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STATE EMPLOYMENT
RELATIONS BOARD

JUN 3 10 45 AM '98

IN THE MATTER OF FACT-FINDING PROCEEDING

BETWEEN

TRUMBULL COUNTY ENGINEER

(
)

CASE NO. 97-MED-12-1305

AND

(
)

HEARING DATE: MAY 26, 1998

OCSEA/AFSCME LOCAL 11

(
)

FINDINGS AND RECOMMENDATIONS:

(
)

JUNE 2, 1998

REPRESENTING THE ENGINEER: JOHN D. EMANUEL

REPRESENTING THE UNION: JOHN FISHER

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

SUBMISSION

This matter concerns fact finding proceedings between the Trumbull County Engineer (hereafter referred to as the "Engineer") and the OCSEA/AFSCME Local 11 (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 June 30, 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 Engineer 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 May 26, 1998, and on May 26, 1998 attempted to mediate the unresolved issues. Mediation was unsuccessful, and the following issues were considered during Fact Finding:

1. Wages
2. Longevity
3. Clothing
4. Health Insurance
5. Labor Classification
6. Article 10
7. Accelerated Tier

FINDINGS AND RECOMMENDATIONS

1. WAGES

RECOMMENDATION

<u>Effective Date</u>	<u>Percent Increase</u>
4/20/98	3.5%
4/20/99	3.5%
4/20/2000	3.5%

2. LONGEVITY

RECOMMENDATION

Ten or more years continuous service - \$2.00 per month

3. CLOTHING

RECOMMENDATION

Continue existing practice with regard to clothing. -

4. HEALTH INSURANCE

RECOMMENDATION

No change to existing coverage for the life of the agreement, except prescription drug co-pay will be \$2.00 for generic and \$5.00 for brand names.

5. LABOR CLASSIFICATION

RECOMMENDATION

Labor 1 moves to Labor 2 two years after attainment of the Journeyman rate.

6. ARTICLE 10

RECOMMENDATION

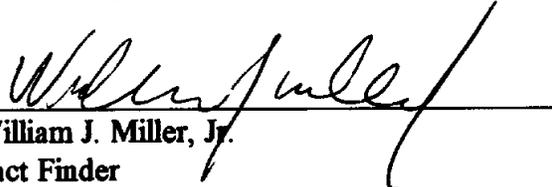
Engineer agrees to post Foreman job vacancies. Selection for all job vacancies to be completed within 60 days of posting period.

7. ACCELERATED TIER

RECOMMENDATION

Engineer will be permitted to set new hire's wages at a level higher than the first year tier rate, based upon experience and qualifications. However, no new hire will receive a higher rate than the Journeyman rate for that classification.

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



William J. Miller, Jr.
Fact Finder

June 2, 1998