
In the Matter of Conciliation

Between

Ohio Patrolmen's Benevolent
Association

Before: Harry Graham

and

Ashtabula County Sheriff's
Office

SERB Case Numbers: 2015-MED-09-0756, 0757, 0758, 0759

APPEARANCES: For OPBA:

Andrea Rocco
OPBA
PO Box 338003
North Royalton, OH 44133

For Ashtabula County Sheriff's Office:

John Barkan
7575 Tyler Blvd., Suite C-3
Mentor, OH. 44060

INTRODUCTION AND BACKGROUND: Pursuant to the procedures of the Ohio State Employment Relations Board a hearing was held in this matter before Harry Graham. At that hearing the parties were provided complete opportunity to present testimony and evidence. At the hearing the parties indicated their mutual desire to dispense with a traditional award containing rationale. In order to expedite receipt of the award they directed me to issue it expeditiously without extensive discussion of the positions of the parties. The record in this proceeding was closed at the conclusion of oral argument in Jefferson, OH. on March 1, 2016.

ISSUES: There are three issues in dispute in this proceeding. These are:

1 Grievance Procedure

2 Vacation Scheduling

3 Wages

Issue 1, Grievance Procedure: The Employer is proposing substantial change in the grievance procedure. In its view the proposed changes would make the grievance procedure more accurately reflect the realities of work in the Sheriff's Office.

The Union opposes the changes sought by the Employer. It points out that the grievance procedure in the various agreements has been unchanged for many years. Grievances have been filed and resolved. No change is justified according to the Union.

Discussion: Referring again to the mutual desire of the parties for a speedy award it suffices to point out that the grievance procedure has been in effect for many years.

Such difficulties as alluded to by the Employer are insufficient to prompt change. The proposal of the Union on the grievance procedure is awarded. No change in current language is to be made.

Issue 2, Vacation Scheduling: As was the situation with Issue 1, the Grievance Procedure, the Employer is proposing to alter the manner in which vacations are scheduled. The Union indicates that the contractual vacation selection procedure has been in effect for many years. No change is warranted it contends.

Discussion: Referring to Issue 1 above, that the vacation scheduling procedure has been in the Agreement for many years bolsters the position of the Union. Its proposal is awarded. No change in vacation scheduling is to be made.

Issue 3, Wages: Wages should be increased as follows:

The wage increases for the Deputies bargaining unit should be three percent (3.0%) retroactive to January 1, 2016; two percent (2.0%) effective January 1, 2017 and two percent (2.0%) effective January 1, 2018.

All other bargaining units should receive a two percent (2.0%) wage increase retroactive to January 1, 2016; two percent (2.0%) effective January 1, 2017 and two percent (2.0%) effective January 1, 2018.

All Tentative Agreements are incorporated into this award by reference.

Signed and dated this 3rd day of March, 2016 at Solon, OH.

Harry Graham
Conciliator