

OHPELRA Update

THE OHIO PUBLIC EMPLOYER LABOR RELATIONS ASSOCIATION NEWSLETTER, SUMMER 2011

REGISTER NOW For The Summer Program. It's Free To Members!

IN THE WAKE OF THE PASSAGE OF SENATE BILL 5, the Ohio Collective Bargaining Reform Act, and the referendum drive which is currently under way, you may be wondering how to position your public agency for the next few months and years. Then please come join the rest of your OHPELRA colleagues, to learn what the **Collective Bargain Reform Act** does and more importantly, hear from an esteemed panel on ideas how to proceed this interesting time period of change and uncertainty. You have three dates from which to choose.

Come join us June 17, 2011 at the Columbus Police Academy Training Facility; June 22, 2011 at the Auburn Career Center, Concord Township (Cleveland area); or June 29, 2011 at Miami University's Voice of America Learning Center in West Chester (Cincinnati area) to get some answers. The program will run from 10am to 3pm at all three locations. And the best part...it's free for OHPELRA members (lunch included)!

Registration materials are available online at www.ohpelra.org. Non-members: remember, you can register before you have a check or PO. We will bill you the \$150 registration fee. Or better yet, you can join OHPELRA and come for free.

We look forward to seeing all of you!



OHPELRA President's Letter

WELL, THERE WAS NO TIME for an inaugural celebration after being bestowed the honor of serving as President of this wonderful association. We wrapped up the OHPELRA Annual Training Conference (ATC) on Tuesday, February 8, 2011, and began work on Senate Bill 5 (SB5) on Wednesday.

There are many people I need to thank for their work on SB5 on behalf of OHPELRA. First, I need to express total gratitude to Douglas Duckett (Duckett Consulting Services) and Marc Fishel (Downes, Fishel, Hass and Kim) for their work in drafting the OHPELRA position paper. Secondly, a big thank you goes out to Doug for spending the day and providing testimony to the Senate on behalf of OHPELRA. I also want to send our appreciation to Barry Tiffany (Sugarcreek Township) who



**Broke Carnevale,
OHPELRA President**

stepped up when we asked for volunteers to provide testimony to the House on behalf of OHPELRA. Third, for those OHPELRA members who volunteered to work with OHPELRA's Legislative Committee, I want to thank you for your time and effort in reviewing the testimony and position paper. Finally, I want to thank the entire OHPELRA Board who adopted the position paper. We spent time at our Spring Retreat reviewing, debating and adopting the position of OHPELRA. I am very fortunate to be surrounded by a group of very talented Human Resources/Labor Relations experts. If you have not had the opportunity to review these documents, please visit our website at www.ohpelra.org.

Our Spring Retreat was held on March 3rd and 4th at Maumee Bay State Park. It was the first opportunity for the new Board to meet and conduct the business of OHPELRA. The Board members have agreed to take on the following areas of responsibility:

Website -Kevin G. Williams (kgwilliams@columbus.gov)
Sponsors -Maurice J. Evans (maurice.evans@cityofdayton.org)
Sponsor Structure -Andrew R. Votava (avotava@fultoncountyoh.com). Kevin G. Williams (kgwilliams@columbus.gov),
Janet Campbell Lanza (jjcampbell@columbus.gov)
New Members -James W. Keating (hrkeatin@co.trumbull.oh.us)
Newsletter -Andrew R. Votava (avotava@fultoncountyoh.com)

Continues on next page.

"President's Message" from page 1

Awards -Dawn Huston (dhuston@co.delaware.oh.us), Tomeka Hopson (tmhopson@columbus.gov)
Speakers -Janet Campbell Lanza (jjcampbell@columbus.gov)
Social Activities -Kristen M. Treadway (kristen.treadway@gahanna.gov)
CLE's - Andrew R. Votava (avotava@fultoncountyoh.com)
Legislative - Andrew R. Votava (avotava@fultoncountyoh.com), Kevin G. Williams (kgwilliams@columbus.gov)

As many of you may recall from the ATC and in a subsequent e-mail blast, we are actively looking for ways to involve OHPELRA members in this association. Many of you filled out volunteer sheets at the ATC and responded to the e-mail blast. You have or will be contacted for the areas of interest you identified. Additionally, if you have a particular interest in volunteering for work in any of the above areas, please feel free to contact the respective board member.

Since this is my first President's letter, I do want to once again take the opportunity to recognize a number of people who assisted me on the way to this position. Jan Campbell Lanza (City of Columbus) got me involved with OHPELRA and invited me to my first ATC in 1996. From there, I was fortunate enough to be befriended by two well respected "elders" of this organization, Rick Strader (City of Kettering) and Marsha Jordan Smart (Retired Greene County). In 2002, Stephanie Echols (Montgomery County) appointed me to the OHPELRA Board. I want to thank each of you for this incredible personal and professional journey. I hope to make you proud of me and the work of this association.

This is certainly a time in our country that brings focus on the work we do on behalf of the Public Sector. It promises to be a time of much change and excitement in our profession. There are many, who in the heat of the battle, want to demonize the work we do.

Regardless of your personal or professional opinions on SB5, I hope you take much pride in the work you do. It is important work!!

My father was recently diagnosed with pancreatic cancer. He has worked as a public servant in the field of law enforcement for his county for the past 48 years. I have been overwhelmed by the number of people who have approached me since learning of his diagnosis, telling me what an impact he has made on their life. He is a wonderful man, so

these tales come as no surprise to me. But public service gave him the opportunity to reach out to so many. In closing, I hope that you take the opportunity to realize the importance of your public service and the opportunity you have to impact people.

Brooke K. Carnevale

OHPELRA President, bkcarnevale@columbus.gov

OHPELRA President's List

Roy Bechtel	1984
Thomas Payne	1985
Jonathan Downes	1986
Kevin Sellards	1987
Bob Burnett	1988
William Logie	1988-1989
Marsha Jordan-Smart	1990-1991
Douglas E. Duckett	1992-1993
Richard Strader	1994-1995
Frank Hotze	1996-1997
Felicia Bernardini	1998-1999
Janet J. Campbell Lanza	2000-2001
Stephanie Echols	2002-2003
L. Joy Campbel	004-2005
James Sennish	2006
Marsha Jordan-Smart	2006-2008
Kevin Williams	2009-2010
Brooke Carnevale	2011

OHPELRA ANNUAL TRAINING CONFERENCE – February 2011

ON FEBRUARY 6-8, 2011, OHPELRA held its 27th Annual Training Conference, "Managing Chaos: True Stories, Sound Solutions." Attendance was strong despite continuing ongoing economic and budget challenges.

Over 200 of our OHPELRA friends and colleagues attended two and one half days of excellent programming, including diversity speaker, Andre Coen (pictured at right), networking during social events, and the ambience of the Cherry Valley Lodge in Newark Ohio.

We enjoyed seeing all of you! If you were unable to join us, please mark your calendar for next year's 28th Annual Training Conference on February 5-7, 2012. Your training dollars will be well spent.



From Left to Right: Janet J. Campbell-Lanza (NPELRA President), Andre Coen (Keynote Speaker, Cultural Coordinator, Anoka County, Minnesota), Kevin G. Williams (OHPELRA President)

It's Been a Good Trip, Mr. Duckett

By Kevin G. Williams

IN 1994, I ATTENDED my first OHPELRA program. I don't remember the subject of the program, I don't remember the location it was held, and I don't remember why I attended as I was working mainly in risk management and benefits at the time, and very little in human resources and not at all in labor relations.

But, I do remember seeing a gentleman get up at the front of the room and command the audience. I was impressed with his knowledge and ability to articulate his points. I remember thinking to myself, "This guy knows his stuff. If I could only be half as good as him..." That "guy" was Douglas E. Duckett.

At the time of that OHPELRA program in 1994, Doug was four years into his twenty-one year run on the OHPELRA board of directors. That run began in 1990, when Doug became Vice-President under the tutelage of Marsha Jordan-Smart, OHPELRA's first female member and first female President.

"Doug and I were trailblazers back in the early days (late 1980s). I remember going to the NPELRA Annual Training Conference with Doug and it was very much a good ol' boys club at that time. Doug and I were assertive and challenged the status quo. Doug wasn't afraid to break the mold." - *Marsha Jordan-Smart*

Doug followed Marsha as President of OHPELRA from 1993 to 1994. Under Doug's leadership, OHPELRA continued to grow in membership and OHPELRA became recognized as the leader in Ohio public sector human resources management and labor relations. Doug the student had become one of the masters.

Following Doug's OHPELRA presidency, he became a board member of NPELRA in 1994. While on the NPELRA board of directors, Doug held every office of that board, including serving as NPELRA President in 2000-2001.



Pictured are Douglas E. Duckett and Sarah Weddington, Esq., Professor, University of Texas at Austin at the 2009 Annual Training Conference.

By 2008, Doug and I had formed a wonderful friendship since I joined the OHPELRA board of directors in 2004. In 2008, Doug confided in me that he was considering leaving the board. He felt that his work on the board was done. As Vice-President in 2008, I was lined up to become President in 2009 and convinced Doug to at least remain on the board while I was President.

As many people know, Doug left Butler County in 2009 after twenty-four years. This was a difficult time for Doug, a difficulty of which I can personally relate. Although Doug continued to provide me with the support I needed as president, I know that his friends at OHPELRA helped him with his transition to his new career during this time.

Mr. Duckett, "Mr. OHPELRA," thank you for giving of yourself for twenty-one years, so that OHPELRA could grow to be the largest PELRA in the United States and the model for all the other PELRAs. Your fingerprints are all over what we are and you should be proud.



OHPELRA Awards

PACESETTER AWARD and AWARD OF EXCELLENCE

As you likely know, each year prior to the Annual Training Conference (ATC), OHPELRA seeks nominations from its members in two award categories, the Pacesetter Award and the Award of Excellence.

The Award of Excellence is given to an individual who has made an outstanding contribution to management in the field of public sector labor relations.

The Award of Excellence represents the highest acknowledgement of the recipient's dedication and achievement in the development of positive labor-management relations. It signifies professional efforts, which have demonstrated creative and innovative leadership over an extended period of time.



The Pacesetter Award is given to individuals, groups or organizations who have made contributions to or whose accomplishments or innovations in the last two years have been significant to the labor and/or employee relations field.

We would like to remind you of these prestigious awards and encourage you to recognize your colleague's ingenuity, contributions and accomplishments in these two categories throughout the year. Nominations are typically solicited toward the end of the calendar year prior to the ATC. However, we would like to be sure that our member's achievements are reflective of their outstanding efforts throughout the entire year; therefore, we encourage you to nominate those deserving of consideration now and throughout 2011. Award winners will be announced at the 2012 Annual Training Conference. Those selected will be eligible in the same award categories at the annual NPELRA conference. Many OHPELRA award recipients have gone on to be selected for NPELRA awards so please submit your nominations in order to recognize our outstanding OHPELRA members.



OHPELRA Commends Sennish, Duckett, and Rudolph with Service Awards

CONGRATULATIONS TO Margaret Rudolph, (Director of Human Resources, Erie County Board of Commissioners), Douglas Duckett, (Human Resources Manager, City of Loveland), and Jim Sennish, (OHPELRA Past President), who were all commended with service awards at the OHPELRA Annual Training Conference (All pictured at right).

In Margaret and Doug's case, each received not one award but two awards each! Margaret received the OHPELRA Pacesetter Award. Doug received the OHPELRA Award of Excellence. Each award is OHPELRA's highest honor. And like that was not enough, both Margaret and Doug turned around and swept these same honors at the NPELRA Annual Training Conference. We don't think this feat has ever been accomplished before. Congratulations to both of you!

This achievement certainly says a great deal about the integrity and dedication from two exceptional OHPELRA members. And speaking of exceptional members, OHPELRA also honored Jim Sennish for his past presidency. Without quality leadership such as Jim's, OHPELRA would not be the organization that it is today. Thank you Jim!



From left to right: Jim Sennish (OHPELRA Past President and current Vice President of Human Resources at Firelands Regional Medical Center in Sanducky), Douglas Duckett (Principal, Duckett Consulting and Training Services and City of Loveland), Margaret Rudolph (Director of Human Resources, Erie County Board of Commissioners).

COLLECTIVE BARGAINING REFORM

By Marc A. Fishel, Partner
Downes Fishel Haas Kim LLP

ON MARCH 31, GOVERNOR KASICH signed the much discussed Senate Bill 5 into law after the Ohio House made several changes to the Senate version. This bill will become law on June 30 unless those seeking to repeal it by referendum obtain the necessary signatures to get it on the ballot in November. If S.B. 5 is subject to referendum, it will be stayed until the election on November 8, 2011. If this occurs, the law could not be effective prior to November 9, 2011.

Senate Bill 5 makes numerous changes to aspects of Ohio law governing employment matters. The most prominent changes are to Chapter 4117 of the Ohio Revised Code. Many of these changes will impact collective bargaining agreements, however, the law will not mandate changes to current agreements. Changes imposed by Senate Bill 5 to collective bargaining agreements will be effective with any agreement negotiated or renewed after the effective date of the law.

Some of the more significant changes to Chapter 4117 include:

- Changes the definition of public employees. These changes include:
 - Excluding from collective bargaining employees unclassified under O.R.C. § 124.11(A)(8)-(9).
 - Treating police and fire supervisors the same as non-safety supervisors resulting in more exclusions from collective bargaining.
 - Exempting councils of government from collective bargaining.
- Allows the employer to assert a good faith doubt of the union's majority status and commence the decertification process.
- Removes the protection for deemed certified bargaining units.
- Limits mandatory subjects of bargaining compared to current law. Permissive subjects of bargaining included in a collective bargaining agreement will not become mandatory subjects of bargaining.
- Establishes prohibited subjects of bargaining:
 - Health insurance including employee contribution of at least 15%. The only subject for bargaining will be the amount of employee contribution that may exceed 15% of the costs. The 15% requirement refers to all aspects of health insurance and is not limited to the premium contribution.
 - Pension pick-up.
 - Privatization of work. The agreement cannot include any restrictions including additional payment to employees affected by contracting out work.
 - Minimum staffing.
- Expansion of management rights.
- Parties may only consider the financial status of the employer at the time period surrounding negotiations when determining the ability of the employer to pay for any terms agreed to in the CBA.
- **"Affects" bargaining deleted.** The phrase "except as affect wages...and the continuation, modification, or deletion of an existing provision" of a CBA has been **deleted** § 4117.08(C).
- "Grievances" have been limited to **"only"** the "violation of the express written provisions of a" CBA. § 4117.08(C). This limits the ability to rely on past practices as the basis for a grievance.
- Dues deduction must be in an agreement as long as the union has filed and maintained its financial report with SERB. Fair share fee is eliminated.
- Layoffs cannot be based solely on seniority. This provision also applies to non-bargaining unit employees subject to civil service law.
- Limits benefits paid to employees in the Deferred Retirement Option Program (DROP). These limitations include vacation leave, the elimination of longevity pay and payout upon separation. This provision does not apply to non-bargaining unit employees.
- Past practice clauses are prohibited.
- Vacation leave accrual cannot exceed six weeks for employees with less than 20 years of service. Maximum of 12 holidays per year and 3 personal days. These provisions do not apply to non-bargaining unit employees.
- Sick leave sellback is limited to 50% with a maximum payout of 1000 hours. Does not apply to non-bargaining unit employees.
- The right to strike is eliminated.
- Conciliation for safety forces is eliminated.
- If either party rejects the fact-finder's report, the legislative body must hold a hearing on the parties' final offers. The hearing is open to the public. The legislative body must select the union or employer proposal in total.

Continues on next page.



Members and Sponsors – Please email your **newsletter articles** and **information of general membership circulation** to Andrew R. Votava, Board Member, at avotava@fultoncountyoh.com or call 419 337-9675 ext. 523 for more information.

“Collective Bargaining Reform” from page 5

In addition to changes to Chapter 4117, S.B. 5 modifies various provisions of civil service law. The major changes include:

- An appointing authority, unless otherwise prescribed by law, who has the authority to fix the salary or wage of its employees without reference to DAS, must fix the wage or salary based on performance in accordance with the rules the Director adopts. § 124.15(A).
- Longevity pay for employees of the State of Ohio is eliminated. § 124.181(E). This provision does not apply to other levels of government.
- When a layoff is necessary, State, counties and cities may not use seniority as the sole deciding factor in determining which employees will be subject to layoff. Seniority may still be considered, but it must be considered along with other factors. § 124.322.
- Sick leave accrual is reduced to 3.1 hours for each 80 hours of service for employees. §§ 124.38(A)-(B). Appointing authorities may provide for sick leave accrual that exceeds the minimum set by statute.
- The State **may not pay more than 85% of the cost** of the provision of health care to bargaining unit and non-bargaining unit employees of the State. § 124.81(I).

There is no specification regarding non-bargaining unit employees in cities or counties. But see § 124.81(I): “A public employer,

including the state and any of its political subdivisions, shall not pay more than eighty-five per cent of the cost of the provision of health care benefits pursuant to this section.”

Because cities, counties, townships and villages do not provide health insurance in accordance with O.R.C. § 124.81, it appears that this 85% requirement may not apply to non-bargaining unit employees of these entities.

- Employers may not pay employee contributions to a public employee retirement system, including Ohio Police & Fire Pension Fund and the State Teachers Retirement System. §§ 145.47(A); 742.31; 4117.08(B)(3); 3309.47; 3307.27.

The above listing represents some of the most significant changes under Senate Bill 5. Because some of the provisions are not clear, it is likely that the State Employment Relations Board and courts will be asked to interpret the law. For cities, there is a question as to whether some provisions of the new law violate home rule authority. In addition, SERB and the Ohio Department of Administrative Services are expected to promulgate rules to implement certain provisions of the law. At this point, the best advice is to stay tuned for further developments.

*Mark Your Calendar - NPELRA
Annual Training Conference:
April 15-19, 2012, Orlando Florida*

New Board Members Tomeka M. Hopson and Dawn Huston

TOMEKA HAS BEEN WITH the City of Columbus since 1995 serving in many capacities. Since August 2010, Tomeka has served as the Human Resources Manager for the Department of Building and Zoning Services. She is responsible for the management of all human resources functions and the labor relations activities within the department.

Prior to her employment with the City of Columbus, Tomeka served four years in the United States Air Force as an Information Management Specialist where she obtained the rank of E-4.

Tomeka obtained her Bachelor's Degree in Business Administration and her Master's Degree in Human Resources Management.

Pictured is Tomeka M. Hopson, Human Resources Manager, City of Columbus Department of Building and Zoning Services.



**Tomeka Hopson,
Board Member**

DAWN CURRENTLY SERVES AS the Director of Administrative Services for Delaware County Board of Commissioners. Dawn has been with Delaware County since 1992. Dawn began her tenure with Delaware County working for the Juvenile Court where she held the positions of Intensive Probation Counselor and Intake Coordinator / Human Resources Manager before moving to the position of Human Resources Coordinator with the Delaware County Board of Commissioners in 2003.

Under the Board of Commissioners, Dawn has also held the position of Director of Human Resources. As the Director of Administrative Services, Dawn is responsible for the management of the Records Center, Dog / Kennel, Insurance and Risk, Safety, Workers Compensation and Human Resources departments.

Dawn graduated from Bowling Green State University with a Bachelor of Science degree and is a licensed social worker in the State of Ohio



**Dawn Huston,
Board Member**

U.S. Supreme Court Breathes New Life Into Old “Cat’s Paw” Fable

by Jennifer R. Fuller, Esq.
Thompson Hine LLP

AESOP’S FABLES ARE ALIVE AND WELL—at least at the U.S. Supreme Court. On March 1, 2011, the U.S. Supreme Court issued a landmark decision in *Staub v. Proctor Hospital*, determining that the military animus of a non-decision-making supervisor (or other agent of the employer) may be imputed to a decision-maker who imposes an adverse employment action if the supervisor engages in discriminatory conduct that is intended to cause adverse action and that is, in fact, a proximate cause of the ultimate adverse action taken by the decision-maker.

In what’s been dubbed the “Cat’s Paw” case, Army Reservist Vincent Staub claimed he was terminated based on his military service in violation of the Uniformed Services Employment and Reemployment Rights Act (USERRA). Staub presented evidence that, over several years, his direct supervisors made anti-military statements to him, disciplined him unjustly, and attempted to get him fired. But these supervisors were not the decision-makers with regard to Staub’s termination. Rather, Staub’s employment was ultimately terminated by an HR manager who never demonstrated military animus and who conducted an independent investigation before taking any action. Specifically, before discharging Staub, the HR manager reviewed Staub’s personnel file, talked with Staub’s supervisors, recounted her own experience with Staub, and provided Staub the opportunity to explain his behavior. Despite this investigation, Staub argued that the HR manager was merely a “pawn” who based her decision heavily on the input of his supervisors, whose previous false reports, discriminatory discipline, and unlawful intent laid the foundation for his later discharge. The supervisors’ discriminatory influence was perhaps best evidenced by Staub’s termination notice, wherein the HR manager specified that Staub was terminated because he “ignored” prior discipline and directives issued by his supervisors. Staub won at trial, but the Seventh Circuit Court of Appeals reversed, finding that the supervisors’ discriminatory animus was improperly considered because Staub had not shown that the HR manager had unlawful intent or relied exclusively on the supervisors’ recommendations. According to the Seventh Circuit, for “cat’s paw” evidence to be considered, the decision-maker must rely blindly on the advice of non-decision-makers without conducting an independent investigation or exercising independent judgment, thereby showing that the decision-maker was corrupted by the “singular influence” of discriminatory motives.

Staub appealed to the U.S. Supreme Court, arguing that if the Seventh Circuit’s theory is upheld, employers will effectively insulate themselves from liability for unlawful employment actions simply by delegating ultimate decision-making authority to an uninformed decision-maker who conducts a cursory investigation,



The Cat's Paw — A satirical French view of military glory from Napoleonic times (public domain, author unknown).

relies heavily on information tainted with discriminatory animus, and unknowingly implements a decision driven by underlying unlawful intent. In contrast, Proctor Hospital argued that the Seventh Circuit’s proximate cause standard promotes the goals of anti-discrimination statutes by encouraging decision-makers to conduct good faith, reasonable, independent investigations before taking adverse employment action while also recognizing the practical difficulties that would result if decision-makers were precluded from relying on other sources for information and were always required to second-guess the minute details of every single decision in a chain of events leading to adverse employment action.

The U.S. Supreme Court applied traditional principles of tort and agency law to determine whether, under USERRA, the discriminatory discipline issued by Staub’s supervisors prior to his termination could be construed as “a motivating factor in the employer’s decision.” Ultimately, the Court ruled that a decision-maker’s exercise of independent judgment—even when based on an independent investigation—will not automatically prevent prior discriminatory conduct of non-decision-makers from being a proximate cause of the challenged adverse employment action. Although decision-makers’ independent discretion may also contribute to the adverse action, the Court recognized that a harm may have more than one proximate cause—especially given the practical reality that an employer’s decision-making authority is often allocated among several agents, each with differing levels of authority and involvement in the discipline process. While an employer may avoid liability “if the employer’s investigation results in an adverse action for reasons unrelated to the supervisor’s original biased action,” the employer will be liable “if the independent investigation takes [the supervisor’s biased report] into account without determining that the adverse action was, apart from the supervisor’s recommendation, entirely justified.”

Perhaps more than ever before, this case serves to highlight every employer’s need for thorough investigations, detailed performance documentation, and well-reasoned employment decisions. Although the U.S. Supreme Court decided this case in the context of a USERRA action, the same fundamental “Cat’s Paw” principle may find its way into Title VII litigation, which requires application of a similar “motivating factor” standard. Employers are therefore strongly encouraged to ensure consistent policy enforcement, ramp up workplace training efforts, and educate managers (from the front-line supervisors to high-ranking executives) about how to comply with the law at every stage in the decision-making process.

Please Welcome All New OHPELRA 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!

- Jody Hull-Arthur**, Executive Director,
Licking Metropolitan Housing Authority
- Nancy Brown**, Executive Assistant, Licking
Metropolitan Housing Authority
- Jerry Beitman**, Police Lieutenant, City of
Montgomery
- Kevin Boos**, Highway Foreman, Perkins
Township
- Tracy Bradford**, Assistant Law Director, City
of Hilliard
- Mary Beth Bullen** (Sponsor/Member), Public
Entity Practice Leader, Arthur J. Gallagher
& Company
- Jeff Ferrell**, Township Trustee, Perkins
Township
- Ken Klamar**, Police Chief, Perkins Township
- Robin Rupp-Mondak**, Human Resources
Officer, City of Columbus
- Kimberly Sierra**, Senior HR Manager, Labor
& Employee Relations, Hamilton County
- Joann Zimmerman**, Assistant Fire Chief,
Sugarcreek Township

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 current – great!!! We can continue to provide you timely 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.**



OHPELRA Board of Directors, February 2011

**Brooke K. Carnevale –
President**

Human Resources Officer,
Dept. of Public Safety, City
of Columbus

**Maurice J. Evans –
Vice President**

Human Resources Analyst,
City of Dayton

Todd Hunter - Secretary

Human Resources Manager,
Dept. of Public Safety, The
Ohio State University

**Laura Joy Campbell –
Treasurer and NPELRA Board
Member**

Assistant Director of Human
Resources, Butler County

**Kevin G. Williams -
Immediate Past President**

Human Resources Officer,
City of Columbus Public
Health Department

**Janet J. Campbell Lanza –
NPELRA Immediate Past
President**

Labor Relations Manager,
City of Columbus

**Kristen M. Treadway –
Conference Coordinator**

Director of Human
Resources, City of Gahanna

**James W. Keating –
Board Member**

Director of Human
Resources, Trumbull County
Board of Commissioners

**Andrew R. Votava, Esq. –
Board Member**

Director of Organizational
Development, Fulton County
Board of Commissioners

**Tomeka M. Hopson –
Board Member**

Human Resources
Manager, City of Columbus
Department of Building and
Zoning Services

**Dawn Huston –
Board Member**

Director of Administrative
Services, Delaware County
Board of Commissioners

OHPELRA Thanks Our 2011 Contributing Sponsors

Click the links below and on our web site at www.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!

baker & hostetler

Baker and Hostetler, LLP
Columbus, Cincinnati, and
Cleveland
www.bakerlaw.com



Burnham & Flowers
Insurance Group, Columbus
and Dayton
www.bfgroup.com

CareWorks

CareWorks
Dublin
www.careworks.com



County Employee Benefits
Consortium of Ohio
Columbus, Ohio
www.ccao.org and click on
Enterprise Services.



Clemans, Nelson &
Associates, Dublin
www.clemansnelson.com

CompManagement Health Systems, Inc.
A Sedgwick CMS Company

CompManagement Health
Systems, Inc.
Cincinnati and Dublin
www.chsmco.com

CompManagement, Inc.
A Sedgwick CMS Company

CompManagement, Inc.
Dublin
www.compmgt.com



Duckett Consulting and
Training Services, Cincinnati
www.duckettconsulting.com



Downes, Fishel, Haas,
Kim LLP, Columbus
www.downesfishel.com



Employer's Health Coalition of
Ohio, Inc., Dublin
www.ehpc.com



Frost Brown Todd, LLC
Cincinnati, Columbus, and
West Chester
www.frostbrowntodd.com



Gallagher Public Entity & Scholastic Group
a Division of Gallagher Benefit Services, Inc.

Gallagher Public Entity &
Scholastic Group
Quincy, Massachusetts
www.gallagherkoster.com



Hunter Consulting Company
Cincinnati
www.hunterconsulting.com

Littler
Employment & Labor Law Solutions Worldwide™

Littler Mendelson, P.C.
Columbus and Cleveland
www.littler.com

PeopleAdmin

PeopleAdmin, Inc.
Austin, Texas
www.peopleadmin.com



RX Ohio Collaborative
Columbus
www.rxoc.org

SEGAL

The Segal Company
Cleveland
www.segalco.com

Taft/

Taft Stettinius & Hollister
Cincinnati, Cleveland,
Columbus & Dayton
www.taftlaw.com

**THOMPSON
HINE**

Thompson Hine
Cincinnati, Cleveland,
Columbus & Dayton
www.thompsonhine.com

UnitedHealthcare

United Healthcare
Cleveland
www.uhc.com