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BEFORE THE STATE EMPLOYMENT RELATIONS BOARD OF OHIO

In the matter of the Conciliation Between:

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 3544, **CASE NO.: 12-MED-09-0868**

And

SPRINGFIELD TOWNSHIP (LUCAS COUNTY) TRUSTEES

APPEARANCES:

For the Union:

Michelle T. Sullivan, attorney
Greg May, Union President
James Schill, Union Representative
Marc Welsh, Union Representative

For the Springfield Township Trustees:

Steve Spirn, Representative
Leslie Kohli, Township Administrator
Barry Cousino, Fire Chief

Before Thomas Skulina, Conciliator

Introduction

In accordance with SERB rules and regulations the undersigned Conciliator was appointed on December 24, 2012 to hear the case between IAFF Local 3544 and the Springfield Township Trustees. The parties agreed to hold a conciliation hearing on the above-matter on January 22, 2013. Both parties served their position statements to the Conciliator, SERB and to each other in a timely fashion prior to the hearing.

Mediation and Conciliation Award

Prior to the hearing, the Conciliator offered mediation for the single unresolved issue: 2013 wage rates for all bargaining unit members. The parties agreed to mediate and were able to reach the following agreement, which is hereby incorporated into the conciliator's award in this matter:

All dispatchers shall receive a 2.5% wage adjustment effective January 1, 2013. In addition all bargaining unit members, including dispatchers, shall receive a 2.0% general wage increase effective January 1, 2013. Finally, all bargaining unit members shall receive a $200.00 lump sum payment upon issuance of this award as provided for with the following language:

ARTICLE 21
WAGES

21.1. Dispatcher

	New Hire	6-12 Months	1 Year
10/1/2011	$13.76	$14.26	$14.76
1/1/2013 wage adjustment (2.5%)	*$14.10*	*$14.62*	*$15.13*
1/1/2013 (2.0% incr.)	*$14.38*	*$14.91*	*$15.43*

21.2 New Firefighter/EMT Basic

	New Hire	6-12 Months	1 Year
10/1/2011	$17.59	$18.09	$18.59
1/1/2013 (2.0% incr.)	*$17.94*	*$18.45*	*$18.96*

21.3 Firefighter/Paramedic

	New Hire	6-12 Months	1 Year
10/1/2011	$18.63	$19.13	$19.63
1/1/2013 (2.0% incr.)	*$19.00*	*$19.51*	*$20.02*

21.4 Lieutenant

	New Hire	6-12 Months	1 Year
10/1/2011	$20.19	$20.69	$21.19
1/1/2013 (2.0% incr.)	*$20.59*	*$21.10*	*$21.61*

21.5 Captain

	New Hire	6-12 Months	1 Year
10/1/2011	$21.70	$22.20	$22.70
1/1/2013 (2.5% incr.)	*$22.13*	*$22.64*	*$23.15*

21.6. Upon execution of this agreement, each bargaining unit member shall receive a one-time lump sum payment of $400.00. ***Effective January 1, 2013, each bargaining unit member shall receive a one-time lump sum payment of $200.00.***

~~21.7. Between September 1 and November 1, 2012, either party may, by written notice to the other, reopen negotiations for Article 21, Wages.~~

Respectfully submitted:

Thomas Skulina

Thomas Skulina, Conciliator

CERTIFICATION

I hereby certify that a copy of the foregoing was served by e-mail this 7th day of ~~January~~ February, 2013 to Michelle Sullivan, e-mail: msullivan@allottafarley.com, attorney for the Union; Steve Spirn, e-mail: stevens333@aol.com, representative for the employer; and the State Employment Relations Board, e-mail: SERB.Mediation@serb.state.oh.us and MED@serb.state.oh.us.

Thomas Skulina

Thomas Skulina, Concliator