

OHPELRA Update

THE OHIO PUBLIC EMPLOYER LABOR RELATIONS ASSOCIATION NEWSLETTER, SPRING-SUMMER 2007

OHPELRA Brings You “The Winds of Change”

AT LONG LAST, HEADED BY A PUSH FROM OHPELRA ally, Senator Steve Buehrer, the Ohio legislature finally passed H.B. 187 in 2006 adopting several of the key recommendations of the Civil Service Reform Committee on which OHPELRA President, Marsha Jordan-Smart and Sponsor, Jonathan Downes represented public employer needs. This legislation, along with the significant revisions to the Ohio public records laws passed in H.B. 9 are the main topics the Spring/Summer Workshop co-sponsored with the County Commissioners' Association of Ohio (CCAO).

Marc Fishel and Jonathan Downes, of Downes, Hurst & Fishel, and Joshua Hahn, from CCAO join together to enlighten us on the constructive changes and pitfalls of H.B. 9 impacting how we train for, maintain, and provide public records for the public. The new law has significant changes that you will need to know.

The second half of the workshop will feature Cheryl Subler, Policy Manager with CCAO, as she joins Marc Fishel and Jonathan Downes to guide us through the changes brought about by the adoption of H.B. 187. This may be the single widest sweeping legislation to public entity human resources that Ohio has seen in years. This is a must see event for everyone!!!

The event will be held at the Columbus Police Training Academy on June 29, 2007. Registration begins at 8:00 a.m. with the workshop starting promptly at 9:00 a.m. and scheduled to complete by 3:00 p.m. The workshop is FREE to OHPELRA and CCAO members and \$150 for non-members. Lunch and break refreshments are provided. Go online to www.ohpelra.org for more information on registration.



Annual Training Conference a “Big Win”

THIS ANNUAL TRAINING CONFERENCE AT CHERRY VALLEY LODGE kicked off on Sunday, February 4 with a very well attended pre-conference workshop entitled, “You Be the Arbitrator” in which OHPELRA Board members and attorney Bob Long of Littler Mendelson provided descriptions of some of their most “interesting” arbitration cases. From there, everyone took a time out to the OHPELRA Opening Reception and Super Bowl Party.

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Letter From The President

HELLO. THE OHPELRA ANNUAL TRAINING CONFERENCE was a great success, thanks to some exceptional speakers and your presence making for a record breaking attendance. I hope everyone got home safely. The evaluations show overwhelmingly that the majority of us want to have the conference at the Cherry Valley Lodge (CVL) as long as we can, even though we are cramped at times. Despite the fact that lodge services were somewhat negatively affected by staff shortages due to the frigid weather, we did have excellent food, good service and great snacks.



OHPELRA President, Marsha Jordan-Smart, addresses the OHPELRA ATC attendance.

Other comments on the evaluations worth review include:

- Cell phone reception poor (even after Cingular put up a tower right next to the Lodge, which hasn't seemed to help much)
- Hot tub was broken – what a disappointment to many
- Bus service to clean tables between sessions was lacking
- Last year, the buffet luncheon received good feedback, but this year, even with two lines, we received poor feedback
- The rooms for the concurrent sessions can be crowded, and although the Board has hesitated to do so, we may need to have attendees pre-register for the sessions and cut off registrations when the room is booked
- Some like the food, others hate it
- Some like the service, others don't
- Some say the rooms were too cold; others say they were too warm
- Archie Griffin was inspirational and a tremendous way to send everyone out on a high note
- Several remarked that they received a late wake-up call, or no wake-up call at all
- Some like the Monday reception music, others don't
- Such an enjoyable, informative, entertaining but relaxing seminar.

The Board of Directors tries its best to provide everyone with an enjoyable, educational seminar, in an atmosphere

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Although some were truly interested in the outcome of the Bears vs. Colts and were glued to the wall-sized screen, most attended for the commercials, great munchies, and camaraderie with OHPELRA friends.

This year's conference was again record-breaking with 216 in attendance. We were honored to have both the NPELRA President Michael Suppan from Illinois and NPELRA's Executive Director Michael Kolb to lead off the conference Monday morning along with OHPELRA President Marsha Jordan-Smart. Due to an unforeseen last-minute obligation, Dwight Washington was unable to bring the Keynote Address as scheduled, but never fear, OHPELRA membership is here! Marc Fishel and Cheryl Subler pinch hit with an excellent presentation to inform attendees of the recent Civil Service legislative changes. Mr. Washington promises to be with us at the 2008 conference.

When you see Deb Adams' name on the agenda as a presenter, you know it's going to be great, but when the title of her presentation is “Butts, Blogs, and Off-Duty Behavior,” you know it's going to be a slam dunk! As always, Deb was a wealth

of information while keeping us highly entertained. Many other friends, sponsors, and past presidents of OHPELRA such as Felicia Bernardini, Ron Linville, Jan Campbell, Don Crain, Lori Torriero, Steve Barker, and Jonathan Downes helped to make this conference a big win. A broad range of topics was presented such as “Transitioning Workers to Managers,” and “Planning for Pandemics.” Whether you're a rookie or a long-time player in public sector labor relations/human resources, OHPELRA conferences have something for everyone.

At the Annual Business Meeting, Marsha Jordan-Smart was elected into office for a second term, while Kevin Williams became vice-president and Andy Votava became the newest Board Member. OHPELRA's Pacesetter Award was presented to Cheryl Subler, Senior Policy Analyst for the County Commissioners Association of Ohio, for her efforts in spearheading a statewide wage and benefits survey for county employees which yielded a phenomenal 93% participation by counties across the state. Rick Strader, Human Resources Director for the City of Kettering, was presented with OHPELRA's Award of Excellence for his dedication, achievements, and leadership in the development of positive pub-



The 2007 OHPELRA ATC gathered the largest crowd for the event since its inception.



The Ohio State University legend and two-time Heisman Trophy Winner, Archie Griffin, autographs a football, just prior to captivating the OHPELRA gathering with his inspirational talk on the “3 D's of Success,” Desire, Dedication, Determination.

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where networking is encouraged. None of this would be possible without the hard work of the Board and each of its members, and I want to thank all of them very much for their dedication to this fine organization. Please take the time to thank them when you get a chance to do so.

Enjoy the upcoming spring, and we look forward to seeing you at our summer program dealing with the “Winds of Change,” new Civil Service and Public Records reforms, which is scheduled for June 29, 2007.

Marsha

Marsha Jordan-Smart



OHPELRA President, Marsha Jordan-Smart, and board member, Kathy Weisgarber, join Cheryl Subler and Rick Strader, who were honored with the 2006 OHPELRA Pacesetter and Award of Excellence, respectively. Cheryl Subler received on behalf of OHPELRA the 2006 NPELRA Pacesetter Award at the 2007 NPELRA Annual Training Conference held in April in Scottsdale, Arizona. (Pictured from left, Kathy Weisgarber, Cheryl Subler, Rick Strader, and Marsha Jordan-Smart).

lic sector labor-management relations since 1974. Rick is a founding member and past president of OHPELRA. Congratulations Cheryl and Rick!

The final touchdown of the conference was delivered by Closing Speaker Archie Griffin, the only two-time winner of the prestigious Heisman Trophy, symbolic of “The Outstanding College Football Player of the Country.” Archie inspired us with his “3 D's of Success,” desire, dedication, determination.

Thank you to all who were able to attend this year's conference, “Surviving the Game with Winning Strategies.” You made it a huge success.

Help Us Serve You – Update Your Information Today

OHPELRA and NPELRA are committed to providing you the most up-to-date training and information as possible. In order to continue to provide these services, we ask that you visit the OHPELRA website at www.ohpelra.org and check your membership information. If your information is not up-to-date, please update it on-line at the website. And, please, if your e-mail address is not included, please enter it in. From time-to-time we provide time-sensitive information to our members using the internet and we do not want to leave you out.

OHPELRA Welcomes New Board Member Andrew R. Votava

ANDREW R. VOTAVA currently serves as the Director of Organizational Development to the Board of Commissioners of Fulton County (population 44,000) and has served in this capacity



since May, 2006. Andy manages all the human resource functions of the Board, spending most of his first year designing and implementing a new high deductible, health savings account, health plan for the County.

Prior to Fulton County, Andy served as the County Administrator in Miami County (2000-2006) and Assistant County Administrator in Allen County (1995-1999).

Andy is a licensed attorney in the State of Ohio and has his law degree from the University of Toledo. He also has a master of public administration (MPA) from the University of Toledo and an undergraduate degree from Miami University, Ohio in political science.

Andy's appointment is his second appointment to the OHPELRA Board, having served as both conference coordinator and Vice President. Among other various boards, Andy also serves as the President of the Ohio City/County Management Association and has served on that board since 2002.

Andy, his wife Kim, and children (Anna 5, and A.J. 3) live in Sylvania Township, west of Toledo and northeast of Wauseon, the county seat of Fulton County.

Fundamental Fairness in Representation Elections

ON JANUARY 30, 2007, THE TENTH DISTRICT COURT of Appeals issued an Opinion and Judgment in favor of Liberty Township, Butler County, Ohio, on a matter of first impression. The Township appealed to the Tenth District from the Franklin County Court of Common Pleas, seeking justice and fundamental fairness for seven disenfranchised firefighters—almost 40% of its bargaining unit—who were denied the right to vote in the IAFF representation election.

By way of background, the Township serves a rapidly growing community that has tripled in population since 1990. It had outgrown its 11-person full-time fire operation by 2003. The Township therefore began construction of a new fire station to house seven additional full-time firefighters who would be hired no later than January 2, 2005.

By August 2004, the expansion had been in progress for 18 months. The Union was well aware that the full-time fire staff would soon increase by over 60%. Despite knowledge of the pending expansion, the Union filed a Request for Recognition before the seven additional firefighters could be hired full-time. (Five

of these seven firefighters were already employed on a part-time basis, but this fact never made it into the record because no administrative hearing was held on the question of representation.)

The Township objected to the Union's Request for Recognition, filed a Petition for Election, and requested SERB to hold a hearing on the question of representation to consider the unusual nature of its expansion that made the Union's Request for Recognition particularly unfair. SERB dismissed the Township's objections and set an election eligibility date less than six weeks before the bargaining unit would increase by over 60%.

Ultimately, the election was not held until April 2005, after the seven additional full-time firefighters had worked side-by-side with the previously-employed firefighters for almost four months. (Of course, five of them had assisted on a part-time basis for much longer than that.) The seven disenfranchised firefighters demonstrated their collective belief in their right to vote by casting challenged ballots sufficient to affect the results of the election. Nevertheless, the Union won by two votes when the challenged ballots were disallowed.

The Township objected to SERB's Certification Order based on the premature election eligibility date, but its objections were dismissed. SERB explained that it had historically set the eligibility date as the actual date that the Board met to issue the Direction to Election. SERB also generally suggested a concern that the Township may have attempted to tactically pack the bargaining unit before the representation election so that postponement of the eligibility date would be improper. When the Township appealed, the trial court upheld SERB's eligibility date and Certification Order based on the agency's general discretion to regulate elections and follow its own historical practices.

On appeal to the Tenth District, the Township argued that the trial court erred by deferring to SERB's historical eligibility date, despite the fact that it ran afoul of SERB's administrative precedent and factual findings. The Township further argued that the trial court completely ignored the fact that SERB declined to hold a hearing on a question of representation, which the Township believed was necessary in order to consider several facts that further supported deviation from the default eligibility date. The Township's objections did not fall on deaf ears. The Tenth District ruled that the trial court abused its discretion by finding that SERB's eligibility date was supported by substantial, reliable, and probative evidence.

First, the Tenth District found that the trial court improperly deferred to SERB's historical eligibility date. Regardless of agency deference principles, trial courts must conduct independent reviews of agency actions to determine whether they are supported by substantial, reliable, and probative evidence. In this case, the trial court deferred to SERB's "customary practice" without considering the facts. The Tenth District held that the trial court's decision amounted to an erroneous finding that SERB "essentially could not have committed an abuse of discretion." Thus, the trial court erred by failing to review the eligibility date independently.

Second, the Tenth District recognized that, like the NLRB, SERB has occasionally deviated from its historical eligibility date in unique circumstances, such as significant expansions in the bargaining unit. SERB allows such deviations only when there is no evidence that the employer has attempted to strategically pack the bargaining unit. Because SERB had demonstrated an informal policy of deviating from its customary eligibility date in unique

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cases, the Tenth District held that "an examination of such unique circumstances must be made to determine whether it is proper to follow 'customary practice' under such unique circumstances."

Ultimately, the Tenth District reversed the trial court's decision and ordered the trial court to hold a hearing to determine whether "unique circumstances" existed at the time of the election that warranted a later eligibility date. Now, both the Township and the Union will have the opportunity to present evidence as to whether "unique circumstances" warranted a deviation from SERB's historical eligibility date. Although the Tenth District did not directly order SERB to count the challenged ballots or hold a new election, its decision will bring the unique circumstances surrounding the Township's expansion into consideration.

While this case involves a narrow issue, it resolves competing policy considerations in a manner that promises greater election fairness in the future. SERB no longer has unbridled discretion to rely on its historical eligibility date when it may disenfranchise a substantial complement of the bargaining unit. Rather, when unique circumstances reasonably appear to exist, SERB must hold a hearing to determine whether such circumstances warrant a deviation from its default procedure. This new case-by-case inquiry will promote the sort of fundamental fairness and freedom of choice that representation elections were intended to provide.

For further reference, the full text of the Tenth District's Opinion and Judgment is published at Liberty Township v. SERB, et al., 2007 Ohio 295 (10th Dist. 2007). Any questions or comments about this article or the issues discussed may be directed toward Donald L. Crain, Esq., or Jennifer R. Fuller, Esq. of Frost Brown Todd LLC at (513) 422-2001.

Submitted by Donald L. Crain, Esq. & Jennifer R. Fuller, Esq. Frost Brown Todd LLC.

Concurrent FMLA Leave with Disability Benefits

A UNITED STATES COURT OF APPEALS recently ruled that an employer violated the Family and Medical Leave Act ("FMLA") 29 U.S.C. § 2601, et seq., by requiring an employee on FMLA leave to concurrently use her paid sick and vacation leave. In *Repa v. Roadway Express, Inc.*, 477 F.3d 938 (7th Cir. 2007) the Court of Appeals concluded that a Department of Labor ("DOL") regulation, 29 C.F.R. § 825.207(d)(1), precluded an Employer from requiring its employee to substitute paid leave for unpaid FMLA leave where the employee was also receiving disability benefits from a health and welfare benefit plan.

Roadway employee Alice Repa had suffered a non-work related injury that required her to be absent from work for a period of six weeks. Repa applied for and was granted disability benefits for the period she was away from work. At the same time, Repa requested and was granted FMLA leave by Roadway. However, Roadway notified her that she was required to substitute any accrued paid leave for any unpaid FMLA leave during her absence from work. Upon her return from leave, Roadway paid Repa for five days of sick leave and two weeks of vacation, which she had accrued. Repa received these payments in addition to the disability compensation she received while on leave.

OHPELRA Welcomes New Members

SINCE THE LAST ISSUE OF *OHPELRA UPDATE*, the following new members have joined OHPELRA and NPELRA. Welcome to our organization, and we hope to see you at our next event!

Melissa Bodey
BENEFIT SPECIALIST
CEBCO/COUNTY
COMMISSIONERS
ASSOCIATION OF OHIO

Melanie Brokaw
HUMAN RESOURCES
DIRECTOR/ASSISTANT
TOWNSHIP ADMINISTRATOR
LIBERTY TOWNSHIP

Hubert Chatman
DIRECTOR OF HUMAN
RESOURCES
CITY OF DAYTON

Andreau Coleman
FISCAL AND HUMAN
RESOURCES MANAGER
LOGAN COUNTY CHILDREN
SERVICES

Donald Collins, Esq.
ATTORNEY
LANE, ALTON & HORST

Michael Courtney
PUBLIC SERVICE AND
SAFETY DIRECTOR
CITY OF LANCASTER

Rachel Crawford
HUMAN RESOURCES
CITY OF COLUMBUS/FIRE

Louise Decker
DIRECTOR OF HUMAN
RESOURCES
LICKING COUNTY BOARD
OF MR/DD

Tynesia Dorsey
HUMAN RESOURCES
ADMINISTRATOR
OHIO DEPARTMENT OF
INSURANCE

Brian Dostanko
HUMAN RESOURCES
MANAGER
CITY OF MARYSVILLE

Raquel Dowdy-Cornute

Rhonda Freeze
RECORDS DIRECTOR
BUTLER COUNTY RECORDS
CENTER

Brenda Gerhardstein
HUMAN RESOURCES
DIRECTOR
MONTGOMERY COUNTY

Donna Green
LABOR RELATIONS OFFICER
OHIO VETERANS HOME

John Grumbles
HUMAN RESOURCES
DIRECTOR
CITY OF MORAINÉ

Eureka Hampton
ASSISTANT HUMAN
RESOURCES DIRECTOR
FRANKLIN COUNTY
SHERIFF'S OFFICE

Harold Harrison
DIRECTOR OF HUMAN
RESOURCES
SUMMIT COUNTY BOARD OF
MR/DD

Brad D. Hays
ASSOCIATE PROFESSOR
NORTH CENTRAL STATE
COLLEGE

Cindy Hilberry
DIRECTOR OF HUMAN
RESOURCES
FAIRFIELD COUNTY

Lisa Humphrey
HUMAN RESOURCES
DIRECTOR
ROSS COUNTY DEPARTMENT
OF JOB & FAMILY SERVICES

Tamera Jackson
LABOR RELATIONS LIAISON
OHIO DEPARTMENT OF JOB
& FAMILY SERVICES

Crystal James
ADMINISTRATIVE/
OPERATIONS MANAGER
DELAWARE AREA TRANSIT
AGENCY

Lessie Jones, Esq.
PARTNER
LITTLER MENDELSON

Jim Lendavic
LABOR RELATIONS
SPECIALIST
CITY OF COLUMBUS

Brenda Lovell
HUMAN RESOURCES
ASSISTANT
VILLAGE OF GROVEPORT

Joseph Lubin
SENIOR HUMAN RESOURCES
ANALYST
CITY OF SHAKER HEIGHTS

Steven Mack
DIRECTOR OF BUILDING
AND GROUNDS SERVICES
OHIO UNIVERSITY

Debbie Manns
ASSISTANT CITY MANAGER
CITY OF CLAYTON

Brooke Niedecken, Esq.
ATTORNEY
LITTLER MENDELSON

Sherry Passmore, Esq.
DIRECTOR OF
ADMINISTRATIVE SERVICES
TREASURER OF STATE

Mary Kay Ruwette
HUMAN RESOURCES
MANAGER
CITY OF DUBLIN

Paula Ryan
HUMAN RESOURCES
MANAGER
CITY OF HUDSON

Thomas Sliemers
EMPLOYEE BENEFITS
CONSULTANT
ADVANCED BENEFIT
PLANNING (NEW SPONSOR)

Christine Thompson
ASSISTANT TO MAYOR
CITY OF SHARONVILLE

Linda Thrush
EXECUTIVE ASSISTANT
PERSONNEL
UNION COUNTY BOARD OF
MR/DD

Andrew R. Votava, Esq.
DIRECTOR OF
ORGANIZATIONAL
DEVELOPMENT
FULTON COUNTY

Susan Whitman
DIRECTOR OF HUMAN
RESOURCES
CITY OF ROCKY RIVER

Repa filed suit challenging Roadway's requirement that she use paid sick and vacation leave when she was receiving disability benefits during her FMLA leave. Based on 29 C.F.R. § 825.207(d)(1), Repa argued that because she was receiving disability benefits, the FMLA provision allowing the substitution of paid leave was inapplicable and that Roadway should restore

NPELRA ATC a Huge Success OHPELRA Represents Well

THE NATIONAL PUBLIC EMPLOYER LABOR RELATIONS ASSOCIATION Annual Training Conference was once again a huge success. The annual event was held in Scottsdale, Arizona in April and featured speakers from around the United States discussing today's important public sector human resources and labor relations topics. Conference coordinators and NPELRA Executive Director, Mike Kolb, concentrated efforts this year to bring the best programming available and to make the conference inclusive and organized for all attendees. In a quote from one attendee, "NPELRA is back!!!" Remember to consider this annual event, scheduled for Clearwater, Florida in April 2008, when you are making your annual training budget requests. You will not regret it.

The NPELRA ATC was hi-lighted for OHPELRA as members walked away with two awards and a principal election and appointment.

Cheryl Subler, Policy Manager with the County Commissioners' Association of Ohio (CCAO) and OHPELRA member, accepted the NPELRA Pacesetter Award on behalf of OHPELRA for the OHPELRA/CCAO/OSU Extension Services joint project of surveying Ohio counties on county management salary information and building a database of the information. The project redeemed a



Doug Duckett (center) and Trude Elliot (right) receive the President's Award from 2006 NPELRA President Mike Suppan (left) for their dedication and work with the NPELRA Academies.

92% return (82 of 88 counties responded).

OHPELRA's Douglas Duckett, Butler County Personnel Director and Labor Counsel, along with Trude Elliot, were honored with the NPELRA President's Award for their outstanding efforts with the Labor Relations Academies.

Jan Campbell, Labor Relations Manager for the City of Columbus and OHPELRA member was elected as NPELRA Vice President and appointed to serve as the 2008 Annual Training Program Chair. Congratulations to all!!!

"Concurrent FMKA Leave" from page 4

her vacation and sick time. Roadway disagreed, and argued that the FMLA permitted employers to substitute paid leave for FMLA leave and that the DOL regulation applied only when the employee was receiving disability benefits for the birth of a child.

The Court upheld the district court's ruling in favor of Repa. The court acknowledged that the FMLA guarantees qualifying employees 12 weeks unpaid leave each year and that the FMLA allowed employees to elect, or employers to require, that the employee substitute any accrued paid vacation, personal or family leave of the employee for leave provided under the FMLA. The court noted that this statutorily approved substitution was limited by DOL regulations, specifically 29 C.F.R. § 825.207(d)(1) which provides that:

"Disability leave for the birth of a child would be considered FMLA leave for a serious health condition and counted in the 12 weeks of leave permitted under FMLA. Because the leave pursuant to a temporary disability benefit plan is not unpaid, the provision for substitution of paid leave is inapplicable. However, the employer may designate the leave as FMLA leave and count the leave as running concurrently for purposes of both the benefit plan and the FMLA leave entitlement. If the requirements to qualify for payments pursuant to the employer's temporary disability plan are more stringent than those of FMLA, the employee must meet the more stringent requirements of the plan, or may choose not to meet the requirements of the plan and instead receive no payments from the plan and use unpaid FMLA leave or substitute available accrued paid leave."

The regulation also provides that "as workers compensation absence is not unpaid leave, the provision for substitution of the employee's accrued leave is not applicable." 29 C.F.R. § 825.207(d)(2).

The Court rejected Roadway's argument that the regulation applied only to disability leave for the birth of a child, because the rest of the regulation also referenced temporary disability plans. The Court held that an employer may not require an employee on FMLA leave to concurrently use paid sick and/or vacation leave where the employee is also receiving disability pay.

Employers should take note of this ruling in administering their FMLA policies. Employers commonly require that an employee substitute all paid leave for FMLA leave to avoid employee entitlement to more than the 12 weeks leave mandated by the FMLA. Under the regulation endorsed by the 7th Circuit, if an employee is receiving outside disability benefits, the employee can extend their 12 weeks of leave provided under the FMLA with other paid leave offered by the employer, such as paid vacation, sick and personal days. The effects of this decision must continue to be monitored.

Excerpted from the April 30, 2007 issue of Perspectives, a periodic publication of Downes, Hurst & Fishel

OHPELRA Website Changes

BE SURE TO CHECK OUT THE OHPELRA website at www.ohpelra.org for new information online. If you are a member and forgotten the user name and password for the member-only portions of the website, please e-mail webmaster Steve Barker at barkes@odjfs.state.oh.us.

OHPELRA Thanks Its 2007 Contributing Sponsors

See the links on our web site at OHPELRA.org for more information on these sponsors. Please continue to consider our sponsors when seeking professional services, and remember to thank them for supporting OHPELRA!

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Cincinnati

Downes, Hurst & Fishel

Columbus

Frost Brown Todd, LLC

Cincinnati, Middletown, and Columbus

Littler Mendelson, P.C.

Columbus and Cleveland

Pepple & Waggoner, Ltd.

Cleveland

We Need Those Nominations!!!

OHPELRA brought back the Pacesetter Award from the NPELRA Annual Training Conference for the OHPELRA/ CCAO/OSU Extension joint venture County Salary Survey. Do you know someone within the OHPELRA organization who should be recognized for his or her outstanding contributions to our profession in public sector human resources and/or labor relations?

If so, please remember to make a nomination for the:

Award of Excellence, and/or Pacesetter Award

An OHPELRA member will be honored for each award at the Annual Training Conference in February 2008. The OHPELRA award recipients will also be nominated for awards at the national level at the NPELRA Conference in Clearwater, Florida in April 2008. We did it before. We can do it again. Nominate someone.

Award applications are available on the NPELRA homepage at www.npelra.org. Please forward your nominations to Kathy Weisgarber, City of Miamisburg, 10 N. First St., Miamisburg, Ohio 45342 or e-mail them to kathy.weisgarber@cityofmiamisburg.org. Deadline to submit completed applications is January 16, 2007. To date we have received one application.

OHPELRA Update

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