

RESOLUTION APPROVING TENTATIVE AGREEMENT BETWEEN THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION (OPBA) FOR NURSES BARGAINING UNIT AND THE ASHTABULA COUNTY SHERIFF

WHEREAS, William Niemi, the Ashtabula County Sheriff, negotiated with the Ohio Patrolmen's Benevolent Association for representation of certain employees of the Sheriff's department in collective bargaining procedures, as follows:

Secretaries, Clerical Specialists, Maintenance and Cooks (voted 3/10/22)

WHEREAS, the parties hereby agree to amend the January 1, 2022 through December 31, 2024 agreement covering Secretaries, Clerical Specialists, Maintenance, and Cooks to include Nurses (SERB Certification No. 2021-REP-07-0066, December 9, 2021); and

WHEREAS, said Agreement has now been submitted for approval to this Board of Commissioners, retroactive to January 1, 2022 through December 31, 2024; now

THEREFORE, BE IT RESOLVED, By the Board of Commissioners of Ashtabula County, Ohio, that the tentative agreement between the Ohio Patrolmen's Benevolent Association for Nurses Bargaining Unit to be included for union representation for certain employees of the Sheriff's Department, as outlined above, is hereby approved in accordance with copy of said agreement now on file in this office.

**ASHTABULA COUNTY COMMISSIONERS
CERTIFICATION PAGE**

Resolution No. 2022-524

December 13, 2022

**RESOLUTION APPROVING TENTATIVE AGREEMENT BETWEEN THE OHIO
PATROLMEN'S BENEVOLENT ASSOCIATION (OPBA) FOR NURSES
BARGAINING UNIT AND THE ASHTABULA COUNTY SHERIFF**

Upon the motion of Kathryn L. Whittington, seconded by Casey R. Kozlowski.

VOTE:

J.P. Ducro IV

Absent

Casey R. Kozlowski

Aye

Kathryn L. Whittington

Aye

CERTIFICATE OF CLERK

IT IS HEREBY CERTIFIED that the foregoing is a true and correct transcript of a resolution acted upon and duly passed by the Board of County Commissioners of Ashtabula County, Ohio, on the date noted above.



Crystal Sturgill, Clerk of the Board
Board of County Commissioners
Ashtabula County, Ohio

**TENTATIVE AGREEMENT
OPBA (NURSES BARGAINING UNIT)
and
THE ASHTABULA COUNTY SHERIFF'S DEPARTMENT**

October 25, 2022

Pursuant to a secret mail-ballot election conducted from October 19, 2021, through November 2, 2021, the State Employment Relations Board certified the Ohio Patrolmen's Benevolent Association ("Union") as the Revised Code Chapter 4117 exclusive bargaining agent for all **Nurses** in the Ashtabula County Sheriff's Department ("Employer") (SERB Certification No. 2021-REP-07-0066, December 9, 2021).

After full and fair negotiations, the Union and Employer have reached a final tentative agreement on the following proposals in labor negotiations involving an initial contract for this bargaining unit. The terms agreed to herein are final pending only agreement to the full terms of the successor collective bargaining agreement and ratification of those terms by the Union's membership and the Ashtabula County Commissioners.

The parties hereby agree to amend the January 1, 2022, through December 31, 2024, agreement covering Secretaries, Clerical Specialists, Maintenance, and Cooks as follows:

1. TITLE PAGE

Amend the Title Page as follows:

Agreement between the Ashtabula County Sheriff and Ohio Patrolmen's Benevolent Association (Secretaries, Clerical Specialists, Maintenance, Cooks, and Nurses)

2. UNION RECOGNITION

Amend Article 2, Section 1, as follows:

The Employer recognizes the OPBA as the sole and exclusive representative for those employees of the Employer in the bargaining units listed in Section 2. Whenever used in this Agreement, the term "bargaining unit" shall be deemed to include those full-time employees employed by the Employer in a bargaining unit, as certified by the State Employment Relations Board in Case Nos. 98-REP-09-0205, 98-REP-09-0203, and 21-REP-07-0066. The certification orders were filed and served upon each party on February 4, 1999, and December 9, 2021, respectively.

Amend Article 2, Section 2, as follows:

The term "Bargaining Unit" shall be defined as the following:

- All full-time Secretaries
- All full-time Clerical Specialists
- All full-time Maintenance Personnel
- All full-time Cooks
- All full-time Nurses

3. WAGES

Amend Article 29 to include the following wage table:

Retroactive to January 1, 2022, a 3% general wage increase. Effective January 1, 2023, a 3% general wage increase. Effective January 1, 2024, a 2% general wage increase.

Nurse classification

Year	1/1/2022	1/1/2023	1/1/2024
Rate of pay	\$32.83	\$33.81	\$34.49

Provide for two lump-sum American Rescue Plan Act (ARPA) bonuses, in recognition of the hazardous conditions Nurses faced during the COVID-19 pandemic:

Effective January 1, 2022, the Employer will provide bargaining unit employees with a one-time, lump-sum \$1,000 payment less any necessary payroll deductions.

Effective January 1, 2023, the Employer will provide bargaining unit employees with a one-time, lump-sum \$1,000 payment less any necessary payroll deductions.

4. UNIFORM ALLOWANCE

Amend Article 30 as follows:

Create a New Section 9, which will read as follows:

The Employer will provide all full-time Nurses with a \$100 annual uniform allowance, payable in the first full pay period in January.

Amend Section 10 to be called Section 11.

5. SIDE LETTER OF AGREEMENT ON TERMS SPECIFIC TO NURSES BARGAINING UNIT

Create a Side Letter of Agreement, unique to the Nurses' bargaining unit and attached to the above-referenced collective bargaining agreement, which will read as follows:

A. CALLS FOR ASSISTANCE OUTSIDE THE REGULAR WORKDAY

The Employer and the Union recognize that Nurses may be called upon—from time to time—to assist Corrections staff outside the regular workday. When a Nurse is called upon for assistance outside the regular workday but not required to report to the workplace physically, the Employer will pay compensatory time for each minute of assistance, with a minimum payment of 15 minutes compensatory time per occurrence. Nothing in this clause should be construed as conflicting with the Fair Labor Standards Act.

B. LICENSURE/CONTINUING EDUCATION

- i. The Employer and the Union recognize the importance of continuing education and licensure to maintain professional working standards and adhere to current best practices. Employees are required to maintain their nursing licensure and comply with continuing education requirements.
- ii. Within 30 days of taking any continuing education course or receipt of a nursing license renewal, employees will submit a written request to the Employer for reimbursement.

Within 30 days of the request for reimbursement outlined in Section B(ii), the Employer will approve the request and reimburse the employee. Reimbursements will not exceed \$200 annually.

FOR THE OPBA



Dominic D. Saturday, General Counsel

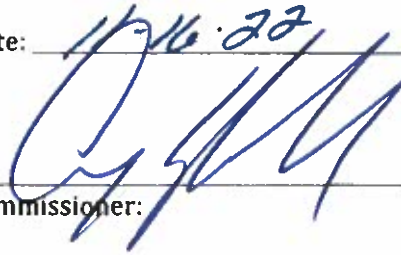
Date: 12-5-2022

FOR ASHTBAULA COUNTY



William Niemi, Sheriff

Date: 12-16-22



Commissioner:

Date: 12-13-22

Commissioner:

Date: _____

Approved as to form:



Colleen M. O'Toole
Ashtabula County Prosecutor

Date: 11/18/2022



Commissioner:

Date: 12-13-22