issues. Mediation was unsuccessful, and the following issues were considered during Fact Finding:

1. Hours of Work
2. Work Rules and Regulations
3. Seniority
4. Layoffs
5. Discipline
6. Health Insurance
7. Subcontracting
8. Termination of Negotiations
9. Wages
10. Call in pay
11. Vacancies, promotion and transfer
12. Temporary transfers
13. License pay
14. FMLA and drug and alcohol policy

FINDINGS AND RECOMMENDATIONS

HOURS OF WORK

RECOMMENDATION

Upon carefully considering the manner in which the parties have worked with hours of work in the past, and considering the fact that there have been no significant issues between the parties, it is my recommendation that the existing language and practices be continued.

WORK RULES AND REGULATIONS

RECOMMENDATION

It is recommended that the City develop and promulgate necessary work rules.

SENIORITY

RECOMMENDATION

Upon reviewing the relevant documentation and applicable contractual language, it becomes readily apparent that essential seniority matters have not been an issue. Consequently, it is recommended that there be no change to the existing seniority provisions.

LAYOFFS

RECOMMENDATION

It is recommended that there be no changes in the existing layoff provisions of the Agreement.

DISCIPLINE

RECOMMENDATION

It is recommended that the existing language in the Agreement, related to discipline, remain in effect.

HEALTH INSURANCE

RECOMMENDATION

It is recommended that the City replace its existing insurance program with a PPO. The PPO that should be implemented should be similar to the program that was presented by the City during February, 1998 to all of the Unions that bargain with the City.

SUBCONTRACTING

RECOMMENDATION

It is recommended that there be no change in the existing subcontracting language.

TERMINATION OF NEGOTIATIONS

RECOMMENDATION

It is recommended that the parties provide for notice related to the termination of their Agreement, but such notice should not alter the prior practices of the parties.

WAGES

RECOMMENDATION

It is recommended that wages be increased as follows:

1998	3%
1999	3%
2000	3%

CALL IN PAY

RECOMMENDATION

It is recommended that call in pay continue to be administered in the same manner that it has been during the previous Agreement.

VACANCIES, PROMOTIONS AND TRANSFERS

RECOMMENDATION

It is recommended that the existing procedures remain intact, but that the parties should begin to explore specific procedures for formalizing promotional procedures. Any change made should be done by agreement of the parties.

TEMPORARY TRANSFERS

RECOMMENDATION

Because the parties regularly complete temporary transfers, it is apparent that procedures do exist for such matters. However, because of the anticipated need for more specialized training in the years to come, it is recommended that the parties begin to develop necessary procedures for meeting the needs of the City. Also, the parties should explore ways of maintaining permanency in the promotional sequence with the intent of eliminating subcontracting.

LICENSE PAY

RECOMMENDATION

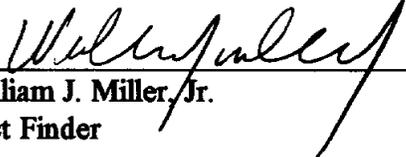
It is recommended that the current bonus arrangement remain unchanged.

FMLA AND DRUG AND ALCOHOL POLICY

RECOMMENDATION

It is recommended that a drug and alcohol policy and a policy regarding FMLA be implemented on a City wide basis.

In conclusion, this Fact Finder submits his findings and recommendations as set forth herein.



William J. Miller, Jr.
Fact Finder

April 15, 1998